

PANEL PACKET

September 2024



Employment Training Panel



PANEL NOTICE/AGENDA

MEETING TIME/PLACE

Friday, September 27, 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:

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Conference code: 1185529

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Call to Order by Chair	Rebecca Bettencourt
<ul style="list-style-type: none">• Roll Call• Action to Approve September Panel Meeting Agenda• Action to Approve August 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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Apprenticeship Power Point Presentation	Willie Atkinson
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Panel Date: September 27, 2024

Review, *Public Comment and Action on Proposals

Willie Atkinson

Memo and Action Item: Workforce Literacy Pilot Program

Ilya Launitz

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, September 23, 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

Apprentice and Journeymen Training Trust Fund of the Southern California Plumbing and Pipping Industry -----	\$390,070
California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund – Southern CA -----	\$390,194
Cement Masons Joint Apprenticeship Trust -----	\$389,950
Finishing Trades Institute of District Council 36 Joint Apprenticeship Training Trust Fund -----	\$389,550
Glaziers, Architectural Metal and Glass Workers Local Union no. 636 -----	\$390,321
Joint Journeymen Apprentice Training Trust -----	\$390,289
Kern County Electrical Journeyman and Apprentice Training Trust-----	\$367,614
Local 250 – Apprentice and Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry -----	\$390,070
Los Angeles County Electrical Educational and Training Trust Fund-----	\$390,515
NECA/IBEW Inland Training Fund -----	\$390,400
San Luis Obispo County Electrical Joint Apprenticeship & Training Trust-----	\$97,380
Santa Barbara County Electrical JATC -----	\$109,303
Sheet Metal Workers’ Joint Apprenticeship and Training Trust Fund of Los Angeles-----	\$390,180
Southern California Elevator Constructors Apprenticeship and Training Trust-----	\$390,380
Southern California Floor Covering Apprenticeship & Training Trust Fund-----	\$389,734

North Hollywood Regional Office (continued)

Southern California Plastering Institute Apprenticeship Trust	\$98,009
Tile, Marble and Terrazzo Employees Joint Apprenticeship Training Committee Trust	\$189,598
Tri-Counties Sheet Metal Workers Joint Apprenticeship Committee	\$95,040
Union Roofers Joint Apprenticeship and Training Fund	\$390,533
Ventura County Electrical Joint Apprenticeship and Training Trust Fund	\$145,902

San Diego Regional Office

California Tradeshow and Sign Crafts Joint Apprenticeship Training Trust Fund of Painters and Allied Trades District Council 36	\$310,236
Heat and Frost Insulators and Asbestos Workers Joint Apprenticeship Trust Fund	\$390,432
Local 100 International Brotherhood of Electrical Workers Joint Electrical Training Trust Fund	\$367,758
Orange County Electrical Joint Apprenticeship and Training Trust	\$390,363
Pavement Stripers and Highway Maintenance Apprenticeship and Training Trust for Southern California	\$128,401
Pipe Trades Apprentice and Journeyman Training Trust Fund of Santa Clara and Benito Counties	\$390,085
Pipe Trades Apprentice and Journeymen Training Trust Fund for San Mateo County	\$388,378
Redwood Empire Electrical Joint Apprenticeship Trust	\$120,080
San Diego Electrical Training Trust	\$390,195
Sheet Metal & Air Conditioning Apprenticeship & Journeyman Training Fund	\$304,374
Southern California Pipe Trades District Council 16	\$390,243
Southern California Surveyors Joint Apprenticeship Trust	\$389,000
Sprinkler Fitters Local 483 Journeyman & Apprenticeship Training Fund	\$285,364
State Building and Construction Trades Council of California	\$390,376
U.A. Local 342 Joint Apprenticeship and Training Trust	\$390,073
U.A. Local 38 Apprentice and Journeyman Training Trust Agreement	\$335,956
United Association Plumbers Local 78	\$390,073

San Francisco Regional Office

Alameda County Electrical Industry Apprenticeship and Training Trust-----	\$380,396
Bay Area Counties Roofing Industry Apprenticeship Training Fund-----	\$390,344
California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund – Northern CA -----	\$390,270
Carpenters Training Trust Fund for Northern California -----	\$389,844
Northern California Elevator Industry Joint Apprentice Training Committee Trust Fund-----	\$390,194
Northern California Title Industry Apprenticeship and Trainee Trust Fund-----	\$115,321
Operating Engineers and Northern California Surveyors Pre-Apprenticeship, Apprentice and Journeyman Affirmative Action Training Fund -----	\$390,334
San Francisco Electrical Industry Apprenticeship and Training Trust-----	\$135,995
San Mateo County Electrical Apprenticeship and Training Trust-----	\$390,422
Santa Clara County Electrical Industry Apprenticeship And Training Trust -----	\$390,486
Stationary Engineers Northern California and Northern Nevada Apprenticeship and Training Trust-----	\$390,432
UFCW Local 5-----	\$206,000

Sacramento Regional Office

Bricklayers and Allied Crafts Local No. 3 Apprentice Training Trust-----	\$177,448
Central Valley Electrical Industry Training & Educational Trust -----	\$145,173
Heat and Frost Insulators and Allied Workers of Northern CA and Local No.16 Apprentice Training Trust-----	\$390,224
Joint Apprenticeship Committee for Operating Engineers, 46 Northern Counties in CA-----	\$390,537
Local 228 – Pipe Trades District Council No.36 Journeyman and Apprenticeship Training Trust Fund -----	\$101,391
Local 246 Pipe Trades District Council No. 36 Journeyman and Apprenticeship Training Trust Fund -----	\$218,180

Sacramento Regional Office (continued)

Local 442 – Pipe Trades District Council No. 36 Journeyman and Apprentice Training Trust Fund -----	\$119,584
Napa and Solano Counties Plumbers and Steamfitters JATC -----	\$149,072
Napa-Solano Counties Electrical Industry Apprenticeship and Training Trust Fund -----	\$171,477
Sacramento Area Electrical Workers Joint Apprenticeship and Training Trust-----	\$390,466
San Joaquin and Calaveras County Electrical Industry Apprenticeship and Training Trust -----	\$167,142
UA Local 447 Joint Apprentice Training Center -----	\$389,844

Program Projects Unit

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Associated Builders and Contractors of Southern California, Inc. Merit Training Trust Fund -----	\$285,696
Associated General Contractors of America, San Diego Chapter, Inc. Apprenticeship and Training Trust Fund -----	\$374,601
California-Nevada Electrical Joint Apprenticeship and Training Trust Fund-----	\$390,515
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Finishing Trades Institute of Northern California and Nevada Trust – Glaziers FTI West-----	\$390,260
Finishing Trades Institute of Northern California and Nevada Trust Fund-Painter FTI West -----	\$390,104
Laborers Health and Welfare Trust Fund for Northern California -----	\$390,290
Laborers Training and Re-Training Trust Fund for Southern California-----	\$390,477
Sheet Metal Workers’ Local 104 and Bay Area Industry Apprentice And Journeyman Training Fund – North Bay -----	\$390,250
Sheet Metal Workers Local 104 and Bay Area Industry Apprentice and Journeyman Training Fund – South Bay -----	\$390,250

PROPOSALS APPROVED
BY DELEGATION ORDER FOR 08/20/24 – 09/16/24

≤ \$75,000

**Approved
Date** **Approved
Amount**

San Diego Regional Office

Arvynl Laminates, LP

08/21/24 \$26,600



State of California—Labor and Workforce Development Agency

Employment Training Panel

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Delegation Orders

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Arvinyl Laminates, LP



M e m o r a n d u m

To: Panel Members

Date: September 27, 2024

From: Jessica Grimes
Executive Director

Subject: **Directions Meeting Sites**

The Employment Training Panel will meet on **Friday, September 27th, 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**



M e m o r a n d u m

To: Panel Members

Date: September 27, 2024

From: Jessica Grimes
Executive Director

Subject: **Future Meeting Sites**

<i>September Panel September 27th, 2024</i>	<i>In Person – CalEPA Coastal Room 1001 I St, Sacramento, CA 95814 Friday 9:30 AM – 3:30 PM</i>
<i>October Panel October 25th, 2024</i>	<i>Location TBA Friday 9:30 AM – 3:30 PM</i>
<i>December Panel December 13th, 2024</i>	<i>In Person – East End Complex Auditorium 1500 Capitol Ave. Sacramento, CA 95814 Friday 9:30 AM – 3:30 PM</i>



**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL**

Friday, August 30, 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

Kumani Armstrong
Assistant Director/Chief Counsel

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, Coastal Room, Second Floor
Sacramento, California 95814
Friday, August 30, 2024**

I. PUBLIC PANEL MEETING CALL TO ORDER

Chair Bettencourt called the meeting to order at 9:31 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
Kumani Armstrong, Assistant Director/Chief Counsel
Jaime Gutierrez, Chief Deputy Director
Tara Armstrong, Deputy Director of Technical Branch
Laura Campbell, Chief of Program Operations

III. AGENDA

The August Agenda was reviewed.

ACTION: Member Smiles moved, and Member Tracy seconded, approval of the August Agenda.
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 July Meeting Minutes were reviewed.

ACTION: Member Newsom moved, and Member Tracy seconded, approval of the July Meeting Minutes with the following corrections: Tab 21, the second motion needs to be changed; Tab 13, final vote should be 6-0; and Tab 15, Chair Bettencourt did not recuse herself. Panel Members present voted in the affirmative for approval of the July Meeting Minutes as moved with corrections.

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

V. REPORT FROM THE EXECUTIVE DIRECTOR

Today's agenda represents critical proposals from single employers, multiple employers and proposals from high unemployment areas. Since the start of the State Fiscal Year 24-25, the Panel has approved 360 trainees under HUA, and has approved 1626 trainees under the Agriculture Initiative. Today's panel is also the first for incoming Assistant Director/Chief Counsel, Kumani Armstrong.

If all proposals are funded, the Panel will be approving projects in support of 5,394 trainees.

VI. APPRENTICESHIP UPDATE FROM ASSISTANT DIRECTOR COOPER

ETP is proud to provide significant support for apprenticeships, which are considered the gold standard for workforce training. They offer a combination of classroom training and hands on experience and provide a proven way to develop a skilled workforce. There will be 80 proposals at the September Panel, as well as testimonials. Demand for funding is higher than we've ever seen with \$103 million in gross demand requested by 80 proposals. Proposals are capped at \$600,000. The demand comes down to \$36 million, which is still much more than ETP's allocation for apprenticeships of \$23.7 million.

Our methodology was as follows: cut all proposals down to the \$600,000 cap, and right-size all the proposals, so they are under the \$23.7 million apprenticeship allocation. Construction apprenticeship programs will be right-sized by imposing 35% across-the-board cuts to all of them. A handful of non-construction apprenticeships will be right sized on a case-by-case basis, with the rationale included in the Panel proposal recommendation.

VII. UPDATE OF CAL-E-FORCE

Under Cal-E-Force Program, ETP has implemented enrollment validations into job numbers for multiple employer contractors to reduce any potential errors for small business and priority industry sectors. This is to assist participating employer's trainees to put them in the correct job number, so we are doing the right reimbursement rates and getting the right data. Second, we are now collecting county training subcontractors, which will be reflected on panel proposals.

VIII. LEGISLATIVE AND LEGAL UPDATE

The Legal Unit tracks pertinent legislation. In the panel packet is the legislative memorandum of those bills.

SB-1321, if enacted, would make significant changes to ETP's program, including modifications to project criteria and eligibility clarifications regarding the funding of apprenticeship programs and other pieces of our enabling legislation. SB-1321 passed the Senate and was heard in the Assembly's Committee on Appropriations where it was placed in its Suspense File. On August 15, 2024, SB-1321 was removed from the Suspense File "do pass as amended to strike reference to Division of apprenticeship standards requirements, revise public notification requirements and make other changes". The Senate concurred with those amendments coming out of the Assembly. So, at this time, SB-1321 is being enrolled, and it will likely be put on the governor's desk for review; to either sign, to veto, or to not sign at all, which means it effectively becomes law. We are continuing to review and analyze these amendments, these changes, and the implications operationally, as well as other costs associated with it. ETP remains officially agnostic in its position on SB-1321. The Legal Unit will continue to review and provide reports.

IX. REPORT OF THE CHIEF DEPUTY DIRECTOR

Cal EPA conference rooms will be undergoing renovations beginning mid October 2024 to February 2025. ETP has been able to secure a new location for the December 2024, January, February, and March 2025 Panel Meetings, which will now be held at the East End Complex Auditorium located at 1500 Capitol Avenue. The October 25, 2024, Panel meeting locations have not been confirmed but will be updated on the ETP website when locations are confirmed.

Regarding Funding:

Today's Panel meeting is for approximately \$7.1 million. It includes one Delegation Order for a total of \$19,712. 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 three delegation orders for this State Fiscal Year. If all proposals scheduled for this Panel Meeting are funded today, the Panel will be approving 16 projects.

Regarding Demand and Allocations:

There are 282 applications currently in demand, and 171 applications are with the Regional Offices in development. 80 are Apprenticeship. 25 applications are under review with the Applications and Assessment Unit, and 86 submitted applications are pending review. The estimated value of the 282 applications is \$221.2 million: \$45.1 million in demand for single employer contracts, \$3.7 million in demand for small business, \$69.3 million in demand for

multiple employer contracts, and \$103 million for apprenticeships. We are currently within our total allocation for this fiscal year 2024-25.

X. POLICY COMMITTEE REPORT

There were four discussion topics as follows: First, a discussion on affiliates, including researching different contractor types in EDD's Unity of Enterprise program to assist ETP on this issue. Second, a discussion on the RESPOND programs, also known as the Rapid Employment Strategies Pilot on Natural disasters, which assist businesses affected by natural disasters. The topic will return to Policy Committee in October as an action item to enhance the current definition of natural disaster. Third, we had a discussion on Certified Safety Training guidelines, which allowed for OSHA 10 and 30, HAZMAT and HAZWOPER training in ETP contracts. This topic will return to Policy Committee in October as an action item to remove an outdated reference. General Safety Training was also discussed as part of the topic and will come back to Policy Committee. Finally, there was a discussion on application and proposal quality with an analysis of the contents of the applications and proposals.

XI. ACTION ON PROPOSALS

SINGLE EMPLOYER CONTRACTS

Member Smiles recused himself.

Tab No. 1: Cell-Crete Corporation

Repeat contractor. Funding requested \$379,260 to train 315 workers. Training will take place at locations in Alameda, Los Angeles and San Diego counties.

Clarification was requested on the apprentices. Typically apprentices are trained in an apprenticeship contract. Similar contracts and employers generally do not include apprentices.

Per the Cell-Crete representative the concrete they manufacture and install is mixed and batched on site with specialized equipment. We train on the equipment which is something the apprenticeship program could not offer.

ACTION: Member Newsom moved, and Member Tracy seconded, motion to approval of the proposal submitted by Cell-Crete Corporation in the amount of \$379,260. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 6 to 0.

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

Tab No. 2: Global Trade Marketing, Inc. dba Ziglift Material Handling

Priority industry first time contractor. Funding requested \$113,400 to train 81 under job one small business retrainee. Training will take place at their Santa Fe Springs, Tracy and Rialto locations.

Question was asked about why 100% of employees or 81 of 81 employees are going to be trained? Are you using vendors to deliver the training, or is it internal teams?

Veronica Mohmert explained that they have a new ERP system they are implementing. They also have constant training in OSHA 10, OSHA 30 and certification for forklift driving and different safety aspects. Yes, the vendor will be coming in to train.

ACTION: Member Newsom moved and Member Smiles seconded motion to approve the proposal submitted by Global Trade Marketing, Inc. dba Ziglift Material Handling in the amount of \$113,400. 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. 3: Golden Star Technology, Inc.

Repeat contractor. Funding requested \$233,520 to train 139 retrainees. Training will take place at their Los Angeles and San Diego locations.

Request to elaborate on what they are being retrained on and why this contract is so important versus the last one.

Allison Zoris explained that their employees are consistently training in the innovation of new products, services and software.

Comment was made that the curriculum lists are looking very similar from contract to contract. Recommendation to sharpen the curriculum to more of where the new one is going rather than just product knowledge.

ACTION: Member Smiles moved, and Member Hill seconded, motion to approve the proposal submitted by Golden Star Technology, Inc. in the amount of \$233,520. 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: Lockheed Martin Corporation

Priority industry repeat contractor. Funding requested \$599,424 to train 446 under Job one priority rate retrainee training. Training will take place at their locations in Palmdale, Edwards Air Force Base, Sunnyvale, Pal Alto and Santa Cruz. There is a union involved, The International Association of Machinists and Aerospace Workers District Lodge 725. 10th ETP contract and 4th in last 5 years.

Question was asked as to what is different about this contract and this training as opposed to the previous nine contracts.

Sean Gustafsson explain that there are all kinds of emerging skills in 21st century security skill areas, critical skill areas that are driving additional training needs and AI machine learning.

Comment was made that further along in the agenda California Institute of Arts and Technology is claiming some of your employees, where you aware of this?

Sea Gustafsson replied that he was not aware of that.

Elaboration was requested regarding the retention of the Marquee group in Texas. Why are you using an out-of-state contractor? To be clear, they are the service provider.

Sean Gustafsson explained that there is a rigorous competitive bid and vetting process. They are a Lockheed Martin asset and have access to our networks and have been doing this since 2007.

ACTION: Member Smiles moved, and Member Fothergill seconded, motion to approve the proposal submitted by Lockheed Martin Corporation in the amount of \$599,240. 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. 5: Sun Hill Properties, Inc. dba Hilton Los Angeles/Universal City

First time contractor. Funding requested \$491,400 to train 351 under Job one priority rate retrainee training. Training will take place at their Universal City location. 2nd ETP contract 2nd in last 5 years.

ACTION: Member Smiles moved, and Member Hill seconded, motion to approve the proposal submitted by Sun Hill Properties, Inc. dba Hilton Los Angeles/Universal City in the amount of \$491,400. 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: Terrakotta, Inc. dba Laguna Clay Co.

Withdrawn.

Tab No. 7: Milgard Manufacturing LLC

First time contractor. Funding requested \$411,600 to train 420 workers. Training will take place at their locations in Sacramento, Simi Valley, and Temecula.

Request for wage progression of the production staff. 153 are in this category and being compensated between \$20.01 (Please check the wage.) and \$25 and the next category up is \$75. How soon can those in the \$20-\$25 category anticipate seeing wage progression combined with this training?

Dennis McCoy explained that everyone starts as a level 1, and somewhere between 60 and 90 days, they have the opportunity to progress to level 2, which is an automatic \$1.00 increase. Then about 15 months after hire, they have the option of moving to level 3, which is an additional \$2.00 increase based on their performance. For the most part it is automatic. There are no caps on the levels.

ACTION: Member Smiles moved, and Member Newsom seconded, motion to approve the proposal submitted by Milgard Manufacturing LLC in the amount of \$394,240 with the amendment to remove Alchemy as a training program. 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. 8: Paul Baker Printing, Inc.

First time contractor. Funding requested \$283,080 to train 163 workers, including 12 new employees. Training will take place at their two locations in Sacramento.

ACTION: Member Newsom moved, and Member Smiles seconded, motion to approve the proposal submitted by Paul Baker Printing, Inc. in the amount of \$283,080. 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

MULTIPLE EMPLOYER CONTRACTS (MEC)

Tab No. 9: JVS SoCal

Repeat contractor. Funding requested \$545,992 to train 139 new hires. Training will take place at their training center in Los Angeles.

Requested an explanation for wage progression for specifically the maintenance and repair workers. There are 16 in the range of \$17.44 an hour to \$20.00 an hours. How soon will they see an increase?

Julian Hampton stated that within a year the wage progression is \$1.43.

Question about job placement and what type of career opportunities are possible after training. How you are guiding this cohort of workers for all the programs?

Julian Hampton explained that the focus is to train them not only on the specifics of the jobs but also essential skills, so they have professionalism, the etiquette, the business understanding to be successful. JVS follow up with them consistently.

For the record, the organization is a nonprofit.

ACTION: Member Newsom moved, and Member Hill seconded, a motion to approve the proposal submitted by JVS SoCal funding amount of \$545,992. 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. 10: California Institute of Arts and Technology, Inc.

Repeat contractor. Funding requested \$838,600 to train 140 retrainees. Training will take place at their locations statewide.

Clarification on the name of the company was requested. The Panel packet shows California Institute of Arts and Technology, Inc. but was introduced as California Institute of Applied Technology.

Kara Sturdivant stated they are in the process of a name change.

Clarification regarding the fact that you train around the state but have a facility in National City. What do you do in National City versus the rest of the state?

Kara Sturdivant explained that the training is virtual live training. And they can also perform the training at their campus in National City.

Clarification on whether the institution is a for-profit college. The average cost per trainee of \$5,999, very much on the high end for what we usually pay per trainee. Can you elaborate on why it is so high? How many students do you have?

Kara Sturdivant replied the cost per trainee is based on 200 hours, which is the average of our trainees completing a four month comprehensive training program. Not including the trainees here there are slightly over 1700 students many are located in National City and about 30% are located throughout the state.

Comment was made on the amount of student debt incurred by students.

Elaboration was requested on the connection to the employers listed because Lockheed Martin was not aware of being listed. Regarding the other small and very, very large corporations, it is a little odd that each one of them has 5 trainees listed.

Kara Sturdivant explained that since this is their first contract, they have a network of employers that they work with in a variety of ways. Employers complete surveys to make sure the curriculum is up to date. In conversations with our employers, we listed the ones that were most excited

about this opportunity, and the number 5, we have employers that are interested in more than 5 trainees.

Reminder was made that the trainees listed here cannot be charged tuition or anything. We don't want to see these trainees funneled into high cost programs in order to complete a certificate.

Kara Sturdivant stated that these comprehensive programs are designed to be completed and not repeated.

Comment was made that this is a first time contract, and this is a lot of money. The fives do feel suspect, was a need analysis done, have you really had conversations with each of the employers? How are you setting yourself and your employers up for success? Looking at the list of employers are you saying that you have over 28? Did you back into that number by taking 140 divided by 5?

Kara Sturdivant explained they are meeting with the employers to understand their specific needs and recommending pathways. Yes, that is how they got that number.

Explain please when you did a demand analysis for these certifications and training programs what did you discover? If there is a high demand, what is it?

Kara Sturdivant stated they have a dedicated Career Services department that researches the demand of IT certifications. Based on their research and stats from the Bureau of Labor Statistics, there is growth from average 5-7%. The specific certifications they are offering is about 14%.

Concerns: Healthcare is being used to meet the post-retention wage. We see proposals that are paying more in wages and much less in the cost per trainee. There is no employer connection. They are for-profit, and the student debt is high.

ACTION: Member Newsom moved, and Member Smiles seconded, a motion to table the proposal submitted by California Institute of Arts and Technology, Inc. funding amount of \$545,992. All Panel Members present voted in the affirmative to table 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: Chaffey Community College District, Chaffey College

Repeat contractor. Funding requested \$569,880 to train 355 retrainees. Training will take place at their locations statewide. 6th ETP contract in past 5 years.

Questions regarding Job number 2, the average cost per trainees is \$7188 for 25 of the trainees. In the previous Job description under Job one it is only \$1198. Can you elaborate on this huge amount?

Carlos Lecarica explained that they created a training program for intermediate to advanced maintenance technicians. It was a 472 hour training program which was approved on previous contracts. The average cost on the previous contracts is actually lower because the number of trainees was higher.

Explain the wage progression. It shows here the same wages for Jobs number one and 3. Even though these subset of 25 individuals are receiving more training, there seems to be a disconnect.

Carlos Lecarica stated that the wage range is pretty high because the training programs are focused on the advanced manufacturing sector. More robotics and automation in them. So the top end of those positions are at a much higher salary than the low end.

For the record, they are a public community college.

ACTION: Member Newsom moved, and Member Smiles seconded, approval of the proposal submitted by Chaffey Community College District in the amount of \$569,880. 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: Riverside Community College District

Repeat contractor. Funding requested \$472,468 to train 404 retrainees. Training will take place at their Riverside and San Bernardino county locations. 3rd ETP contract in last 5 years.

Request for an explanation; it's a bit unique to partner with another Community College. San Bernardino has another contract, so how will this amount influence and take from that amount by supplementing the amount already awarded?

Jason Kennedy explained that this is the first time RCCD has partnered with another CCD for an ETP contract because RCCD has had significant turnover from previous directors and deans. So they are looking at this as a mentorship. San Bernardino will be showing them the ropes (they will be handling the administration, the outreach to employers, even scheduling training, and delivering some), and they will then take on more and more responsibility especially during the second year of the contract.

San Bernardino is listed as a training vendor with potential costs of up to 40% of the reimbursement rate.

ACTION: Member Smiles moved, and Member Hill seconded, approval of the proposal submitted by Riverside Community College District in the amount of \$472,468. 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. 13: Murrieta Chamber of Commerce

Repeat contractor. Funding requested \$848,799 to train 567 trainees. Training will take place statewide.

The amount of funding being requested is almost double. How will you be successful? How are you building that relationship with the employers?

Patrick Ellis stated that they are currently at 80% of their contract. The demand on this contract is high, and they are brand new employers to us. They are meeting with the different companies and that what he does on a daily basis.

Request to downsize the amount to \$600,000.

Staff asked if they could have the ability to go up to \$600,000 so they can manipulate the numbers.

ACTION: Member Newsom moved, and Member Smiles seconded, approval of the proposal submitted by Murrieta Chamber of Commerce in the revised funding amount of up to \$640,000. 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

Tab No. 14: California Plumbing & Mechanical Contractors Association

Repeat contractor. Funding requested \$625,356 to train 522 retrainees. Some of the trainees included in the proposal are represented by Southern California Pipe Trades District Council 16. This included both journey workers and foreman.

ACTION: Member Smiles moved, and Member Hill seconded, approval of the proposal submitted by California Plumbing & Mechanical Contractors Association in the amount of \$625,356. 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

AGRICULTURE

Tab No. 15: Ag Force, LLC

Repeat contractor. Funding requested \$132,000 to train 110 workers. Training will take place at their Fresno location.

Request for wage progression connected to the training being received. The wage starts at \$16.91 an hour up to \$25. How do they progress? The majority of trainees are being compensated within the \$15-\$20 an hour range (really \$16.91-\$20). Of the 80, how many are at the higher end of that range?

Brad Zahl explained when they are trained, they can move into other roles, probably over 50-60% are on the higher end of the wage range.

ACTION: Member Smiles moved, and Member Hill seconded, approval of the proposal submitted by Ag Force, LLC in the amount of \$132,000. 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

Tab No. 16: Blue Diamond Growers

Repeat contractor. Funding requested \$575,960 to train 1210 workers. Training will take place at their locations in Sacramento, Modesto, and Turlock.

Question there is no productive lab within the contract. You talk about the use of the industry for the standardization of training. That model historically are you utilizing job instruction, or are you utilizing it in the classroom lab like simulated labs?

Sarah Anderson stated that they are not conducting any TDWI training via productive lab.

ACTION: Member Newsom moved, and Member Hill seconded, approval of the proposal submitted by Blue Diamond Growers in the amount of \$575,960. 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

XII. PRESENTATION WORKFORCE LITERACY PILOT PROGRAM

Provided an update into results that staff received in response to some stakeholder comments regarding the Workforce Literacy Pilot Program and its success. The goal of the survey was to gather data, including challenges and successes to figure out next steps. The plan is to bring findings to the October Policy Committee for a conversation and recommendations.

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

No comments.

XIV. PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA

No comments.

XV. MEETING ADJOURNMENT

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

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

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye

Gretchen Newsom – aye

Rick Smiles - aye

Douglas Tracy – aye

Mike Hill – aye

Chris Dombrowski – aye

Jennifer Fothergill – aye

Chair Bettencourt Adjourned the meeting at 11:50 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 September 19, 2024

cc: Jessica Grimes, Executive Director
Peter Cooper, Assistant Director
Kumani Armstrong, Assistant Director/Chief Counsel
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 08/29/2024: Ordered to inactive file at the request of Senator Stern.

- **[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: CHAPTERED. On 09/12/2024: Approved by Governor. Chaptered by Secretary of State. Chapter 224, Statutes of 2024.

- **[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 09/09/2024: Enrolled and presented to the Governor at 3 p.m.

- **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 09/09/2024: Enrolled and presented to the Governor at 3 p.m.

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.

Literacy Presentation Placeholder

FY 24/25 ETP Apprenticeship Program

Willie Atkinson, Assessment & Program Division Manager



Apprentice Spotlight

- Background
- Introduction of Apprentices
- New Programs

Progress to date

- **ETP Apprenticeship Workgroup**
- **Outreach/Engagement**
- **Collaboration**



FY 24/25 Funding

- **Considerations**
- **Demand**
- **Methodology**
- **Proposals**

Looking Forward

- **Application/Proposal Updates**
- **D.E.I.**



Thank You





**Training Proposal for:
Alameda County Electrical Industry
Apprenticeship and Training Trust**

Contract Number: ET25-0938

Panel Meeting of: September 27, 2024

ETP Regional Office: San Francisco Bay Area

Analyst: R. Jackson

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 595		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$355,684		\$24,712 8%		\$380,396

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills, Computer Skills, OSHA 10/30	211	8-210	0	\$1,647	\$32.94
				Weighted Avg: 70			
2	Retrainee Journeyworker Priority Rate	Commercial Skills, Computer Skills, OSHA 10/30	61	8-200	0	\$539	\$73.20
				Weighted Avg: 18			

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

Minimum Wage by County: Job Numbers 1 & 2: \$30.75 per hour statewide (Modified Statewide Average Wage)
Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: Yes No Maybe
 Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Inside Wireman	\$32.94 - \$58.56	211
Job Number 2		
Journeyworker - Inside Wireman	\$73.20 - \$95.16	61

INTRODUCTION

Founded in 1946, and located in San Leandro, Alameda County Electrical Industry Apprentice and Training Trust (Alameda Electrical Trust) (www.595jatc.org) is governed by a Board of Trustees comprised of four labor and four management representatives. It is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 595 and the National Electrical Contractors Association. ETP training will take place at Alameda Electrical Trust’s training center in San Leandro.

This will be Alameda Electrical Trust’s eleventh ETP Contract in the last five years. ETP funding will train Journeyworker and Apprentice members of IBEW Local 595. Participating employers consist of approximately 60 small businesses and 40 large businesses. IBEW has an estimated total of 100 signatories.

Veterans & Special Trainee Populations

Alameda Electrical Trust is committed to supporting job-related training that helps veterans transition into the California workforce.

To qualify for advanced standing in the Apprenticeship application process, Veteran applicants can demonstrate one of the following;

- 3 years active duty with honorable discharge in last 5 years.
- 6 years reserve with honorable discharge in last 2 years
- Military specialty electrical occupational training

Credit for former learning is applied with proof of documentation for Military Occupational Specialty (MOS).

IBEW 595 states it collaborates with regional Workforce Investment Boards, community-based organizations, and building trades councils to increase the inclusion of women, minorities, non-binary, and underserved individuals into the union.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory, or E-Learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Chabot College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

ETP funds will enable Alameda Electrical Trust to keep local projects such as hospitals and schools fully staffed. To be competitive in today's energy efficiency-focused construction industry, electricians need the knowledge, skills, and ability to install greenhouse gas emission reduction electrical systems. Training in this proposal will ensure workers have the most up-to-date hands-on skills to make them more efficient, while also providing critical safety training to help to decrease the frequency of workplace accidents and injury.

Due to climate change and an outdated electrical grid, Alameda Electrical Trust's workers are part of the pipeline to ensure the necessary work is being done to help California reach its low-carbon goals by 2040. As journey-level electricians retire and new work develops in Alameda County, a gap of qualified electricians to step into these open positions is created. ETP funding of apprentice programs will help the JATC reduce this gap. Local projects and their hiring demands help to shape the curriculum during the apprentice earn-and-learn program.

ETP funding will expand and upgrade Alameda Electrical Trust's program, which has invested over \$200K in new technology in the last year including laptops, bending machines, aerial lifts, Trimble machines, and various technical testing equipment. An estimated 36 certificates for training will be awarded if the training plan is approved. Generally having certified workers means

greater ease in placement into high wage high skilled jobs and wage progression is closely correlated to the possession of trade certifications.

Alameda Electrical Trust reports that the following projects are driving employer demand under this proposal:

- UC Berkeley Housing Projects
- Children's Hospital Oakland Expansion
- BART Train Control Project Upgrades throughout Alameda County
- Aramis 100-Megawatt Solar Farm

Based on EDD Labor Market Information Division data, the need for qualified electricians has increased by 32% between 2014 and 2024. IBEW further represents a recent federal bipartisan infrastructure bill is slated to have \$40B earmarked for California alone. This is anticipated to mean more contracts will be available to bid on in the near future and having available journey-level workers for those projects keeps the union's local competitive in responding to these development projects.

Training Plan

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

Commercial Skills: Training will be offered to both Journeyworkers and Apprentices. Journeyworkers will receive training in courses such as Battery Storage and Codeology. Apprentices will receive training in courses such as Electrical Control Systems, Electrical Systems, Electrical Vehicle Charging Equipment Module, and Codes and Standards.

Computer Skills: Training will be offered to both Journeyworkers and Apprentices in courses such as Bluebeam Construction Software, NAVIS Autoworks (3D Building Modeling), and PlanGrid Online Document Management Software.

Certified Safety Training

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

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

Alameda Electrical Trust's Director of Training (dedicated administrator) will oversee training with six Administrative Staff to assist with ETP administration including marketing, recruitment, and scheduling. It has one full-time and 30 part-time trainers who will deliver training. The trainers are former or current members of the trade and experts in the subject matter with extensive practical and training experience in the industry. It has also retained a third-party subcontractor-Strategy Workplace Communications (Strategy) to assist with ETP administration. Rosters will be used to meet ETP's recordkeeping requirements and track hours.

Marketing and Support Costs

Alameda Electrical Trust's recruitment process includes direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and its website. Application announcements and class information for the program are disseminated to local, state, and federal agencies as well as to local high schools, community colleges, and other community-based organizations throughout the year. Alameda Electrical Trust is requesting 8% in support costs for Job Numbers 1 and 2 to promote training opportunities.

Tuition Reimbursement

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10/30 training, this cap extends to 210 hours.

Alternate Recordkeeping

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET24-0954	\$293,555	10/3/23 – 10/2/25	369	0	\$27,684 (9%)
ET23-0939	\$367,012	10/3/22 – 10/2/24	193	44	\$298,272 (82%)

ET24-0954 1,618 hours 0r 9% potential tracked. Zero earned. Contractor is in process of loading more training hours and submitting more invoices.

ET23-0939 At present, 16,844 hours been tracked. Contractor states more valid training hours are being loaded and subsequent invoices will be submitted.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0940* (EXP)	San Leandro	3/28/22 – 3/27/24	\$598,718	\$232,097 (39%)
ET21-0939	San Leandro	11/2/20 – 11/1/22	\$379,430	\$377,382 (99%)
ET20-0932	San Leandro	10/1/19 – 9/30/21	\$746,290	\$704,795 (94%)
ET19-0927	San Leandro	10/8/18 – 10/7/20	\$695,580	\$684,062 (98%)

*ET22-0940: Per ETP's CEF system, 23,335 hours have been tracked which equates to \$455,618.75 (76%) in potential earnings with additional Final invoices submitted within CEF for review that are in process.

DEVELOPMENT SERVICES

Alameda Electrical Trust retained Strategy in Alameda to assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

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

Trainees in may receive any of the following:

Journeyworker**Commercial Skills**

- 3 and 4-Way Switching
- Advanced Instrumentation and Motor Controls
- Advanced Lighting Control Systems
- Alternating Current/Direct Current (AC/DC) Principles
- Arc Flash
- Architecture Designs and Advanced Plan Reading
- Battery Storage Technology (New)
- Blueprints and Schematics
- Building Automation Systems
- CALCTP (California Advanced Lighting Control Program)
- CALCTP Acceptance Testing
- Codeology
- Conduit Bending
- Construction Technology
- Control Relays and Timers
- Definitions and Systems
- Design of Electrical Circuits
- Developing Ladder Programming
- Dimming Controls
- Electric Vehicle Charging Systems (EVCS, formerly EVITP)
- Electrical Design
- ESAMATC (Energy Storage and Microgrid Training Certification)
- Fire Alarm Systems and Installations
- Fire Life Safety System Installation Requirements
- Firestop Installation
- Generators
- Grounding
- Inductance/Reactance
- Industrial Motor Control
- Industry Specific Skills
- Initiating Devices and Notification Systems
- Introduction to Programmable Equipment
- Jogging and Plugging Controls
- Lighting Control Strategies
- Line Voltage Switching Controls
- LonWorks and Building Automation
- Low Voltage Switching Control
- Magnetic Motor Control and the Code
- Management and Monitoring of Materials
- Manual Starters and Magnetic Coils
- Math for Electricians
- National Electrical Code

- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 250 Grounding and Bounding
- National Electrical Code Article 430-Motors
- National Electrical Code Article 760
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- National Fire Protection Act, 1972 (NFPA 72)
- Occupancy Sensors
- Ohm's Law
- Other Recognized Standards (Installation Changes)
- Photosensors
- Plan, Build, and Use
- Programmable Logic Control (PLC)
- Programming Programmable Logic Controllers
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Push Buttons, Selector Switches, and Mechanical Devices
- Related Standards (Mandatory and Permissive Rules)
- Renewable Energy Systems
- Rigging and Lifting
- Safe Working Practices
- Series/Parallel Circuits
- Significant Changes to 2017 National Electric Code
- Solar Panel Installation
- Solid State Electronic Devices
- Special Occupancies and Equipment
- Specialized Tools
- Start Up and Check Out Procedures
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
- Transformers and the Code
- Trimble Total-Robot GPS Tracking
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies & Changes to Industry Standards (Green Training)
- Using Timers and Counters in Logic Programs
- Variable Frequency Drives
- Work Flow and Resources
- Writing a Program
- Battery Storage Technology
- Codes and Standards
- Construction Documentation
- Construction Leadership
- Construction Technology
- Electrical Vehicle Charging Equipment Module
- Microgrid & Battery Storage Module
- NFPA 70E Electrical Safety
- Trimble Total-Robot GPS Tracking
- Trimble Training Module

Computer Skills

- Bluebeam Construction Software
- NAVIS Autoworks (3D Building Modeling)
- PlanGrid Online Document Management Software

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

- OSHA 10
- OSHA 30

Class/Lab/E-Learning

Apprentice

Commercial Skills

- Industry Orientation
- Installation Applications
- Electrical Theory
- Construction Documentation
- Electrical Systems
- Codes and Standards
- Construction Leadership
- Electrical Control Systems
- Electrical Equipment
- Industry Orientation
- Jobsite Skills and Practices
- Battery Storage Technology
- Construction Leadership
- Construction Technology
- Electrical Vehicle Charging Equipment Module
- Microgrid & Battery Storage Module
- NFPA 70E Electrical Safety
- Trimble Total-Robot GPS Tracking
- Trimble Training Module

Computer Skills

- Bluebeam Construction Software
- NAVIS Autoworks (3D Building Modeling)
- PlanGrid Online Document Management Software

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

- OSHA 10
- OSHA 30



Training Proposal for:

**Associated Builders and Contractors Northern California
Chapter Training Trust Fund**

Contract Number: ET25-0908

Panel Meeting of: September 27, 2024

ETP Regional Office: PPU-Central Office

Analyst: M. Meister

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$191,884		\$13,328 8%		\$205,212

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills OSHA 10/30	98	8-210	0	\$2,094	\$30.75
				Weighted Avg: 89			

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

<p>Minimum Wage by County: SET/Priority Industry wage modification: \$30.75 per hour.</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>\$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
Job Number 1		
Carpenter-Apprentice	\$37.21 - \$50.50	20
Electrician-Apprentice	\$30.78 - \$56.16	68
Painter-Apprentice	\$28.25 - \$47.93	10

Introduction

Established in 1976, Associated Builders and Contractors Northern California Chapter Training Trust Fund (ABC NorCal Trust) (www.abcnorcal.org) was created to fund Unilateral Apprenticeship Programs (UACs) in the construction trades. The UAC programs are sponsored by the Associated Builders and Contractors of Northern California (Association) and provides training to five DAS approved construction trade occupations. The program was founded by the Association as a means to develop construction trade professionals by providing them with the apprenticeship training needed to create a more safe and skilled workforce. The ABC NorCal Trust has a membership of approximately 500 large and small employers, and it trains over 400 apprentices throughout 22 counties in Northern California. ETP-funded training will be delivered at ABC NorCal Trust’s facility in Livermore.

This will be ABC NorCal Trust’s third ETP Contract in the last five years. Three of the five UAC program sponsors will be participating in the ETP Contract. These occupations and UAC programs include: Associated Builders and Contractors NorCal Chapter Carpentry UAC, Associated Builders and Contractors NorCal Chapter Electrical UAC, and Associated Builders and Contractors NorCal Chapter Painting UAC.

Veterans & Special Trainee Populations

ABC NorCal Trust actively establishes relationships with veteran organizations, including Work for Warriors, Rubicon Programs, and local VA offices. ABC NorCal Trust maintains constant communication with veteran applicants to assist them in pursuing a successful construction career. In addition, the Trust works with community organizations FutureBuild, Fresno County Economic Development Corporation, San Joaquin County Office of Education, Venture Academy Family of Schools, and Tri-Valley Nonprofit Alliance to recruit a diverse candidate pool of apprentices. ABC NorCal Trust also provides Construction Core and Leadership Fundamentals training to Salvation Army and Goodwill of Silicon Valley to reach underserved populations.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program the Carpentry and Painting programs are four years and the Electrician plan is a five year program. The curriculum is developed with input from DAS and a designated Local Educational Agency (Eden Area Regional Occupational Program).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

The construction industry in California faces several changes necessitating training: the adoption of advanced technologies; the shift towards sustainable and green building practices; and updates to safety regulations requiring compliance education. The pandemic has also impacted the labor market, creating a need to train new entrants to replace retiring workers and meet modern construction demands. These factors collectively drive the urgent need for comprehensive training programs. These programs address the skills gap, enhance project quality and safety, and promote a diverse, inclusive, and technologically proficient workforce.

Training will play a pivotal role in supporting core participating employers' job creation and expansion over the next 12-24 months by ensuring that apprentices are equipped with the skills demanded by a rapidly evolving industry landscape. By focusing on advanced technologies and augmented reality systems, apprentices will develop the expertise needed to meet modern construction challenges effectively. These technologies include, new VR training systems and simulations which will simulate real-world scenarios for apprentices to practice in a safe and controlled environment, enhancing their understanding of complex systems. This technology enables construction workers to visualize and implement 2D and 3D plans directly on site, significantly reducing errors and enhancing efficiency.

ETP funding will expand and upgrade ABC NorCal Trust's program. Trust reports that the following projects are driving employer demand under this proposal: University of California Davis Health Tower Demo, Mendocino County Jail, Alvarado Park, Hoover Elementary School Campus Replacement, Davenport Water Storage Tanks, Capitola Bridge Repair, Foresthill High School, West Hills College, Juniper Elementary School, New Haven Elementary School, and Altus-Vacaville Crocker.

Training Plan

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

Commercial Skills: Carpenters will receive training in courses such as Advanced Roof Systems, Advanced Stair Systems, Basic Communication Skills, and Drywall Finishing. Electricians will receive training in courses such as 3M Splicing Course Certification, Cable Tray, Circuit Breakers and Fuses, and HVAC Controls. Painters will receive training in courses such as Abrasive Blasting, Color and Tinting, Decorative (Faux) Finishes, and Protecting Adjacent Surfaces.

Certified Safety Training

OSHA 10/30. This training is a series of courses grouped by industry sector and occupation and will ensure Apprentices are aware of safety and health hazards often encountered in the workplace. 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.

LMS Electronic Recordkeeping

ABC NorCal Trust will be using an established Learning Management System (LMS) - FlashPoint for record keeping. Staff has reviewed and approved ABC NorCal Trust's LMS method.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law. Training will enable Apprentices to receive certifications in the following: Lift Certifications, Cadweld, Crane Signaling & Rigging, Mold & Asbestos, Scaffold Erector and User, Fall Protection and Ladder Safety Certification, 3M Splicing Course Certification, and PVC Coated Ridged Threading Certification.

Training Infrastructure

ABC NorCal Trust's Apprenticeship Operations Officer will oversee the project's training. All training outlined in this proposal will be center-based, classroom/laboratory, or E-Learning. ABC NorCal Trust has four dedicated staff working on ETP administration, 2 staff for marketing and recruitment, and 4 staff dedicated to assessment needs.

Marketing and Support Costs

ABC NorCal Trust programs are advertised on the Association website, social media platforms, and on the DAS website. Announcements for the apprenticeship programs are also sent to local, state, and federal agencies, community colleges, and community based organizations. Staff and committee representatives attend various career fairs and school career days in Northern California to recruit apprentices. ABC NorCal Trust requests 8% support costs to assist staff in recruiting and qualifying additional participating employers for this program.

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) (\$ %)
ET23-0932	\$283,896	10/3/2022 - 10/2/2024	232	232	\$271,271 (96%)

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET21-0959	Northern California	6/30/2021-6/29/2023	\$249,537	\$249,537 (100%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

To Be Determined

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Carpentry

- Advanced Roof Systems
- Advanced Stair Systems
- Advanced Wall Systems
- Basic Communication Skills
- Basic Employability Skills
- Basic Stair Layout
- Building Materials, Fasteners, and Adhesives
- Cabinet Installation
- Ceiling Joist and Roof Framing
- Cold-Formed Steel Framing
- Commercial Drawings
- Crane Signaling & Rigging certification
- Doors and Door Hardware
- Drywall Finishing
- Drywall Installation
- Exterior Finishing
- Fall Protection & Ladder Safety Certification
- Financial Management
- Floor Systems
- Foundations and Slab-on-Grade
- Fundamentals of Crew Leadership
- Hand & Power Tools
- Handling and Placing Concrete
- Horizontal Formwork
- Intro to Project Management
- Introduction to Building Envelope Systems
- Introduction to Construction Drawings
- Introduction to Construction Drawings, Specifications, and Layout
- Introduction to Construction Equipment
- Introduction to Construction Math
- Introduction to Hand Tools
- Introduction to Materials Handling
- Introduction to Power Tools
- Introduction to Weatherization
- Lift Certifications
- Orientation to the Trade
- Powder Actuated Fastener Training (DeWalt)
- Construction Documents
- Construction Planning
- Continuous Improvement

- Estimating and Cost Control
- Interpersonal Skills
- Issues and Resolutions
- Quality Control and Assurance
- Resource Control
- Scheduling
- Properties of Concrete
- Reinforcing Concrete
- Rigging Equipment
- Rigging Practices
- Roofing Applications
- Scaffold Erector & User Certification
- Site Layout One Differential Leveling
- Site Layout Two: Angular and Distance Measurement
- Site Preparation
- Solar Installation Awareness Class
- Suspended Ceilings
- Thermal and Moisture Protection
- Tilt-Up Wall Panels
- Total Robotics Training
- Trenching and Excavating
- Vertical Formwork
- Wall Systems
- Window, Door, Floor, and Ceiling Trim
- Your Role in the Green Environment

Commercial Skills

Electrical

- 3M Splicing Course Certification
- Advanced Controls
- Alternating Current
- Basic Communication Skills
- Basic Electrical Construction Drawings
- Basic Electronic Theory
- Basic Employability Skills
- Cable Tray
- Cadweld Certification
- Circuit Breakers and Fuses
- Commercial Electrical Services
- Conductor Installations
- Conductor Selection and Calculations
- Conductor Terminations and Splices
- Conductors and Cables
- Conduit Bending
- Construction Documents
- Construction Planning
- Continuous Improvement
- Control Systems and Fundamental Concepts

- Device Boxes
- Distribution Equipment
- Electric Lighting
- Electrical Safety
- Electrical Test Equipment
- Electrical Theory
- Estimating and Cost Control
- Fall Protection & Ladder Safety Certification
- Financial Management
- Fire Alarm Systems
- Fundamentals of Crew Leadership
- Grounding and Bonding
- Hand Bending
- Hazardous Locations
- Health Care Facilities
- Heat Tracing and Freeze Protection
- HVAC Controls
- Interpersonal Skills
- Intro to BIM process
- Intro to Project Management
- Intro to Title24/Alterations & Electrical Distribution
- Introduction to Construction Drawings
- Introduction to Construction Math
- Introduction to Electrical Circuits
- Introduction to Hand Tools
- Introduction to Materials Handling
- Introduction to Power Tools
- Introduction to the National Electrical Code
- Issues and Resolutions
- Leadership
- Lift Certifications
- Load Calculations -Branch and Feeder Circuits
- Load Calculations -Feeders and Services
- Medium - Voltage Terminations/Splices
- Motor Calculations
- Motor Controls
- Motor Operation and Maintenance
- Motors: Theory and Application
- NEC Test Preparation
- Orientation to the Electrical Trade
- Overcurrent Protection
- Powder Actuated Training
- Practical Applications of Lighting
- Pull and Junction Boxes
- PVC coated ridged threading certification
- Quality Control and Assurance
- Raceways and Fittings
- Residential Electrical Services

- Resource Control
- Rigid-Threading Demo
- Rigging Awareness
- Safety for Electricians
- Scheduling
- Special Locations
- Specialty Transformers
- Standby and Emergency Systems
- Terminations Presentation
- Transformers
- Voice, Data, & Video

Commercial Skills

Painting

- Abrasive Blasting
- Basic Communication Skills
- Basic Employability Skills
- Basic Surface Preparation
- Brushing and Rolling Paints and Coatings
- Careers in the Painting Trade
- Chemical Cleaning and Stripping
- Clear Finishes
- Coatings Three
- Coatings Two
- Color and Tinting
- Construction Documents
- Construction Planning
- Continuous Improvement
- Decorative (Faux) Finishes
- Drywall Finishing and Patching
- Estimating and Cost Control
- Fall Protection & Ladder Safety Certification
- Financial Management
- Fundamentals of Crew Leadership
- Graphics
- Identifying Surface/Substrate Materials and Conditions
- Industrial Coating Application
- Industrial Coatings
- Industrial Containment/Ventilation
- Industrial Fall Protection
- Industrial Quality Inspections
- Industrial Safety
- Industrial Surface Prep I
- Industrial Surface Prep II
- Industrial Surface Prep III
- Interpersonal Skills
- Intro to Project Management
- Introduction to Construction Drawings

- Introduction to Construction Math
- Introduction to Hand Tools
- Introduction to Materials Handling
- Introduction to Paints and Coatings
- Introduction to Power Tools
- Issues and Resolutions
- Job Planning and Completion
- Job Supervision, Planning and Control
- Ladders, Scaffolds, Lifts, and Fall Protection
- Lead Related Construction Worker
- Lift Certifications
- Low-Pressure Water Cleaning
- Mold & Asbestos Certification
- Painting Failures and Remedies
- Painting Failures and Remedies Two
- Protecting Adjacent Surfaces
- Quality Control and Assurance
- Renovation, Repair, and Painting
- Resource Control
- Respirator Training & Qualitative Fit Testing Certification
- Scaffold Erector & User Certification
- Scheduling
- Sealants and Repair/Fillers
- Spray Painting
- Spraying with Special Devices
- Stains
- Texturing
- Wallcovering
- Wood Finishing
- Your Role in the Green Environment

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

**Associated Builders and Contractors of Southern California, Inc.
Merit Training Trust Fund**

Contract Number: ET25-0916

Panel Meeting of: September 27, 2024

ETP Regional Office: PPU-Central Office

Analyst: T. Allen

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, Riverside, San Bernardino, Ventura,	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$267,344		\$18,352 8%		\$285,696

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice	Commercial Skills; OSHA 30	248	8-200	0	\$1,152	\$30.75
				Weighted Avg: 49			

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

Minimum Wage by County: SET/Priority Industry wage modification: \$30.75 per hour.
Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: Yes No Maybe
 Health benefits of up to \$1.98 per hour may be used to meet the Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Electrical Apprentice	\$28.77 - \$61.07	170
HVAC/Sheet Metal Apprentice	\$30.75 - \$48.80	20
Low Voltage Apprentice	\$30.75 - \$47.74	20
Plumbing Apprentice	\$29.10 - \$68.35	38

INTRODUCTION

Founded in 1974, and headquartered in Anaheim, Associated Builders and Contractors of Southern California, Inc. Merit Training Trust Fund (ABC SoCal) is a trades association that provides programs for individuals interested in entering or upgrading their skills. ABC SoCal's trades include plumbing, electrical/low-voltage electrical systems, and HVAC/sheet metal trades. ABC SoCal's members include general and subcontractor construction companies and firms that employ skilled workers in the construction industry.

The trust fund is administered by a board of six to nine elected trustees. The apprenticeship program offered by ABC SoCal helps trainees acquire the skills and abilities to become Electricians, Plumbers, Sheet Metal Workers, and Low Voltage System Electricians. Participating employers have signed an adoption agreement with the Trust fund and are required to pay contributions in the amount established in the adoption agreement. Employer and employee representatives make up the Unilateral Apprenticeship Committee who carry the duty of developing and administering the craft training plans. This will be ABC SoCal's third contract within the last five years.

Veterans & Special Trainee Populations

ABC SoCal actively collaborates with a variety of local organizations to recruit veterans and underserved populations into its programs. These partnerships include the North Orange County Vet Center, Veterans Services offices, Community Colleges, and the Employment Development Department. ABC SoCal also engages with local jails and other detention centers, establishing

relationships with community groups to reach out to underserved populations. Their efforts are focused on educating these groups about the career opportunities available to them.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer

Apprenticeship programs vary in length. In this project all programs are four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case the LEA is North Orange County Regional Occupational Program).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

The curriculum and program is based on current construction codes, rules, and laws of the trade. There is a growing need for apprentices due to current market and projected job growth, upcoming retirements and continuously evolving changes to the building codes. Training is required to ensure that Apprentices are more productive and safer on the job. ETP funding will assist ABC SoCal in meeting the demands of the participating contractors who require highly skilled and well-trained apprentices on their various job sites. Courses included in the curriculum will teach apprentices the latest methods and techniques used in the construction industry and ensure that trainees have mastered their craft so that participating employers and contractors can continue to develop and establish a well trained workforce.

Apprentices typically work on public projects, which include schools, police and fire buildings, and some military bases. There are a variety of work projects between the apprentice training programs; however, apprentices typically work on commercial buildings which require a strict adherence to building codes and high quality workmanship to ensure that building codes along with safety codes are met and are in compliance. A few of the current and upcoming Southern California construction projects include: City of Temecula, Claremont High School Music Building, Sunny Hills High School Classroom Building, UCLA on Campus Housing, Valencia High School.

Training Plan

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

Commercial Skills: Training will be offered to all apprentices and includes Introduction to the National Electrical Code, Control Systems and Fundamental Concepts, Heat Tracing and Freeze Protection, Introduction to the Plumbing Profession, and Introduction to the National Electrical Code, among others.

Certified Safety Training

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

Commitment to Training

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

➤ Training Infrastructure

The Director of Education and the Finance Manager will be administering the project with the assistance of designated staff. These individuals are experienced with the ETP program and tracking requirements from previous contracts. ABC SoCal has also created a robust training schedule and is ready to begin training immediately.

Marketing and Support Costs

ABC SoCal is requesting 8% support costs to assist with recruitment, employer outreach, and assessments of employer specific training and job requirements. ABC SoCal will continue to partner and market to high schools, colleges, EDD offices, and various organizations to promote the program. Participating employers and contractors have been notified and are committed to participating in the program.

Tuition Reimbursement

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

Electronic Recordkeeping/LMS

ABC SoCal will be using its own LMS system, Flashpoint. ETP staff has reviewed and approved the Learning Management System.

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) (\$ %)
ET23-0900	\$498,760	10/31/2022 10/30/2024	250	0	\$498,760 (100%)

ABC SoCal has trained 393 trainees with 37,420 eligible hours of training. Once the final invoices are submitted and approved, 100% earnings are anticipated.

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 \$ %
ET20-0943	Los Angeles, Riverside, San Bernardino, Ventura, Orange	12/23/2019– 12/22/2021	\$745,330	\$745,330 (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:

Commercial Skills**ELECTRICAL LEVEL ONE CONTENT**

- Introduction to Construction Math
- Introduction to Hand Tools
- Introduction to Power Tools
- Introduction to Construction Drawings
- Basic Rigging
- Basic Communication Skills
- Basic Employability Skills
- Introduction to Materials Handling
- Orientation to the Electrical Trade
- Introduction to Electrical Circuits
- Electrical Theory One
- Introduction to the National Electrical Code
- Device Boxes
- Hand Bending
- Raceways and Fittings
- Conductors and Cables
- Basic Electrical Construction Drawings
- Residential Electrical Services
- Electrical Test Equipment

ELECTRICAL LEVEL TWO CONTENT

- Alternating Current
- Motors: Theory and Application
- Electrical Lighting
- Conduit Bending
- Pull and Junction Boxes
- Conductor Installations
- Cable Tray
- Conductor Terminations and Splices
- Grounding and Bonding
- Circuit Breakers and Fuses
- Control Systems and Fundamental Concepts
- Your Role in the Green Environment

ELECTRICAL LEVEL THREE CONTENT

- Load Calculations – Branch and Feeder Circuits
- Conductor Selection and Calculations
- Practical Applications of Lighting
- Hazardous Locations
- Overcurrent Protection
- Distribution Equipment
- Transformers
- Commercial Electrical Services
- Motor Calculations

- Voice, Data, Video
- Motor Controls

ELECTRICAL LEVEL FOUR CONTENT

- Load Calculation – Feeder and Services
- Health Care Facilities
- Standby and Emergency Systems
- Basic Electronic Theory
- Fire Alarm System
- Specialty Transformers
- Advanced Controls
- HVAC Controls
- Heat Tracing and Freeze Protection
- Motor Operation and Maintenance
- Medium Voltage Terminations/Splices
- Special Locations
- Introductory Skills for the Crew Leader

Commercial Skills

PLUMBING LEVEL ONE CONTENT

- Introduction to Construction Math
- Introduction to Hand Tools
- Introduction to Power Tools
- Introduction to Construction Drawings
- Basic Rigging
- Basic Communication Skills
- Basic Employability Skills
- Introduction to Materials Handling
- Introduction to the Plumbing Profession
- Plumbing Tools
- Introduction to Plumbing Math
- Introduction to Plumbing Drawings
- Plastic Pipe and Fittings
- Copper Pipe and Fittings
- Cast-Iron Pipe and Fittings
- Carbon Steel Pipe and Fittings
- Corrugated Stainless Steel Tubing
- Fixtures and Faucets
- Introduction to Drain, Waste, and Vent (DWV) Systems
- Introduction to Water Distribution Systems

PLUMBING LEVEL TWO CONTENT

- Plumbing Math Two
- Reading Commercial Drawings
- Hangers, Supports, Structural Penetrations, and Fire Stopping
- Installing and Testing DWV Piping
- Installing Roof, Floor, and Area Drains
- Types of Valves
- Installing and Testing Water Supply Piping
- Installing Fixtures, Valves, and Faucets
- Introduction to Electricity

- Installing Water Heaters
- Fuel Gas Systems
- Servicing of Fixtures, Valves, and Faucets
- Your Role in the Green Environment

PLUMBING LEVEL THREE CONTENT

- Applied Math
- Sizing Water Supply Piping
- Potable Water Supply Treatment
- Backflow Prevention
- Types of Venting
- Sizing Drainage Waste Vent and Storm Systems
- Sewage Pumps and Sump Pumps
- Corrosive Resistant Waste
- Compressed Air

PLUMBING LEVEL FOUR CONTENT

- Business Principles for Plumbers
- Introductory Skills for the Crew Leader
- Water Pressure Booster and Recirculation Systems
- Indirect and Special Waste
- Hydronic and Solar Heating Systems
- Codes
- Servicing Piping Systems, Fixtures, and Appliances
- Private Water Supply Well Systems
- Private Waste Disposal Systems
- Swimming Pools and Hot Tubs
- Plumbing for Mobile Homes and Travel Trailers

Commercial Skills

LOW VOLTAGE LEVEL ONE CONTENT

- Introduction to Construction Math
- Introduction to Hand Tools
- Introduction to Power Tools
- Introduction to Construction Drawings
- Basic Rigging
- Basic Communication Skills
- Basic Employability Skills
- Introduction to Materials Handling
- Introduction to the Trade
- Wood and Masonry Construction Methods
- Concrete and Steel Construction Methods
- Pathways and Spaces
- Craft Related Mathematics
- Hand Bending of Conduit
- Introduction to the National Electrical Code
- Low Voltage Cabling
- DC Circuits
- AC Circuits
- Test Equipment
- Introduction to Codes and Standards
- Cable Selection

LOW VOLTAGE LEVEL TWO CONTENT

- Switching Devices and Timers
- Semiconductors and Integrated Circuits
- Wire and Cable Terminations
- Power Quality and Grounding
- Buses and Networks
- Fiber Optics
- Wireless Communication
- Site Survey, Project Planning and Documentation
- Fundamentals of Crew Leadership
- Rack Assembly
- System Commissioning and User Training
- Maintenance and Repair

LOW VOLTAGE LEVEL THREE CONTENT

- Audio Systems
- Video Systems
- Broadband Systems
- Media Management Systems
- Telecommunications Systems
- Residential and Commercial Building Networks
- Intrusion Detection Systems
- Fire Alarm Systems
- Overview of Nurse Call and Signaling Systems
- CCTV Systems
- Access Control Systems

Commercial Skills**HVAC/SHEET METAL LEVEL ONE CONTENT**

- Introduction to Construction Math
- Introduction to Hand Tools
- Introduction to Power Tools
- Introduction to Construction Drawings
- Basic Rigging
- Basic Communication Skills
- Basic Employability Skills
- Introduction to Materials Handling
- Sheet Metal Tools of the Trade
- Introduction to HVAC
- Sheet Metal Trade Math One
- Sheet Metal Installation of Duct Work
- Sheet Metal Installation of Air Distribution Accessories
- Sheet Metal Soldering
- Sheet Metal Insulation
- HVAC Introduction to Distribution Systems
- HVAC Basic Electricity
- HVAC Alternating Current

HVAC/SHEET METAL LEVEL TWO CONTENT

- Sheet Metal Trade Math Two
- Introduction to Sheet Metal Layout and Processes
- Sheet Metal Fabrication One – Parallel Line Development
- Sheet Metal Fabrication Two – Radial Line Development
- Sheet Metal Fabrication Three - Triangulation
- Sheet Metal Bend Allowances
- HVAC Introduction to Cooling
- HVAC Introduction to Heating
- HVAC Metering Devices
- HVAC Compressors
- HVAC Heat Pumps
- HVAC Leak Detection, Evacuation, Recovery and Charging

HVAC/SHEET METAL LEVEL THREE CONTENT

- Sheet Metal Plans and Specifications
- Sheet Metal Duct Fabrication
- Advanced Architectural Sheet Metal
- Sheet Metal Principles of Airflow
- Sheet Metal Trade Math Three – Field Measuring and Fitting
- HVAC Construction Drawings and Specifications
- HVAC Indoor Air Quality
- HVAC Heating and Cooling System Design

HVAC/SHEET METAL LEVEL FOUR CONTENT

- HVAC System Startup and Shutdown
- HVAC Commercial and Industrial Refrigeration Systems
- HVAC Commercial Hydronic Systems
- Sheet Metal Louvers, Dampers and Access Doors
- Sheet Metal Fume and Exhaust System Design
- HVAC Troubleshooting Gas Heating
- HVAC Troubleshooting Cooling
- HVAC Troubleshooting Heat Pumps
- HVAC System Balancing
- Sheet Metal Introductory Supervisory Skills
- Your Role in the Green Environment

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

**Associated General Contractors of America,
San Diego Chapter, Inc. Apprenticeship and Training Trust Fund
Contract Number: ET25-0915**

Panel Meeting of: September 27, 2024

ETP Regional Office: PPU-Central Office

Analyst: T. Allen

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego, Orange, Riverside, San Bernardino, Imperial	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$350,262		\$24,339 8%		\$374,601

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	Apprentice	Commercial Skills	183	8-200	0	\$2,047	\$30.75
				Weighted Avg: 87			

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

Minimum Wage by County: (SET/Priority Industry wage modification): \$30.75 per hour.
Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: Yes No Maybe
 Up to \$2.50 per hour may be used to meet the Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Carpenters	\$28.31-\$39.20	28
Heavy Equipment Operator/Operating Engineers	\$39.68-\$51.01	26
Cement Masons	\$28.83-\$37.07	26
Drywall Lathers/ Installers	\$29.61-\$35.34	6
Laborers	\$30.13-\$36.58	88
Painters	\$29.21	9

INTRODUCTION

Established in 1988 as a Unilateral Apprenticeship Committee, Associated General Contractors of America, San Diego Chapter, Inc. Apprenticeship and Training Trust Fund (AGC) (www.agcsdatt.org) is part of the Associated General Contractors of America which is a national trade association representing all facets of commercial construction. The San Diego Chapter was established in 1927 to serve the needs of contractors in that area. The Board of Trustees is comprised of six association members. AGC serves Journeyworkers and Apprentices in San Diego, Orange, Riverside, San Bernardino, and Imperial Counties. It is the sole sponsor of seven apprenticeship programs registered with the Department of Apprenticeship Standards (DAS). Each program has its own Related & Supplemental Instruction (RSI) curriculum approved by DAS. Six Apprentice programs are included in this proposal, including the following trades: Carpenters, Cement Masons, Drywall Lather/Installers, Operating Engineers, Laborers, and Painters.

AGC serves approximately 4,000 Journeyworkers and 520 Apprentices across all six of the apprenticeship programs. Approximately 281 member contractors located throughout the five-county area have partnered within AGC to create and maintain a highly specialized and rigorously trained workforce. AGC also has 8 members on its board of trustees. The majority of the companies are small businesses. This will be AGC’s forth ETP project and the third in the last five years.

Veterans & Special Trainee Populations

AGC is committed to training and retaining Veterans and has recently partnered with Careerconstruction.com to increase Veteran recruitment and increase support for exiting military

members who are transitioning into construction careers. AGC also attends monthly career/job fairs on San Diego military bases (Miramar, Camp Pendleton and Point Loma) to increase Veteran recruitment. AGC has an ongoing concerted effort to recruit women into the program. AGC Staff are very involved with the National Association of Women in Construction organization and the San Diego Women's Construction Coalition (SDWCC). AGC has worked with SDWCC to help form the Julia Morgan Society which has 95% female membership and promotes construction careers at bi-monthly lunch-time meetings.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the RSI portion of DAS-approved apprenticeship training.

Apprenticeship programs vary in length. In this project the program is 3 1/2 years. The curriculum was developed with input from DAS and a designated Local Educational Agency (in this case San Joaquin Department of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Local hiring demands within the five county areas served by AGC were considered for this funding request. As Journeyworkers retire and new work develops, there will be a need for qualified workers to step into open positions. ETP funding will help the AGC provide training to more Apprentices to meet the need for a skilled and readily available pool of trade workers. Further, employers require Apprentices are trained on new technologies as they are introduced to the industry.

A few of the current and upcoming Southern California construction projects include: Lonny Brewer Park, Jamul Dulzura USD-Oak Grove Middle School, Mira Mesa South Storm Drain Replacement, Torrey Pines HS Aquatic Center, Brentwood Elementary, Chino Valley Aquatics Scoreboard Chino HS & Ayala HS, Santa Ana Cares Act, among many others. The Trust currently has over 80 projects awaiting completion.

Training Plan

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

Commercial Skills: Apprentices will learn construction project procedures and acquire technical knowledge and performance skills. These classes will allow trainees to learn the latest hard skills, practices and procedures as well as new methodologies in the Industry. These new skills will keep the trainees more employable in the construction industry.

Commitment to Training

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

➤ Training Infrastructure

Training will be delivered by in-house trainers. AGC is ready to begin the training plan upon approval and is committed to successfully implementing the proposed program.

The Executive Vice President will oversee overall administration of the project. There are five full-time and two part-time staff among AGC's three training centers who will execute the training plan and coordinate training to ensure proper record keeping procedures are in place.

Marketing and Support Costs

AGC is requesting 8% in support costs to fund marketing to employers, recruit apprentices, and conduct ongoing assessments of employer-specific job requirements. Training is publicized through direct mailings, digital marketing (email marketing & social media), industry magazines, and member contractors' word of mouth/networking. The training program will also be promoted at career/job fairs, EDD One-Stop Centers, industry meetings, high schools, and community organizations. ETP staff recommends the 8% in support costs.

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) (\$ %)
ET23-0916	\$333,645	10/3/2022-10/2/2024	195	195	\$333,645 (100%)

Total number of hours tracked for ET23-0916 is 42,407.17 hours for potential earnings of \$333,645 (100% of approved amount). AGC has completed training and is in the process of submitting final invoices.

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 (\$ %)
ET20-0945	San Diego	12/23/2019-12/22/2021	\$297,528	\$297,528 (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:

Commercial Skills

Carpenter 1-5:

- Basic Skills
- Trade Orientation
- Construction Mathematics
- Print Reading & Code Requirements (Cal-Green)
- Layout & Leveling Instruments
- Scaffolds
- Foundation & Floor Construction Systems
- Concrete Form Construction for Horizontal Formwork
- Concrete Form Construction for Vertical Formwork
- Stair Building Formwork
- Structural Framing
- Wood Floor and Wall Systems
- Metal
- Wood Framing
- Manufactured Panels
- Building Materials and Adhesives
- Interior Systems
- Metal Studs; Drywall; Acoustical
- Cabinet and Casework Installation; Modular Systems
- Clean Room
- Roof Framing
- Conventional Roof Framing
- Engineered Roof Components
- Stair Building
- Building Envelope and Weatherization Skills
- Exterior Building Wrap
- Window Installation
- Door Installation
- Finish Carpentry
- Interior
- Exterior
- Alternative Energy Systems
- Residential Solar Systems Installation
- Commercial Photovoltaic; Concentrated PV and Tracking Systems
- Green Construction & Supplemental Skills
- Green Awareness: Environment and Sustainability
- Green Rating Systems
- Green Building Codes: Cal-Green
- Green Products and Sustainable Building Materials
- Waste Management and Recycling Procedures

- Site Environmental Management and Protection Procedures
- Construction Air Quality Management

Cement Mason 1-3:

- Orientation, History of Cement Industry, Labor & Management Relations
- Forming Tools, Hand Tools, Power Tools, Miscellaneous Equipment, Small Engines: Operations & Servicing
- Basic Math, Measuring, Estimating
- Leveling Instruments: Builders Level, Laser Beam, Transit
- Concrete Ingredients
- Designing Concrete Mixes, Admixtures, Specifications & Testing
- All Concrete Forms, including, but not limited to:
 - Edge Forms on Grade
 - On-Grade Curb & Gutter Forms
 - Screeds & Bulkheads
 - Placing & Leveling Concrete
- All Finishing Concrete Processes, including, but not limited to:
 - Finishing Concrete Floors
 - Finishing Concrete Roofs
 - Finishing Concrete Steps
 - Finishing Sidewalks & Patios
 - Finishing Concrete Drives
 - Approaches, Curbs, & Gutter
 - Pavements
 - Concrete Bases
 - Tilt-Up Panels
 - Precast
 - Lift Slab
 - Finishing footings and concrete base structures for the purpose of solar and wind energy
- All Concrete Restoration, including, but not limited to:
 - Staining
 - Etching
 - Polishing
 - Overlay
 - Waterproofing
 - Joints in Concrete, Curing, Protection
 - Blueprints: Reading & Interpreting, Architects Scale
 - Concrete Patching & Related Processes:
 - Grinding/Rubbing & Sacking
 - Surface Defects
 - Green Concrete Construction
 - Epoxy, Epoxy Injection and Materials
 - Green Topics:
 - Understanding LEED and the Relation It Has with Green Construction.
 - Roll of Concrete in Reducing Energy Usage.
 - Thermal
 - Reflective
 - Recycling of Cured Concrete and Concrete in Its Plastic Stage

- How Concrete Can Help Manage Storm Water Runoff

Drywall Lather/Installers 1-4:

- Basic Skills
- Trade Orientation
- Construction Mathematics
- Layout & Leveling Instruments
- Scaffolds
- Framing Installation
- Measuring and Layout
- Metal Studs
- Cutting and Fitting
- Metal Soffit Systems
- Acoustic Ceiling Systems
- Arches
- Wood and Metal
- Cutting and Fitting
- Welding AWS Structural Framing Certification
- Interior and Exterior Systems
- Gypsum and Low VOC; Green Board
- Exterior Insulation Finish System (E.I.F.S.)
- Weatherization
- Lath Installation
- Drywall Finishing
- Green Construction & Supplemental Skills
- Green Awareness: Environment and Sustainability
- Green Rating Systems
- Green Building Codes: Cal-Green
- Green Products and Sustainable Building Materials
- Waste Management and Recycling Procedures
- Site Environmental Management and Protection Procedures
- Construction Air Quality Management

Laborers 1-3:

- Industry Courses
- Compaction Using Hand-Held Tools
- Hazardous Waste Removal
- Green Construction Awareness and Technology
- Concrete
- Asphalt Paving
- Pipe Laying
- Torch Cutting and Burning
- Trench Shoring
- Tool Use and Equipment Awareness
- Picks, Shovels, & Digging Bars
- Pavement Breakers
- Jackhammers
- Chipping Guns
- Rivet Busters
- Clay Spades

- Asphalt Rakes
- Concrete Forms
- Vibratory Plates
- Wackers
- Other Hand-Held Equipment
- New or Different Material/Method/Technology necessary for Craft Laborer.

Painter 1-6:

- Introduction to Painting & Decorating
- Tools and Equipment Safety
- Brush, Roll and Prep
- Advanced Scaffold Awareness: Set-up and Take-Down
- Sand & Water Blast and Media
- Environmental Health and Green Training
- Man-Lift & Boom Certification
- Industrial Blast & Abrasives
- Worker Lead Abatement
- Spray Techniques: Methods, Equipment & Safety
- Wood Types: Prep, Materials
- Color Mixing & Matching
- Faux Finishes: Graining and Marbleizing
- Wallcovering: Prep, Materials, Equipment, and Tools
- Blueprint Reading and Estimating

Heavy Equipment/Operating Engineers 1-5

- Track equipment
- Rubber-tired type equipment
- Hoisting type equipment
- Stationary type equipment
- Grade Checking and Grade Setting
- Green Technology and Construction
- Environmental Awareness

All Occupations

Basic Construction Math I:

- Understanding Fractions
- Identify Improper, Mixed, Whole and Proper Fractions
- Mixed Fractions Using Construction Values
- Reduce and Raise Fractions to Higher Terms
- Subtract Proper Fractions Using Construction Values
- Subtract Mixed Fractions and Whole Using Construction Values
- Convert Incorrectly Written Mixed Numbers
- Convert, Add, Subtract and Balance Feet, Yards, and Inches
- Multiply Proper and Improper Fractions with One and Multiple Steps
- Multiply Mix Numbered Fractions with Multiple Steps
- Cross Cancel Fractions in Order to Simplify Multiplications of Fractions
- Reduce the Product of Fractions
- Divide proper and improper fractions
- Divide mix numbered fractions with multiple steps
- Reduce the quotient of fractions
- Round decimals

- Write decimals
- Identify decimal place value
- Convert decimal to inches
- Convert inches to decimal
- Convert decimals to percent
- Convert percent to decimals
- Utilize percentage formulas in solving for the part, whole and percent of a problem

Advanced Construction Math II:

- Area, perimeter of rectangles, squares and circles
- Review of percentages and measurements
- Application of area and perimeter, introduction to volume
- Application of volume and using 3-4-5 triangles
- Board feet and studs
- Costing small jobs—the math basics
- Stairs
- Ramps
- Elevations

Basic Blueprint I:

- Intro. To Blueprints
- Symbols and Numbering
- Construction Materials
- Multi-family Dwellings
- Commercial Structures
- Specifications
- Residential Structures
- Blueprint Review

Advanced Blueprint II:

- Types of construction
- Basic blueprint review
- Specifications
- Site work drawings
- Structural steel drawings
- Reinforced concrete drawings
- Finish construction drawings
- SIRT building

Estimating:

- The Business of Estimating
- Estimator Roles
- Project documents
- Bidding
- Site Analysis
- Project schedules
- Sub-contractor solicitation
- Bid Document Analysis
- Change orders, addendums and RFIs
- Value engineering
- Metric System

- General conditions
- Estimating technology
- Trade proposal analysis
- Bid results
- Estimating Divisions 1-16



**Training Proposal for:
California-Nevada Joint Apprenticeship Training Trust Fund**

Contract Number: ET25-0910

Panel Meeting of: September 27, 2024

ETP Regional Office: PPU-Central Office

Analyst: T. Allen

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	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) Local 47, 1245 and 396		
Turnover Rate:	≤20%		

FUNDING DETAIL

Please choose an option from the list below. Please choose the "BLANK" if N/A.

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,200		\$25,315 8%		\$390,515

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills, OSHA 10/30	415	8-210	0	\$941	\$49.11
				Weighted Avg: 40			

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

<p>Minimum Wage by County: (SET/Priority Industry wage modification): \$30.75 per hour.</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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Maybe</p> <p>Although employer provides health benefits, they are not being used to meet Post-Retention Wage.</p>

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Outside Lineman Apprentice	\$49.11-\$63.14	415

INTRODUCTION

The mission of the California-Nevada Electrical Joint Apprenticeship and Training Trust Fund (California-Nevada JATC) (www.calnevjatc.org) is to provide training for Outside Electrical Linemen to build, maintain and repair power lines that carry electricity to homes and businesses. The JATC's board is made up of six members - three members representing the Western Line Chapter of the National Electrical Contractors Association (NECA), and three representing International Brotherhood of Electrical Workers (IBEW). The JATC serves employers who are contractors for California's Public Utility Companies.

The JATC is governed by a trust which includes IBEW Local Union 47 in Diamond Bar, IBEW Local Union 1245 in Vacaville and IBEW Local Union 396 in Las Vegas. However, only Apprentices working in California are included in this proposal. There are two training sites, in Woodland and Riverside, which will provide training under this project. This is the first ETP proposal for California-Nevada JATC.

Veterans & Special Trainee Populations

The JATC participates in the Veteran's Electrical Entry Program (VEEP). VEEP was designed by the Electrical Training Alliance to fill two needs facing the United States currently. The first is providing transitioning service members and recently separated veterans the ability to reenter the civilian workforce in a high demand field that offers excellent earning potential. This helps VEEP accomplish its second goal, providing high quality electricians to an industry facing a major shortage of skilled labor.

The program is provided at no cost to the participant and can be done while transitioning out of the military. Prior to attending VEEP, participants decide where in the United States they would like to live and work after completion of the program. The Electrical Training Alliance then facilitates an agreement for direct entry of the candidate into the training center that has jurisdiction in that location. Once an agreement has been made, the participant is approved to attend VEEP.

The JATC works with regional Workforce Development Boards and Community Based Organizations, to ensure a diverse workforce that promotes the inclusion of women, minorities, and underserved individuals into the union. 51% of the JATC's apprentices are minority populations and the JATC is committed to outreach that continues to include minorities. Application announcements for the apprentice program will be sent to local, state, and federal agencies, as well as to local high schools, community colleges, and community events.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is 3 1/2 years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Santiago Canyon College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

The main focus of the California-Nevada JATC is to keep the outside electrical industry within California and Nevada with an adequate number of highly skilled journey level workers whose daily work is dangerous and demands a highly trained workforce. When power lines fail or become inoperable due to bad weather and storms, the outside electrical linemen are called in to perform critical duties. Being an outside lineman requires toughness, grit, and climbing high on outside electrical towers and poles during all seasons and weather. Training includes climbing, distribution, and transmission hot sticking, along with related safety topics, rigging and transformer skills.

The Apprenticeship training program trains the Apprentices on safe and proper use of hand tools, power-assisted tools, heavy equipment and industry-specific tools. Each Apprentice attends three years of related training and twelve week-long training classes throughout their Apprenticeship. Apprentices are required to attend week-long 4-day classes (each 4-day session will be for a total of 40 hours), four times per academic year, for specialized training at either the Riverside or Woodland training facilities.

Participating employers and union representatives have identified the following additional reasons for training: new and changing technologies and materials utilized for renewables and fire-hardening; an increase in out-of-state competition; contractors needing to implement cost reduction measures; and customers having higher quality standards, but wanting projects to stay on budget and on time.

Some of the projects the JATC Apprentices will be working on in the next 12 to 24 months are: the Round Mountain 500kV Area Dynamic Reactive Support Project, the Collinsville 500/230kV Substation Project, the Northern Receiving Station High Voltage Direct Current Project, the San Jose B High Voltage Direct Current Project, and the Gates 500kV Dynamic Reactive Support Project, among others.

Training Plan

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

Commercial Skills: Apprentices will learn construction project procedures and acquire technical knowledge and performance skills. These classes will allow trainees to learn the latest hard skills, practices and procedures as well as new methodologies in the industry. These new skills will keep the trainees more employable in the construction industry.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

The Executive Director will oversee the program and the Administrator will manage the administration of the contract. The trainers are former or current members of the trade who bring credentials and vast field experience. Strategy Workplace Communications will assist with the project administration.

Marketing and Support Costs

California-Nevada JATC is requesting 8% support costs to assist with recruitment, employer outreach, and assessments of employer specific training and job requirements. California-Nevada JATC will continue to partner and market to high schools, colleges, EDD offices, and various

organizations to promote the program. Participating employers and contractors have been notified and are committed to participating in the program.

Tuition Reimbursement

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

DEVELOPMENT SERVICES

California-Nevada JATC has retained Strategy Workplace Communications in Alameda to assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

California-Nevada JATC retained Strategy Workplace Communications in Alameda to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

2nd Year

- Underground Class
- Underground Practices for Pulling Cable
- Splicing Cables
- Terminating Cables
- Grounding Equipment
- Switching Circuits
- Rubber Glove Class- 40 hours
- Principles of Identifying the Second Point of Contact and Utilizing the Insulate and Isolate Method while Working with Primary Conductor
- Review of Local Rules Pertaining to Rubber Gloving

3rd Year

- Hot Stick Class
- Care and Use of Hot Sticks
- Basic Hot Stick Applications Using Different Sticks
- EICA (Electrical Industry Crane Association)
- Standards, Best Practices, Rules
- Regulations for Safe and Efficient Crane Set-Up and Operation
- Crane Set-Up
- Crane Load Charts and Calculations
- Rigging and Load Securement
- Basic Crane Inspections
- Lift Plans
- Crane Signals

4th Year

- Continuing Education Class
- Overhead Electrical Distribution
- Underground Electrical Distribution
- Transformer Lab/Theory
- Electrical Transmission

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

Central Valley Electrical Industry Training & Educational Trust

Contract Number: ET25-0946

Panel Meeting of: September 27, 2024

ETP Regional Office: Sacramento

Analyst: C. Kaiser

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Stanislaus	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 684		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$135,784		\$9,389 8%		\$145,173

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commer'l. Skills, OSHA 10/30	65	8-210	0	\$2,117	\$30.75
				Weighted Avg: 90			
2	Retrainee Journeyworker Priority Rate	Commer'l. Skills, OSHA 10/30	11	8-200	0	\$688	\$47.50
				Weighted Avg: 23			

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

<p>Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry): \$30.75 per hour</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 \$2.25 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		
Apprentice - Inside Wiremen	\$28.50 - \$42.75	65
Job Number 2		
Journeyworker- Inside Wiremen	\$47.50 - \$52.25	11

INTRODUCTION

The Central Valley Electrical Industry Training & Educational Trust (CVEIT) (www.cvjatc684.org), located in Modesto, was formed in 1964. CVEIT is governed by a Board of Trustees as a joint effort between International Brotherhood of Electrical Workers Local 684 and the National Electrical Contractors Association. The Organization was formed to create a pipeline of qualified inside wiremen who install power, lighting, controls, and other electrical equipment for local construction projects. Training will take place at CVEIT’s Modesto location.

This will be CVEIT’s third ETP Contract and third in the last five years. However, they have participated in previous ETP Contracts with the California Labor Federation and State Building Construction Trades Council of California. CVEIT has 30 participating large employers and 70 participating small employers in this project.

Veterans & Special Trainee Populations

CVEIT recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory, or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Stanislaus County Office of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

CVEIT is dedicated to providing up-to-date industry skills training and securing high-quality job opportunities for its members. Training during this project will focus on new green construction practices and materials, energy efficient buildings as outlined by LEED and other energy efficient standards, qualified trades people to replace retiring journey level electricians, new technology, and safety compliance. Training will ensure Apprentices and Journeyworkers can keep up with new and emerging technologies such as digital equipment and electrical construction including efficient electrical systems and energy conservation. The Apprentice curriculum meets the need of the participating employers, because it is employer driven. It was designed to address needs as determined by customers and changes in the industry. Local projects and their hiring demands help to shape the curriculum during the Apprentice's time in the program.

Training will include public and private works projects that have been impacted with LEED Certification, AB32, pending green legislation, and commercial interest in developing, retrofitting, and maintaining greener buildings. Furthermore, workers will learn to work more efficiently with new materials, thus reducing scrap and re-work. By having a workforce that can work more efficiently, the employers will be able to reduce their costs and run more profitably.

Projects under this proposal include The Modesto Court House, Canopy Solar for the Merced/Stanislaus County area, Fiber Optic Middle Mile, Mormon Temple in Modesto, Kaiser MOB in Modesto, O'Shaughnessy Dam, Hetch Hetchy Reservoir, and Yosemite Emergency Communications Center.

Training Plan

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

Commercial Skills: This training will be offered to all occupations. Training topics will vary for Journeyworkers and Apprentices. Journeyworker training topics include Electrical Code Calculations and Grounding & Bonding. Apprentice training topics include Electrical Theory, Motor Control, and Photovoltaic Systems.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training, this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

The Training Director will oversee the project, and the Office Administrator will assist with the administration, including scheduling of training and collection of rosters. An administrative subcontractor will assist with administrative services to ensure that all training records adhere to ETP requirements. CVEIT will use and retain ETP approved rosters. Training will be conducted in-house experts.

Marketing and Support Costs

CVEIT is requesting 8% in support costs for Job Numbers 1 and 2 to fund marketing to employers to recruit apprentices; fund its staff in recruiting and qualifying additional participating employers for this program; and conduct ongoing assessments of employer-specific job requirements. CVEIT staff will assist with the marketing, recruitment, needs assessments, and scheduling of training.

Tuition Reimbursement

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

ACTIVE PROJECTS

The following table summarizes Contractor’s performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0918	\$134,968	10/2/2023 – 10/1/2025	82	0	\$8,897 (7%)

ET23-0942	\$204,116	10/3/2022 – 10/2/2024	101	14	\$201,544.64 (99%)
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ET24-0912: Contractor is currently completing and closing out ET23-0942. CVEIT plans to begin uploading trainees and hours once ET23-0942 is closed out.

ET23-0942: Contractor is currently at \$201,544.64 (99%) potential completion. CVEIT will complete Contract at 100% by 10/2/2024.

DEVELOPMENT SERVICES

CVEIT retained Strategy Workplace Communications in Alameda to assist with development of this proposal at no fee.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications will also perform administrative services in connection with this proposal not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Journey Workers DAS-Approved Curriculum

- Applied Codeology CML
- Blueprints
- Code, Standards, & Practices
- Electrical Code Calculations
- ESAMATC Energy Storage (Energy Storage and Microgrid Training and Certification)
- EVCS (Electrical Vehicle Charging Station)
- Fire Alarm Systems
- Grounding & Bonding
- Hazardous Locations
- Health Care Systems
- Lightning Protection
- Motor Calculation

Commercial Skills

Apprentice DAS-Approved Curriculum

2nd Year Curriculum

- AC Systems
- AC Theory
- Applied Codeology - National Electric Code - 2023 Code Book Review
- Blueprints Reading
- Code, Standards, & Practices 1
- Code, Standards, & Practices 2
- Computer Mediated Learning (CML)
- Conduit System Fabrication 2
- Electrical Theory
- Estimating
- Fundamental Code Calculations
- Pipe Bending - Conduit Fabrication
- Test Instruments
- Transformers
- Transformers Principles & Applications 1

3rd Year Curriculum

- AC Systems
- AC Theory
- Applied Codeology - National Electric Code - 2020 Code Book Review
- Blueprint Reading
- Code, Standards, & Practices
- Fire Alarm Systems
- Grounding & Bonding

- Lighting Design Basics
- NFPA 70E
- Pipe Bending - Conduit Fabrication
- Preparing For Leadership
- Rigging, Hoisting, & Signaling
- Test Instruments

4th Year Curriculum

- Applied Codeology - National Electric Code - 2020 Code Book Review
- Automated Demand Response
- Building Automation
- Code Calculations
- Code, Standards & Practices
- Electrical Systems
- Electrical Theory
- Grounding & Bonding
- Health Care Systems
- Lightning Protection
- Motor Controls
- Motors
- Pipe Bending - Conduit Fabrication
- Programmable Logics
- Test Instruments
- Transformers

5th Year Curriculum

- Automated Demand Response
- Blueprints Reading
- Building Automation
- Code Calculations
- Code, Standards, & Practices 5
- Codeology - National Electric Code - 2020 Code Book Review
- Electrical Theory
- Estimating
- Exam Prep
- Instrumentation
- Motor Control
- Photovoltaic Systems
- Pipe Bending - Conduit Fabrication
- Rigging, Hoisting, & Signaling
- Torque
- Transformers

All Trainees in All Years

- AC Systems
- AC Theory

- Applied Codeology
- Automated Demand Response
- Blueprint Reading
- Building Automation
- Catastrophic Failure Response
- Code Book Review
- Code Calculations
- Code of Excellence
- Code, Standards. & Practices
- Codeology - National Electric Code
- Conduit Bending Binder
- Conduit Lab
- Electrical Systems
- Electrical Theory
- Electronic Systems
- ESAMATC Energy Storage (Energy Storage and Microgrid Training and Certification)
- Estimating
- EVITP (Electrical Vehicle Infrastructure Training Program)
- Fire Alarm Systems
- Grounding & Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lighting Design Basics
- Lighting Essentials
- Lightning Protection
- Motor Control
- Motor Lab
- Motors
- MSHA (Mine Safety and Health Administration)
- Network Technologies
- NFPA 70E (National Fire Protection Association 70E Training)
- Photovoltaic Systems
- Pipe Bending
- Preparing For Leadership
- Programmable Logics
- Reading & Comp Cert
- Refinery Safety Overview (RSO)
- Rigging, Hoisting & Signaling
- Splicing
- Structured Cabling
- Test Instruments
- Torque
- Transformers

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
**Kern County Electrical Journeyman and
 Apprentice Training Trust**
Contract Number: ET25-0917

Panel Meeting of: September 27, 2024

ETP Regional Office: North Hollywood

Analyst: L. Vuong

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Kern	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers, Local 428 and the National Electrical Contractors Association		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$343,792		\$23,822 8%		\$367,614

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills, OSHA10/30	152	8-210	0	\$2,376	\$30.75
				Weighted Avg: 101			
2	Retrainee Journeyworker Priority Rate	Business Skills, Commercial Skills, Computer Skills, OSHA 10/30	9	8-200	0	\$718	\$53.65
				Weighted Avg: 24			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry): \$30.75 per hour

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

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

Up to \$1.24 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice Electrician/Inside Wireman	\$29.51 - \$32.19	152
Job Number 2		
Journeyworker Electrician/Inside Wireman	\$53.65	9

INTRODUCTION

Founded over 53 years ago and located in Bakersfield, Kern County Electrical Journeyman and Apprentice Training Trust (Kern Electrical JATC) (www.kerncountyjatc.com) is a nonprofit training organization dedicated to providing up-to-date industry skills and training to secure high-quality job opportunities for its members. Kern Electrical JATC trains Electricians to install power, lighting, controls and other electrical equipment in commercial, industrial and residential facilities. The JATC is governed by a Board of Trustees comprised of three labor and three management representatives, and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 428 and the National Electrical Contractors Association. Kern Electrical JATC proposes to train Journeyworkers and Apprentice Electricians, all of whom are members of IBEW Local 428. Currently, Local 428 has 750 active members.

Veterans & Special Trainee Populations

Kern Electrical JATC is committed to supporting job-related training that helps Veterans transition into the California workforce. The JATC actively recruits and hires Veterans in cooperation with

Helmets to Hardhats, a national joint labor management program that recognizes the link between skills acquired in military service and the building trades. Their website also promotes and designated days exclusively reserved for Veteran applicants to apply for the apprenticeship program.

The JATC collaborates with Kern County to host an annual High School Work Shop aimed at curbing youth unemployment. As part of its outreach program, the JATC visits local high schools to recruit apprentices. Approximately 150-200 high school boys and girls attend, where they are introduced to female graduates of the Apprenticeship program and various available trades. The program's ultimate goal is to inspire more youth and women to pursue careers in the Building Trade careers and help reduce Kern County unemployment rate.

Furthermore, Kern Electrical JATC actively works with regional Workforce Investment Boards, Community Based Organizations, and Building Trades Councils to ensure a diverse workforce that promotes the inclusion of women, minorities, and other underserved individuals.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Bakersfield College with the Kern Community College District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Program Completion Rates

Kern Electrical JATC represents that the total number of new apprentices projected to serve this year is 64. Since 2018, the program has served 240 new apprentices. The growth percentage in the last 5 years is approximately 18%.

PROJECT DETAILS

This is Kern County Electrical JATC's seventh ETP Contract in the last five years. Kern County is California's leading oil producing county and builds many of the state's utility solar farms. There is also a strong aviation, space, and military presence, such as Edwards Air Force Base and China Lake Naval Air Weapons Station. As a major contributor to the state's energy and agricultural resources, this county needs trained electricians to help the state meet demand.

Multiple participating employers and union representatives have identified a need for training due to new energy efficiency regulations, the need to reduce costs to remain competitive, the need for higher quality standards, the increasing complexity of construction projects, and a retiring workforce.

The Journeyworker upgrade program is intended to bring work skills and knowledge up-to-date, as required by contractors and worksite property managers. Kern County Electrical JATC trains electricians who install the power, lighting, controls and other electrical equipment in commercial, industrial and residential buildings. By working with local employers, the JATC develops enhanced education standards to support California's drought-affected agriculture industry and evolving energy production and storage needs. Current projects include Bellefield Solar 1 & 2, Eland Solar 2, Hard Rock Casino, and Inyokern 1203.

Training Plan

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

Business Skills: Training will be offered to Journeyworkers and focuses on Advanced Time Management, Conflict Resolution, Decision Making Skills, Customer Service Skills, Green Awareness and Certifications, and collaborative bidding and project development practices. Training will also include Leadership Skills, Problem Solving, and Teambuilding to ensure Journeyworkers can lead teams in an effective and efficient manner.

Commercial Skills: Training will be offered to all occupations and include installation changes, audio distribution and Solar Photovoltaic Panels. Apprentices will learn to install, maintain, and repair various types of electrical and electronic equipment in commercial, industrial and residential establishments. They will also learn to install, connect and test electrical wiring systems for lighting, heating, air conditioning and communications for any building or structure.

Computer Skills: Training will be offered to Journeyworkers and will include scheduling, planning and modeling software. AutoCAD, Job Tracking System and Scheduling & Planning Jobs Systems. Training will provide trainees with the tools to modify blueprints, look up project requirements, build budgets and timelines, design virtual buildings, and adjust computerized control systems.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Impact/Outcome

Trainees may receive the following certifications as a result of the proposed training: OSHA 10, OSHA 30, Rigging and Lifting, Green Audits, Arc Flash Safety Awareness, Building Automation Systems, CALCTP Acceptance Testing, Title 24 Lighting Installation and Codes, Electrical Vehicle Infrastructure Training Program, Energy Storage Certification and Refinery Safety Overview. All apprentices who complete the program receive completion certificates from the DAS and Department of Labor.

Commitment to Training

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

➤ Training Infrastructure

The Training Director will oversee training with the assistance of two designated staff members who are responsible for all administrative duties including scheduling, securing recording and tracking training. Kern Electrical JATC has retained an administrative subcontractor to provide administrative services to ensure that all training records adhere to ETP requirements.

Trainer Qualifications

Kern Electrical JATC has 14 full-time and 8 part-time trainers. All trainers are qualified journey-level workers with extensive practical and training experience in the electrical industry and some have received Master Certification status by the National Joint Apprenticeship and Training Committee.

Marketing and Support Costs

Kern Electrical JATC conducts marketing through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and its website. Class information will be distributed throughout the year to all Apprentice and Journeyworker electricians within the jurisdiction, as well as to the electrical contractors who employ them. Many participating employers have been recruited; however, additional recruitment and assessment activities are anticipated.

As such, Kern Electrical JATC is requesting 8% support costs for Job Numbers 1 and 2 to fund its staff in recruiting and qualifying additional participating employers for this program. The projected budget costs for personnel alone will exceed the ETP support cost funding and the JATC will cover these additional expenses.

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET24-0960	\$287,872	10/02/23 – 10/01/25	167	0	0
**ET23-0905	\$171,247	10/03/22 – 10/02/24	85	0	0

ET24-0960: The Contractor reported that training started October 2, 2023, and 119 trainees have received a total of 12,282 hours (73% of approved amount). Upon the completion of ET22-0938, Kern JATC will upload training hours. The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through July 2025.

*ET23-0905: Of an estimated 85 trainees, 176 have been enrolled and started training. To date, the ETP Systems show 9,557 reimbursable hours have been tracked for potential earnings of \$185,422 (108% of approved amount). The Contractor projects final earnings of 100% based on training completed. Final invoice should be submitted within the next few weeks.

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 \$ %
*ET22-0938	Kern	12/20/21 – 12/19/23	\$322,462	0
ET21-0920	Kern	07/01/20 – 06/30/22	\$143,637	\$110,302 (77%)
ET20-0917	Kern	08/05/19 – 08/04/21	\$287,490	\$287,490 (100%)
ET19-0910	Kern	08/01/18 – 07/31/20	\$278,585	\$287,585 (100%)

*ET22-0938: Of an estimated 89 trainees, 136 have completed training (100% of planned retentions). To date, the ETP Systems show 11,924 reimbursable hours have been tracked for potential earnings of \$244,197 (76% of approved amount). Final invoice has been submitted on 06/24/24 to be reviewed and approved by ETP.

DEVELOPMENT SERVICES

Strategy Workplace Communications in Alameda assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Journeyworker**Business Skills**

- Advanced Time Management
- Conflict Resolution
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

Commercial Skills

- Advanced Lighting Control Systems
- Analog/Digital Circuit (AC/DC) Principles
- Generators
- Inductance/Reactance
- Math for Electricians
- Ohm's Law
- Series/Parallel Circuits
- CALCP Acceptance Testing
- California Advanced Lighting Control Program (CALCP)
- Dimming Controls
- Electric Vehicle Infrastructure Training Program (EVITP)
- Electrical Design
- 3 and 4-Way Switching
- Design of Electrical Circuits
- LonWorks and Building Automation
- Magnetic Motor Control and the Code
- Transformers and the Code
- Fire Alarm Systems and Installations
- Definitions and Systems
- Initiating Devices and Notification Systems
- National Electrical Code and Installation Requirements
- National Fire Protection Act, 1972 (NFPA 72)
- Start Up and Check Out Procedures
- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760

- NFPA 72
- Principles of Electronics
- Foreman Development Series
- Grounding and Bonding
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- Significant Changes to National Electric Code
- Industrial Motor Control
- Control Relays and Timers
- Jogging and Plugging Controls
- Manual Starters and Magnetic Coils
- Push Buttons, Selector Switches, and Mechanical Devices
- Solid State Electronic Devices
- Variable Frequency Drives
- Industry Specific Skills
- Advanced Instrumentation and Motor Controls
- Advanced Welding
- Architecture Designs and Advanced Plan Reading
- Blueprints and Schematics
- Building Automation Systems
- Conduit Bending
- ESAMATC energy storage
- Firestop Installation
- Green Training
- High Voltage Cable Splicing
- Management and Monitoring of Materials
- Programmable Logic Controllers
- Proper Installation and Use of Testing and Auditing Materials and Equipment
- Lighting Control Strategies
- Line Voltage Switching Controls
- Low Voltage Switching Control
- National Electrical Code
- Arc Flash
- Other Recognized Standards (Installation Changes)
- Plan, Build, and Use
- Related Standards (Mandatory and Permissive Rules)
- Special Occupancies and Equipment
- Occupancy Sensors
- Photosensors
- Programmable Logic Control (PLC)
- Developing Ladder Programming
- Introduction to Programmable Equipment
- Programming Programmable Logic Controllers
- Using Timers and Counters in Logic Programs
- Writing a Program
- Proper Equipment Set-Up

- Rigging and Lifting
- Solar Panel Installation
- Solar Photovoltaics
- Specialized Tools
- Testing Materials and Equipment –Proper Set-Up and Use
- Understanding Changes to Industry Standards
- Understanding New Technologies and Changes to Industry Standards
- Voice, Data, and Video
- Audio Distribution
- CCTV Security Surveillance
- Computer Networking
- Fiber Optics
- Telephonic Interconnect
- Work Flow and Resources

Computer Skills

- Auto Computer-Aided Design (AutoCAD)
- Job Tracking System
- Scheduling & Planning Jobs

Apprentice

Commercial Skills

2nd Year

- AC Theory, Level I
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections
- Blueprints, Level I
- Codeology, Level I
- Work Practices, Level I
- Orientation, Level II
- Test Instruments, Level I
- Transformers, Level I

3rd Year

- AC Theory
- Blueprints
- Cad-Welding
- Code and Practices
- COMET
- Conduit Bending: Rigid & EMT, Chicago & 555
- Ground Testing
- Grounding and Bonding
- Lighting Control Panels
- Motor Controls: Relays & Start/Stop
- Transformer Wiring
- Transformers

4th Year

- Blueprints (& Layout Yard)
- Code Calculations
- Code Prep
- Field Trip to Motor Repair Shop and Folsom Power House
- Grounding and Bonding
- Lighting Essentials
- Lightning Protection
- Motor Control
- Motor Control Lab
- Motor Controls: Mag Starter & 3-Wire Control
- Motors
- PLC's
- VFD's

5th Year

- CALCTP
- Code and Practices
- Code Calculations
- ESAMATC energy storage
- EVITP
- Foreman Training: Managing the Work (Including NECA/IBEW presentations)
- From 2nd to 5th year
- High Voltage Cable Splicing
- Motor Control
- Orientation
- PV/Solar Installer
- Rigging
- Torque

All Years

- Aerial Lift
- Forklift

Journeyworker/Apprentice

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

**Local 100 International Brotherhood of Electrical Workers Joint
Electrical Training Trust Fund**

Contract Number: ET25-0948

Panel Meeting of: September 27, 2024

ETP Regional Office: San Diego

Analyst: T. Ky

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Fresno, Madera, Kings, Tulare	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Contractors Local 100		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$343,920		\$23,838 8%		\$367,758

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills OSHA 10/30	152	8-210	0	\$2,188	\$24.75
				Weighted Avg: 93			
2	Retrainee Priority Rate Journeyworker	Business Skills Commercial Skills Computer Skills OSHA 30	98	8-200	0	\$359	\$45.00
				Weighted Avg: 12			

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

Minimum Wage by County:

Job Number 1 (Collective Bargaining Agreement wage): \$24.75 per hour

Job Number 2 (SET/Priority Industry): \$30.75 per hour

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

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

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

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Inside Wireman	\$24.75 - \$25.00	37
	\$25.01 – 53.22	115
Job Number 2		
Journeyworker – Inside Wireman	\$45.00 - \$56.25	98

INTRODUCTION

Founded in 1982, Local 100 International Brotherhood of Electrical Workers Joint Electrical Training Trust Fund (Fresno Electrical JATC) (<http://www.fresnojatc.org/>) provides up-to-date skills training and secures high-quality job opportunities for its members. Fresno Electrical JATC trains electricians who install power, lighting, sound, communications, controls, and other electrical equipment in commercial, industrial, and residential buildings.

The Fresno Electrical JATC is governed by a Board of Trustees comprised of labor and management representatives and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 100 and the National Electrical Contractors Association. All trainees are members of IBEW Local 100 located in Fresno, Madera, Kings and Tulare Counties, which currently represents over 1,000 electricians in those counties. All four counties are in high unemployment areas.

This is Fresno Electrical JATC's seventh ETP Contract in the last five years. This project includes Apprentice and Journeyworker training. Fresno Area Electrical Training Center, located in Fresno, will train Inside Wiremen for local construction projects for unionized construction companies.

Veterans & Special Trainee Populations

Fresno Electrical JATC's is committed to supporting job-related training that helps Veterans transition into the California workforce. The JATC's training programs are registered with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. On its website, the JATC also advertises special days just for the veterans to come in and apply for the apprenticeship program.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and the National Electrical Training Institute, and is approved by a designated Local Educational Agency (in this case Fresno Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

The training program will directly address changes in the industry. This includes new mandated energy requirements, a retiring workforce, increasing complexity of construction projects and a shift to "green" building standards. The training program will focus on increased training for energy efficient technologies and products. Apprentices and Journeyworkers will learn the skills to work with higher quality standards, increased material cost, and more advanced technology. Trainees will learn to utilize new products, reduce waste, and improve efficient working standards. Since 2020, the program has served 178 new apprentices. Fresno Electrical JATC projects 26 new Apprentices this year.

Trainees will work on the following upcoming projects: Yosemite Airport Expansion, Terri Bradley Educational Center, High Speed Rail, North Fork Mono Casino and Resort, Luna Valley Solar Project, and Sun Riza Project.

Training Plan

Training will be delivered via Class/Lab in the following:

Business Skills: Training will be offered to Journeyworkers to provide the tools to plan, organize, and manage their construction projects and complete them efficiently and on time. Training topics

include Creating Project Bids, Customer Service Skills, Inventory Checklist, Problem Solving, and Project Management.

Commercial Skills: Training will be offered to Apprentices and Journeyworkers in energy efficiency training to help participating employers meet local work demand. Journeyworker training will include Design of Electrical Circuits, Computer Networking, Electric Vehicle Charging Stations, Solar Panel Installation, and Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training). Training for Apprentices and Journeyworkers will include Craft Certification, California Advanced Lighting Controls, and Solar Photovoltaics.

Computer Skills: Training will be offered to Journeyworkers to provide skills to use software programs at a jobsite. Training topics include Auto Computer-Aided Design, Job Tracking System, and Scheduling & Planning Jobs.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

Fresno Electrical JATC’s Training Director will oversee the project with two staff members assisting with administration, marketing, recruitment, needs assessments and scheduling of training. Fresno Electrical JATC has three full-time and six part-time trainers who will be providing training. An administrative subcontractor has been hired to assist with administrative services.

Tuition Reimbursement

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

Marketing and Support Costs

Fresno Electrical JATC is requesting 8% support costs for Job Numbers 1-2 to assist in the recruitment, employer outreach, and assessment of employer-specific job requirements.

Marketing is done through direct mailings, informational flyers, personal contracts, telephone calls, public service announcements, emails, and the Fresno Electrical JATC website. Class information

will be disseminated throughout the year to all Apprentice and Journeyworker Electricians. Announcements for the program are sent to local, state, and federal agencies as well as to local high schools, community colleges and community-based organizations.

ACTIVE PROJECTS

The following table summarizes Contractor’s performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0941	\$287,175	10/2/2023-10/1/2025	233	0	\$90,854 (32%)*
ET23-0930	\$270,200	10/3/2022-10/2/2024	200	0	\$269,961 (100%)**

*ET24-0941: Based on ETP Systems, 5,310 reimbursable hours have been tracked for potential earnings of \$90,854 (32% of approved amount). Fresno Electrical JATC projects 100% performance based on hours delivered, and projected amount earned.

**ET23-0930: Based on ETP Systems, it shows that 15,287 reimbursable hours have been tracked for potential earnings \$269,926 (100% of approved amount). Fresno Electrical JATC projects 100% performance based on hours delivered, and projected amount earned.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET22-0927	Fresno	12/20/2021-12/19/2023	\$339,228	\$339,228 (100%)
ET21-0921	Fresno	8/3/2020-8/2/2022	\$210,776	\$210,102 (100%)
ET20-0916	Fresno	8/5/2019-8/4/2021	\$415,005	\$307,910 (74%)***
ET19-0907	Fresno	8/06/2018-8/05/2020	\$459,917	\$434,871 (95%)

***-ET20-0916: The JATC was not able to invoice for some apprentices due to performance issues (such as being late for class or work). The JATC required that the apprentices pay for their books. Because they paid for their books, the trainees were not eligible for ETP funds. The JATC changed this policy. By no longer charging for books, the JATC may now invoice for all apprentices and therefore greatly improve contract performance. In addition, the JATC has increased the number of training hours delivered in a semester.

DEVELOPMENT SERVICES

Fresno Electrical JATC retained Strategy Workplace Communications in Alameda to assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

Fresno Electrical JATC also retained Strategy Workplace Communications to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

None

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

Journeyworker

- Advanced Time Management
- Conflict Resolution
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

Commercial Skills

Apprentice

2nd Year

- AC Theory, Level I
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections
- Blueprints, Level I
- Codeology, Level I
- Electrical Safety-Related Work Practices, Level I
- Orientation, Level II
- Test Instruments, Level I
- Transformers, Level I

3rd Year

- AC Theory
- Blueprints
- Cad-welding
- Code and Practices
- COMET
- Conduit Bending: Rigid & EMT, Chicago & 555
- CPR/First Aid Refresher
- Electrical Safety-Related Work Practices
- Fire Alarm Systems
- Ground Testing
- Grounding and Bonding

- Lighting Control Panels
- Motor Controls: Relays & Start/Stop
- Transformer Wiring
- Transformers

4th year

- Blueprints (& Layout Yard)
- Code Calculations
- Code Prep
- Field Trip to Motor Repair Shop and Folsom Power House
- Grounding and Bonding
- Lighting Essentials
- Lightning Protection
- Motor Control
- Motor Control Labs
- Motor Controls: Mag Starter & 3-wire Control
- Motors
- PLC's
- VFD's

5th Year

- CALCTP
- Code and Practices
- Code Calculations
- EVITP
- Foreman Training: Managing the Work including NECA/IBEW presentations
- Motor Control
- Orientation
- PV/Solar Installer
- Rigging
- Torque

Commercial Skills **Journeyworker**

Codeology

- Arc Flash
- National Electrical Code
- Other Recognized Standards (Installation Changes)
- Plan, Build, and Use
- Related Standards (Mandatory and Permissive Rules)
- Special Occupancies and Equipment

Analog/Digital Circuit (AC/DC) Principles

- Generators
- Inductance/Reactance
- Math for Electricians
- Ohm's Law
- Series/Parallel Circuits

Grounding

- Grounding and Bonding
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- National Fire Protection Act, 1972 (NFPA 72)

Fire Alarm Systems and Installations

- Definitions and Systems
- Initiating Devices and Notification Systems
- National Electrical Code and Installation Requirements
- Start Up and Check Out Procedures
- National Fire Protection Act, 1972 (NFPA 72)

Fire Life Safety

- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 72
- Principles of Electronics

Industrial Motor Control

- Control Relays and Timers
- Jogging and Plugging Controls
- Manual Starters and Magnetic Coils
- Push Buttons, Selector Switches, and Mechanical Devices
- Solid State Electronic Devices
- Variable Frequency Drives

Programmable Logic Control (PLC)

- Developing Ladder Programming
- Introduction to Programmable Equipment
- Programming Programmable Logic Controllers
- Using Timers and Counters in Logic Programs
- Writing a Program

Electrical Design

- 3 and 4-Way Switching
- Design of Electrical Circuits
- LonWorks and Building Automation
- Magnetic Motor Control and the Code
- Transformers and the Code

Voice, Data, and Video

- Audio Distribution
- CCTV Security Surveillance
- Computer Networking

- Fiber Optics
- Telephonic Interconnect

Industry Specific Skills

- Advanced Instrumentation and Motor Controls
- Advanced Welding
- Architecture Designs and Advanced Plan Reading
- Automated Demand Response Metering
- Basic Welding
- Blueprints and Schematics
- Building Automation Systems
- CALCTP Acceptance Testing
- Conduit Bending
- Craft Certification
- Electric Vehicle Charging Stations
- Electric Vehicle Infrastructure Training Program (EVITP)
- ESAM-TAC Energy Storage
- Firestop Installation
- Management and Monitoring of Materials
- Medium Voltage Cable Splicing
- Programmable Logic Controllers
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Rigging and Lifting
- Safe Working Practices (Training is capped 10% of a trainee's total hours)
- Solar Panel Installation
- Solar Photovoltaics
- Specialized Tools
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
- Traffic Signaling
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Work Flow and Resources

CALCTP (California Advanced Lighting Control Program)

- Advanced Lighting Control Systems
- Lighting Control Strategies
- Line Voltage Switching Controls
- Low Voltage Switching Control
- Dimming Controls
- Occupancy Sensors
- Photosensors

Commercial Skills

All Years

- Automated Demand Response Metering
- Craft Certification
- Electric Vehicle Charging Stations
- ESAM-TAC Energy Storage
- California Advanced Lighting Controls (CALCTP)
- Solar Photovoltaics

Computer Skills

Journeyworker

- Auto Computer-Aided Design (AutoCAD)
- Job Tracking System
- Scheduling & Planning Jobs

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

Apprentice

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

Journeyworker and Apprentice

- OSHA 30



**Training Proposal for:
Los Angeles County Electrical Educational and Training
Trust Fund**

Contract Number: ET25-0927

Panel Meeting of: September 27, 2024

ETP Regional Office: North Hollywood

Analyst: S.Turner

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local Union 11		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,200		\$25,315 8%		\$390,515

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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Los Angeles County Electrical Educational and Training

Trust Fund

September 27, 2024

ET25-0927ET25-0927

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills	415	8-200	0	\$941	\$31.50
				Weighted Avg: 40			

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

Minimum Wage by County:
Job Number1 (SET/Priority Industry wage modification): \$30.75 per hour.

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

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

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

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice Inside Wireman	\$31.50-\$53.55	415

INTRODUCTION

Founded in 1964, Los Angeles County Electrical Educational and Training Trust Fund also known as LA Electrical Training Institute (LA County ETI) is governed by a Board of Trustees comprised of three labor and three management representatives and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 11 and the Los Angeles County Chapter National Electrical Contractors Association (NECA). LA County ETI has approximately 261 signatory contractors who contribute to the trust fund and understand the market advantage of having well-trained and qualified union electricians on their job sites. LA County ETI trains electricians to install and erect electrical construction work, conduct final tests of complete electrical systems, and handle power, lighting, controls, and electrical equipment in commercial, industrial and residential buildings. LA County ETI trains over 4,500 electricians annually and around 300 of these electricians are apprentices. The Institute has 4 programs: Inside Wireman, Sound & Communication, Intelligent Transportation and Residential. ETI’s LEA is Los Angeles County of Education. This will be LA County ETI’s sixth ETP Contract in the last five years.

Veterans & Special Trainee Populations

The Trust hosts the Veterans Electrical Entry Program (VEEP), which provides a pathway for veterans to become IBEW electricians. This program functions as a pre-apprenticeship. Upon program completion, candidates are able to skip the boot camp and join the apprenticeship as first-year apprentices. The goal is to enroll at least 80 new veteran hires each year through the program. The Trust also has a dedicated Director of Veteran's Affairs whose primary role is to reach out to veterans and encourage them to join our apprenticeship program.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case the Los Angeles County of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

This year, 2024, approximately 260 new apprentices will enter the apprenticeship program. Since 2019, the JATC has served a total of 1,675 new apprentices. This represents an approximate growth of 1% percent of new apprentices in the last 5 years, with a turnover rate of 26% in 5 years.

PROJECT DETAILS

To stay competitive and adapt to new energy solutions, technological advancements, higher industry standards, cost reduction, a retiring workforce, and growing customer demand, participating employers have emphasized the need for skilled Apprentices. A well-trained and competent workforce enables employers to secure more contracts, increase wages, improve retention, complete projects on time and within budget, and deliver higher quality products, services, and a safe work environment. The funding proposed in this project will help train electricians to use new techniques and materials that help reduce significant carbon emissions. These decreases in emissions will help CA meet its clean energy goals and move CA towards less dependency on fossil fuels. The employers and their electricians play an important role in retrofitting the buildings so that they use the latest energy efficient technologies and materials.

To meet current and future demand for electrical industry workers, LA County ETI continues to train Wiremen in standards of the trade while also training on new electrical changes to meet the needs of energy efficient solutions. ETP funding will assist LA County ETI in meeting the demands of its 261 signatory contractors who require well-trained and qualified union Electricians on their job sites. In addition, ETP-funded training will help give workers the needed skills to keep

up with more stringent codes and new technologies. With a goal of 50% of existing buildings being retrofitted by 2030, LA County ETI's Apprentices must be trained to install new energy solutions that meet or surpass the state's mandated energy efficiency requirements. Major construction projects employing Apprentices in the Southern California region include the following:

- IBEC Intuit Dome (Clippers Stadium)
- LAX Metro Connector
- Marathon Refinery
- Alamitos Energy Storage
- Chevron Refinery
- Metrorail Purple Line

Training Plan

Training will be provided via Class/Lab:

Commercial Skills: Apprentice Inside Wireman learn to install, maintain and repair various types of electrical and electronic equipment in commercial, industrial and residential establishments. Training will include Codeology, AC Theory, Photovoltaics, Grounding & Bonding, Advanced Conduit Bending, Power Systems Cyber Security, and Smart Building Energy Management. Energy efficiency training is expected to be the centerpiece of the program because participating employers and property owners are demanding these state-mandated construction methods and technologies. Multiple labs performed on the same day within the apprenticeship will have one lead instructor for all the labs and one or more assistant instructors present in each lab. The class roster for each lab will be signed by the lead instructor and the assistant instructor.

Commitment to Training

LA County ETI provides commercial skills training for Inside Wireman Apprentices. Employers will continue to make contributions to the training trust fund for every hour worked by Apprentices. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Training Director will oversee this project with administrative assistance from 15 staff members. Additionally, the Company has retained a third-party administrator with extensive ETP administration experience to work closely with staff to complete the project successfully.

All training will take place in-house by 12 day school instructors teaching at the main campus in Commerce and at the Satellite School in San Fernando. Night school instructors total 55 teaching at the main campus in Commerce.

Marketing and Support Costs

There are 15 staff members who will assist with the marketing, recruitment, needs assessments and scheduling of training.

Los Angeles County Electrical Educational and Training

Trust Fund

September 27, 2024

ET25-0927ET25-0927

LA County ETI requests 8% support costs to allow its staff to recruit and qualify additional apprentices for this program. While many apprentices have already been recruited, additional recruitment and assessment activities must occur to support apprenticeship training.

Tuition Reimbursement

LA County ETI represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract. The JATC follows High Road Apprenticeship standards: (1) work as you learn model, (2) guaranteed wage increases, (3) industry, not company or private certifications, (4) DAS-approved curriculum, (5) paid job placement during training and after training, and (6) healthcare and benefits during the training and after training.

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) (\$ %)
ET24-0927	\$475,258	10/02/2023-10/01/2025	818	0	0
ET23-0903	\$499,931	10/03/2022-10/02/2024	314	35	0

*ET24-0927: The Contractor currently has a total of 251 enrolled trainees with 21,936 total valid tracked hours and expects to earn 100% of the \$475,258.

ET23-0903: The Contractor currently has a total of 314 enrolled trainees with 30,270 total valid tracked hours and expects to earn 100% of the \$499,574.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET22-0943	Los Angeles	11/22/2021-11/21/2023	\$594,830	\$594,830 (100%)
ET21-0923	Los Angeles	09/21/2020-09/20/2022	\$379,266	379,266 (100%)
ET20-0937	Los Angeles	11/04/2019-11/03/2021	\$749,520	\$749,520 (100%)

DEVELOPMENT SERVICES

LA County ETI retained Strategy Workplace Communications in Alameda to assist with development at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Apprentice - DAS Approved Curriculum

2nd Year

- AC Systems, Level I - 3rd Ed.
- AC Theory, Level I - 3rd Ed.
- Applied Codeology, Navigating the 2020 National Electric Code(NEC) – Computer Mediated Learning (CML) Course
- Electrical Safety Related Work Practices, (ESRWP), Level I - 2021 NEC National Fire Protection Association (NFPA)70E
- ESWRP, Level II -2021 NEC NFPA 70E
- AC Theory, Level II - 3rd Ed.
- Code, Stds & Practices 2, Level I - 2020 NEC
- Code, Stds & Practices 2, Level II - 2020 NEC
- Code, Stds & Practices 3 - 2020 NEC
- Electrical Code Calculations, Level I - 2020 NEC
- Electrical Code Calculations, Level II - 2020 NEC
- Electrical Code Calculations, Level III - 2020 NEC

3rd Year

- Photovoltaics, Level I WORKBOOK
- Code Standards & Practices 5, 2020 NEC
- Electric Vehicle Charging Systems (EVCS-17) -2nd ED. w/2020 NEC Supplement (Approved for EVITP)
- NFPA70E
- Orientation, Level III
- Photovoltaics, Level II WORKBOOK
- Fire Alarm Systems, Level I - 2019 NEC
- Grounding & Bonding, Level I 2020 NEC
- Rigging, Hoisting & Signaling, Level I
- Semiconductors, Level I
- Torque, Level I
- Transformers, Level I

4th Year

- Motors, Level I - 2nd Ed.
- Motors, Level II - 2020 NEC - 2nd Ed.
- Motor Control, Level I
- Advanced Conduit Bending
- Advanced License Prep - 2020 NEC
- Grounding & Bonding, Level II - 2020 NEC
- Transformers, Level II - 2020 NEC

5th Year

- AC Theory III
- Bluebeam
- Introduction to Programmable Logic Controllers - 2nd ED.
- Motor Control, Level II
- Power Systems Cyber Security - WECAT
- CALCTP – WECAT (31 HOURS)
- Energy Storage and Microgrids
- Smart Building Energy Management (WECAT-24 HOURS)



Training Proposal for:
Napa-Solano Counties Electrical Industry Apprenticeship and Training Trust Fund

Contract Number: ET25-0957

Panel Meeting of: September 27, 2024

ETP Regional Office: Sacramento

Analyst: C. Kaiser

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Napa, Solano	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 180		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$160,380		\$11,097 8%		\$171,477
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Comm'l Skills, OSHA 10	81	8-210	0	\$2,117	\$30.75
				Weighted Avg: 90			

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

<p>Minimum Wage by County: Job Number 1 (SET/Priority Industry wage modification): \$30.75 per hour</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 \$0.63 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		
Apprentice- Inside Wireman	\$30.12 - \$47.25	81

INTRODUCTION

Founded in 1971 and based in Napa, Napa-Solano Counties Electrical Industry Apprenticeship and Training Trust Fund (Napa-Solano Counties Electrical) (www.jatclu180.org) delivers education and training of apprentice and journey-level workers in the electrical construction trade throughout Solano and Napa counties. Local 180 apprentice electricians plan, layout, install, repair, and maintain electrical equipment that provides light, heat, communications, and power. Napa-Solano Counties Electrical is established by the International Brotherhood of Electrical Workers and the National Electrical Contractors Association. Napa-Solano Counties Electrical supplies the electrical construction industry in Napa and Solano counties with training to meet the demands of the workforce in California. There will be 81 Apprentices participating in the training. Training will be conducted out of Napa-Solano Counties Electrical’s training facility in Napa.

This will be Napa-Solano Counties Electrical fifth ETP Contract in the last five years. Although Napa-Solano Counties Electrical trains Journeyworkers, only Apprentices will participate in this project.

Veterans & Special Trainee Populations

Although Napa-Solano Counties Electrical does not have a separate Veterans’ Job Number, it recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program, that recognizes the link between skills acquired in military service and the building trades. Veterans are given credit for prior work and are slotted into the apprenticeship after testing. Additionally, Napa-Solano Counties Electrical works with regional workforce-investment boards,

community-based organizations, and building-trades councils to ensure a diverse workforce that promotes the inclusion of women, minorities, and underserved individuals into the union.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory, or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Napa Valley Adult School).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Previous training focused on keeping up with changes in electrical construction (code, safety, etc.) while offering new training focused on efficient electrical control systems and energy conservation. In addition, the shift from analog to digital equipment also required extensive training. The training in this proposal prepares new Apprentices to replace the high number of retiring journey-level electricians and provides them with the necessary skills for upcoming jobs.

Participating employers and union representatives have identified additional reasons for training which includes an increase in out-of-state competition, contractors needing to implement cost reduction measures, and customers having higher quality standards while staying on budget and on time. Napa-Solano Counties Electrical will provide a pipeline of well-trained electricians so that employers have a reliable source of workers to fill new work projects.

It reports that the following projects are driving employer demand under this proposal for Local 180 Apprentices: Yountville's Veterans Hospital, Solano Community College, Dermody Tilt-Up Project, Fairfield High School Auditorium, and the Napa Costco Project.

Training Plan

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

Commercial Skills: This training will be offered to all Apprentices to enhance understanding of job duties. Training will include course topics such as Building Automation, Code Calculations, Motor Control, and Transformers.

Certified Safety Training

OSHA 10. This training is a series of courses "bundled" by industry sector and occupation. The coursework is geared to construction work, and also manufacturing. Completion of the training

results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training, this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

Napa-Solano Counties Electrical’s Training Director will oversee the project. Training will be delivered by eight in-house part-time experts who are former or current members of the trade. Napa-Solano Counties Electrical will use ETP approved rosters. It has also retained a third-party subcontractor to assist with ETP administration.

Marketing and Support Costs

Napa-Solano Counties Electrical is requesting 8% in support costs. The support costs will help fund marketing to employers, recruit apprentices, fund its staff in recruiting and qualifying additional participating employers for this program, and conduct ongoing assessments of employer-specific job requirements. There are 12 staff members at the JATC that will assist with the marketing, recruitment, needs assessments, and scheduling of training.

Tuition Reimbursement

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

ACTIVE PROJECTS

The following table summarizes Contractor’s performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0955	\$104,168	10/2/2023 – 10/1/2025	58	0	\$17,811 (17%)
ET23-0949	\$244,080	10/3/2022 - 10/2/2024	106	0	\$84,044 (34%)

ET24-0955: Contractor will upload hours once they have closed out ET23-0949. Once ET23-0949 is closed out, then trainee population can be entered along with training hours. Contractor has identified they will meet the \$104,168 (100%) potential earned amount. ET23-0949: Contractor is in the process of closing out ET22-0913. Once the prior contract is closed out, Contractor will upload hours and begin billing for this contract. Contractor has identified they will meet the \$244,080 (100%) potential earned amount.

PRIOR PROJECTS

The following table summarizes Contractor’s performance by Napa-Solano Counties Electrical under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0913 (Expansion)	Napa	11/22/21 - 11/21/23	\$379,180	\$216,689 (57%)
ET21-0913	Napa	9/14/20 - 9/13/22	\$161,921	\$161,921 (100%)

ET22-0913: Contractor is currently working with Fiscal to add additional hours. Once the additional hours are added, they will submit for payment and closeout with a potential completion of at least \$284,385 (75%).

DEVELOPMENT SERVICES

Strategy Workplace Communications (Strategy) in Alameda will assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Apprentice Level - DAS-Approved Curriculum

2nd-Year

- AC Systems
- AC Theory
- Blueprints Reading
- Code Calculations
- Code and Practices
- Codeology - National Electric Code (2014 Code Book Review)
- Electrical Theory
- Estimating
- Pipe Bending - Conduit Fabrication
- Test Instruments
- Transformers

3rd-Year

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology - National Electric Code (2014 Code Book Review)
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics
- NFPA 70E
- Pipe Bending - Conduit Fabrication
- Preparing for Leadership
- Rigging, Hoisting, and Signaling
- Transformers
- Test Instruments

4th-Year

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations
- Codeology - National Electric Code (2014 Code Book Review)
- Electrical Systems
- Electrical Theory
- Grounding and Bonding
- Health Care Systems
- Lightning Protection
- Motor Controls

- Motors
- Pipe Bending - Conduit Fabrication
- Programmable Logics
- Test Instruments

5th-Year

- Automated Demand Response
- Blueprint Reading
- Building Automation
- Code Calculations
- Codeology - National Electric Code (2014 Code Book Review)
- Code and Practices
- Electrical Theory
- Estimating
- Electrical Vehicle Infrastructure Training Program (EVITP)
- Intrusion Detection
- Instrumentation
- Motor Control
- Pipe Bending - Conduit Fabrication
- Photovoltaic Systems
- Rigging, Hoisting, and Signaling
- Structured Cabling
- Torque
- Transformers

All Years

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprints Reading
- Boom Lift
- Building Automation
- California Advanced Lighting Controls Training Program Lighting Certification
- Catastrophic Failure Response
- Code and Practices
- Code Book Review
- Code Calculations
- Code of Excellence
- Codeology - National Electric Code
- Electrical Systems
- Electrical Theory
- Electronic Systems
- Energy Storage
- Estimating
- Fire Alarm Systems
- Folk Lift
- Grounding and Bonding
- Health Care Systems

- High Voltage Cable Splicing
- Intrusion
- Lighting Design Basics
- Lightning Protection
- Motor Control
- Motors
- MSHA
- Network Technologies
- NFPA 70E
- Photovoltaic Systems
- Pipe Bending
- Preparing For Leadership
- Programmable Logics
- Rigging, Hoisting, and Signaling
- Scissor Lift
- Structured Cabling
- Test Instruments
- Title 24 Lighting Installation and Codes
- Torque
- Transformers

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

Safety Skills - DAS-Approved Curriculum

- OSHA 10



**Training Proposal for:
NECA/IBEW Inland Training Fund**

Contract Number: ET25-0923

Panel Meeting of: September 27, 2024

ETP Regional Office: North Hollywood

Analyst: S. Turner

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Inyo, Mono, Riverside, San Bernardino	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,200		\$25,200 8%		\$390,400

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Computer Skills, Comm'l. Skills, Green/Clean, OSHA 10/30	200	8-210	0	\$1,952	\$30.75
				Weighted Avg: 83			

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

<p>Minimum Wage by County: Job Number 1 (SET/Priority Industry): \$30.75 per hour</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 \$4.17 per hour may be used to meet the Post-Retention Wage for Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.</p>
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Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Apprentice - Inside Wireman	\$26.58-\$45.18	200

INTRODUCTION

Founded in 1985, the N.E.C.A./I.B.E.W Inland Training Fund (ITF) jointly manages the training trust funds for International Brotherhood of Electrical Workers (IBEW) Local 440 (Riverside) and Local 477 (San Bernardino) (www.inlandempirejatc.org). Each Local sponsors a separate apprenticeship program, as registered with the Division of Apprenticeship Standards (DAS).

The ITF manages Apprentice and Journeyworker training for both programs and serves over 150 signatory employers with a membership of 30 large employers and 70 small employers. These programs were established through collective bargaining between Locals 440 and 477, and the Southern Sierras Chapter National Electrical Contractors Association (NECA). It is a model educational partnership that produces well-trained and advanced Apprentice and Journeyworker Electricians in the construction industry. Subsequently, ITF delivers a highly qualified and skilled workforce in the electrical, transportation, and telecommunications industries, thus, meeting the needs of local employers. This, in turn, enhances job security and reduces periods of unemployment for unionized electricians in California.

This is ITF's sixth Contract within the last five years.

Veterans & Special Trainee Populations

To recruit Veteran applicants, ITF works with Helmets-to-Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Also, Military applicants who have construction experience are eligible to by-pass the written assessment of the Apprenticeship program and proceed directly to the in-person interview. Currently, the program supports approximately 40 veteran apprentices.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Norco College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

The construction trades continues to face an increased need for electricians to replace the high volume of Journeymen Electricians that are due to retire in the near future. Both programs prepare tradesmen for the electrical, transportation, and telecommunication industries. Local 440 in Riverside currently serves approximately 300 Apprentices and 950 Journeyworkers. Local 477 in San Bernardino serves approximately 275 Apprentices and 950 Journeyworkers.

Signatory employers and union representatives have identified the following reasons for Journeymen and Apprentice training: an increase in out-of-state competition, more aggressive non-union competition, and higher quality standards with new energy efficiency regulations, increasing complexity of construction projects, and a continual retiring workforce in San Bernardino County and surrounding areas. ITF will provide training to workers from surrounding regions for commercial and industrial projects with local signatory contractors. ITF will provide training to workers from surrounding regions for commercial and industrial projects with local signatory contractors. Some of these construction projects include the following:

- Geothermal Energy Plant near the Salton Sea
- Prison in Indio
- Kaiser hospital in Victorville
- The Dagget Solar Project
- The Blythe Solar Project

Training Plan

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

Computer Skills: Apprentices will receive training that includes Auto Computer-Aided Design and a Job Tracking System, equipping them with the skills needed for effective Job Scheduling and Planning.

Commercial Skills: Training in industry-specific skills are designed to help participating employers meet local work demands. Training will include Code Practices and Calculations, Codeology, Electrical Theory, Motor Controls, Building Automation, Lighting Design and Protection.

Green/Clean Skills: Training will equip Apprentices with the latest green concepts, terminology, systems, and up-to-date green mechanical technology, leading to Green Certifications upon completion.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

Training will be overseen by the ITF Director of Training. Training will be provided by one of the ITF’s 35 in-house experts, regardless of location in a classroom/laboratory setting. Additionally, the Company has retained a third-party administrator with extensive ETP administration experience to work closely with staff to complete the project successfully.

Most of the training under this proposal will occur at the San Bernardino and Riverside training sites. However, on an as needed basis, training may be provided at training locations in Palm Springs & Bliethe located in Riverside County and other locations depending on employers need and the locations of current projects.

Marketing and Support Costs

Training will be marketed through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and ITF’s website. Class information will be disseminated throughout the year to all Apprentice and Journeyworkers within the Inland Empire region. Application announcements for the Apprentice program are also provided to local, state, and federal agencies, high schools, community colleges, and community-based organizations, by way of recruitment.

Thirty-five staff members will assist with assessment. Six staff people will assist with recruitment, scheduling training, and Administration. ITF requests 8% support costs to help with recruiting and qualifying additional participating employers for this program and to assist with assessments and curriculum development. Many participating employers have already been recruited; however, additional recruitment and assessment activities are anticipated.

Tuition Reimbursement

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

ACTIVE PROJECTS

The following table summarizes Contractor's performance under active ETP Contracts.

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0921	\$499,600	10/02/2023-10/01/2025	494	0	0
ET23-0906	\$499,740	10/03/2022-10/02/2024	355	0	\$499,740 (100%)

ET24-0921: Based on ETP Systems, 0 reimbursable hours have been tracked. The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through contract closeout.

ET23-0906: Based on ETP Systems, 30,613 reimbursable hours have been tracked (\$499,740). The Contractor projects final earnings of 100% based on training currently committed to by employers through contract closeout.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET22-0919	San Bernardino, Inyo, Mono, Riverside	10/04/2021-10/03/2023	\$596,377	\$596,377 (100%)
ET21-0900	San Bernardino, Inyo, Mono, Riverside	08/17/2020-08/16/2022	\$375,833	\$375,833 (100%)
ET20-0906	San Bernardino, Inyo, Mono, Riverside	07/01/2019-06/30/2021	\$742,620	\$742,620 (100%)

DEVELOPMENT SERVICES

Strategy Workplace Communications in Alameda assisted with development at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

2nd Year Curriculum

- AC Systems
- AC Theory
- Blueprints Reading
- Code Calculations
- Code and Practices
- Codeology-National Electric Code-2020 Code Book
- Electrical Safety Related Work Practices
- Electrical Theory
- Estimating
- Pipe Bending –Conduit Fabrication
- Test Instruments
- Transformers

3rd Year Curriculum

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology-National Electric Code-2020 Code Book
- Electrical Safety
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics
- NFPA 70E
- Pipe Bending –Conduit Fabrication
- Preparing For Leadership
- Rigging, Hoisting, and Signaling
- Transformers
- Test Instruments

4th Year Curriculum

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations
- Codeology-National Electric Code-2020Code Book
- Electrical Systems
- Electrical Theory
- Grounding and Bonding
- Health Care Systems
- Lightning Protection

- Motor Controls
- Motors
- Pipe Bending –Conduit Fabrication
- Programmable Logics
- Test Instruments

5th Year Curriculum

- Automated Demand Response
- Blue Print Reading
- Building Automation
- Code Calculations
- Codeology-National Electric Code-2017 Code Book
- Code and Practices
- Electrical Theory
- Estimating
- Exam Prep
- Intrusion Detection
- Instrumentation
- Motor Control
- Pipe Bending –Conduit Fabrication
- Photovoltaic Systems
- Rigging, Hoisting and Signaling
- Structured Cabling
- Torque
- Transformers

Computer Skills

- Auto Computer-Aided Design (AutoCAD)
- Job Tracking System
- Scheduling & Planning Jobs

Green/Clean Skills

- Concepts
- Terminology
- Mechanical Technology
- Green Certifications

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



**Training Proposal for:
Orange County Electrical Joint Apprenticeship and Training
Trust Fund**

Contract Number: ET25-0966

Panel Meeting of: September 27, 2024

ETP Regional Office: San Diego

Analyst: S. Phillips

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	MEC 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 checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers, Local 441		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,212		\$25,151 8%		\$390,363

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills, OSHA 10/30	239	8-210	0	\$1,505	\$26.13
				Weighted Avg: 64			
2	Retrainee Priority Rate Journeyworker	Business Skills, Commercial Skills, Computer Skills, OSHA 10/30	41	8-200	0	\$748	\$52.25
				Weighted Avg: 25			

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

Minimum Wage by County: Job Number(s) 1: \$26.13 per hour. (Collective bargaining agreement wage); Job Number 2: SET Modified Wage - \$30.75 per hour.
Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: Yes No Maybe
 Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentices - Inside Wireman, Sound Installers and Transportation	\$26.13-\$44.41	239
Job Number 2		
Journeyworkers - Inside Wireman, Sound Installers and Transportation	\$52.25-\$64.06	41

INTRODUCTION

The Orange County Electrical Joint Apprenticeship and Training Trust Fund (OCETT or Trust) (www.ocett.org) has served the electrical industry in Orange County since 1950. The Trust provides training for local inside wiremen and transportation and telecommunication electricians. The Training Center is a partnership between the Orange County Chapter of NECA and the International Brotherhood of Electrical Workers Local 441 and its 237 local employers. This proposal requests funding for Journeyworkers and Apprentices. This will be OCETT’s fifth ETP contract in the last five years.

Veterans & Special Trainee Populations

OCETT recruits and employs Veterans transitioning into the California workforce. OCETT recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Veterans who apply for an apprenticeship can skip the first stage (written assessment) and go into the second stage (interview). In addition, OCETT works with local middle schools and high schools, the Orange County Workforce Development Board (OCWDB), and Building Trades Councils to ensure a diverse workforce that promotes the inclusion of women, minorities, and underserved individuals into the union.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Santiago Canyon College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

OCETT will provide training in order to keep up with changes in the electrical industry. Training will also be provided in new, emerging technologies that focus on renewable energy and highly efficient electrical control systems. A more energy efficient construction industry and an aging workforce retiring from the industry have created major challenges for employers. The local hiring demands of OCETT have helped shape the curriculum, such as the need for electricians with the ability to work with green materials, energy management, lighting and controls at technically advanced construction projects. With input from both labor and management, the OCETT has developed and customized the training to address the local needs of its members, participating employers and the industry. To enter the apprenticeship program, applicants must pass an entrance test and interview.

These new skills obtained via the training from this proposed project will assist the trainees as they work on the following upcoming projects: HOAG Hospital, Disneyland, Knott's Berry Farm, Orange County Vibe, UCI Ambulatory Center, Saddleback College, and UC Irvine College.

Training Plan

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

Business Skills: Training will be provided to Journeyworkers. Electricians will learn certification guidelines, collaborative bidding and project development practices, budgets, and implementing green solutions in traditional work environments. Training will also include team-building and leadership skills in addition to changes in green awareness training and green certifications.

Commercial Skills: Commercial Skills courses will be offered to all occupations. The electrical field is undergoing significant changes due to the emergence of new high-tech products and energy efficient construction methods used by the participating employers and property owners. This training project will focus on the Electric Vehicle Infrastructure Training Program, Energy Storage, California Advanced Lighting Control Program and Microgrid Training and Certification. Many of the classes listed in this contract help create bridges between the old and new technologies applicable to electricians.

Computer Skills: Computer Skills courses will be offered to Journeyworkers. AutoCAD training will give trainees the tools to read and modify blueprints as needed, while on the jobsite. Job Tracking System will train electricians to manage projects closely and look up project requirements, budgets and timelines on demand. Training will also include operation of scheduling and job planning software.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

The OCETT Training Director with approximately five of its staff will assist with the marketing, recruitment, needs assessments, and scheduling of training. The Trust has 22 trainers who will assist with the training. The trainers are former or current electricians and are experts in the areas that they teach. A third-party administrative subcontractor has been retained to provide administrative services.

Marketing and Support Costs

OCETT uses direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and its website to market its program. Class information will also be disseminated throughout the year to all Apprentices, Journeyworkers and employers. Application announcements for the apprentice program are sent to local, state and federal agencies as well as to local high schools, community colleges and community-based classes. Journey-level and apprentice courses are offered January through June and July through December. The Trust requests 8% support costs in Job Numbers 1-2 to fund its recruiting efforts.

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0945	\$499,352	10/02/2023-10/01/2025	252	0	\$68,873 (13%)
ET23-0917	\$499,522	10/03/2022-10/02/2024	316	0	\$244,281 (48%)

ET24-0945: Based on ETP Systems, OCETT's reimbursable hours have been tracked for potential earnings of \$68,873 (13% of approved amount), and an earned amount of \$0 (0% of approved amount). OCETT projects 100% performance based on hours delivered, and amount earned.

ET23-0917: Based on ETP Systems, OCETT's reimbursable hours have been tracked for potential earnings of \$244,281 (48% of approved amount), and an earned amount of \$360,070.20 (60.25% of approved amount). OCETT projects 100% performance based on hours delivered, and amount earned.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET21-0929	Orange	9/01/2020-8/31/2022	\$377,168	\$377,168 (100%)
ET20-0924	Orange	8/26/2019-8/25/2021	\$742,195	\$742,195 (100%)
ET19-0930	Orange	10/29/18-10/28/20	\$940,064	\$940,064 (100%)

DEVELOPMENT SERVICES

Strategy Workplace Communications in Oakland assisted with development of this proposal at no charge.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

DAS-Approved Curriculum for Journey Workers

- Teambuilding Skills
- Green Awareness Training and Green Certifications
- Leadership Skills
- Customer Service Skills
- Conflict Resolution
- Problem Solving
- Decision Making Skills
- Inventory Checklist
- Advanced Time Management
- Filling Out Work Documents and Reports Accurately
- Project Management
- Creating Project Bids

Commercial Skills

DAS-Approved Apprentice-Level Curriculum

2nd Year

- Orientation, Level II
- COMET
- Test Instruments, Level I
- Codeology, Level I
- AC Systems, Level 1
- AC Theory, Level I
- AC Theory, Level II
- Blueprints, Level I
- Electrical Safety-Related Work Practices, Level I
- Code Calculations
- Code, Standards & Practices 2, Level I
- Code, Standards & Practices 2, Level II

3rd Year

- Blueprints, Level II
- Code, Standards and Practices 3, Level 1
- Electrical Safety-Related Work Practices, Level II
- Grounding and Bonding, Level 1
- Grounding and Bonding, Level II
- Transformers, Level 1
- Transformers, Level II
- Code, Standards and Practices 6, Level 1
- Preparing for Leadership, Level 1
- Transformer wiring
- Rigging, Hoisting and Signaling

4th year

- Code Calculations Complete
- Blueprints, Level III
- Motors, Level I
- Motors, Level II
- Motor Control, Level I
- Motor Control, Level II
- Motor control labs
- Code Prep

5th Year

- Code and Practices
- Code Calculations
- Orientation, Level III
- Torque
- PV/Solar Installer
- CALCTP
- EVITP
- Code of Excellence
- Foreman Training
- Electrical Safety Arc Flash

Commercial Skills**DAS-Approved Curriculum For All Years:**

- Electric Vehicle Infrastructure Training Program (EVITP)
- Foreman Training
- Energy Storage and Microgrid Training and Certification (ESAMATC)

Commercial Skills**Journey-Level DAS-Approved Curriculum****Codeology**

- National Electrical Code
- Other Recognized Standards (Installation Changes)
- Plan, Build, and Use
- Related Standards (Mandatory and Permissive Rules)
- Special Occupancies and Equipment
- Arc Flash

Analog/Digital Circuit (AC/DC) Principles

- Math for Electricians
- Ohm's Law
- Generators
- Inductance/Reactance
- Series/Parallel Circuits

Grounding

- Grounding and Bounding
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- Significant Changes to National Electric Code

Fire Alarm Systems and Installations

- Definitions and Systems
- Initiating Devices and Notification Systems
- National Electrical Code and Installation Requirements
- Start Up and Check Out Procedures
- National Fire Protection Act, 1972 (NFPA 72)

Fire Life Safety

- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 72
- Principles of Electronics

Industrial Motor Control

- Control Relays and Timers
- Jogging and Plugging Controls
- Manual Starters and Magnetic Coils
- Push Buttons, Selector Switches, and Mechanical Devices
- Solid State Electronic Devices
- Variable Frequency Drives

Programmable Logic Control (PLC)

- Developing Ladder Programming
- Introduction to Programmable Equipment
- Programming Programmable Logic Controllers
- Using Timers and Counters in Logic Programs
- Writing a Program

Electrical Design

- 3 and 4-Way Switching
- Design of Electrical Circuits
- Magnetic Motor Control and the Code
- LonWorks and Building Automation
- Transformers and the Code

Voice, Data, and Video

- Audio Distribution
- CCTV Security Surveillance
- Computer Networking
- Fiber Optics
- Telephonic Interconnect

Industry Specific Skills

- Solar Panel Installation
- Solar Photovoltaics
- Building Automation Systems
- Confined Space Entry
- Specialized Tools
- Conduit Bending

- Rigging and Lifting
- Firestop Installation
- Blueprints and Schematics
- Work Flow and Resources
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Proper Equipment Set-Up (Green Training)
- Safe Working Practices (Training is capped 10% of a trainee's total hours)
- Advanced Instrumentation and Motor Controls
- Programmable Logic Controllers

Advanced Welding

- Architecture Designs and Advanced Plan Reading
- Management and Monitoring of Materials
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
- Understanding Changes to Industry Standards (Green Training)

CALCTP (California Advanced Lighting Control Program)

- Advanced Lighting Control Systems
- Lighting Control Strategies
- Line Voltage Switching Controls
- Low Voltage Switching Control
- Dimming Controls
- Occupancy Sensors
- Photosensors
- CALCTP Acceptance Testing
- Electric Vehicle Infrastructure Training Program (EVITP)
- Instrumentation Certification
- Energy Storage and Microgrid Training and Certification (ESAMATC)

Computer Skills

DAS-Approved Curriculum for Journeyworkers

- Auto Computer-Aided Design (AutoCAD)
- Job Tracking System
- Scheduling & Planning Jobs

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

Safety Skills DAS-Approved Curriculum

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

Safety Skills DAS-Approved Curriculum

- OSHA 30



**Training Proposal for:
Redwood Empire Electrical Joint Apprenticeship Trust**

Contract Number: ET25-0967

Panel Meeting of: September 27, 2024

ETP Regional Office: San Diego

Analyst: S. Phillips

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Del Norte, Humbolt, Lake, Marin, Mendocino, Sonoma	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers, Local 551		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$112,340		\$7,740 8%		\$120,080

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commerical Skills, OSHA 10/30	50	8-210	0	\$1,576	\$27.95
				Weighted Avg: 67			
2	Retrainee Priority Rate Journeyworker	Commerical Skills, OSHA 10/30	60	8-200	0	\$688	\$59.17
				Weighted Avg: 23			

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

Minimum Wage by County:
Job Number 1: \$27.95 per hour. (collective bargaining agreement wage)
Job Number 2 (SET/Priority Industry wage modification): \$30.75 per hour.
Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: Yes No Maybe
 Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentices - Electricians	\$27.95 - \$47.52	50
Job Number 2		
Journeyworkers - Electricians	\$59.17 - \$76.92	60

INTRODUCTION

Since 1941, Redwood Empire Electrical Joint Apprenticeship Trust (REJATC) has provided education and training to Journeyworkers and Apprentices in electrical construction throughout the Redwood Empire region. REJATC is a non-profit organization established by the International Brotherhood of Electrical Workers (IBEW) and the National Electrical Contractors Association (NECA). Located in Santa Rosa, IBEW Local 551 and its Redwood Empire Electrical Training Center serve Northern California communities. The region includes Del Norte, Humboldt, Lake, Marin, Mendocino, and Sonoma counties. ETP training will occur at the Redwood Empire Electrical Training Center located in Santa Rosa.

This will be REJATC’s fifth ETP contract in the last five years

Veterans & Special Trainee Populations

REJATC recruits and hires veterans in cooperation with Helmets to Hardhats, which is a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. In some cases, veterans who apply for the Apprenticeship Program who also have construction experience can skip the first stage of the application process.

REJATC is currently part of the DAS’s Equal Representation in Construction Apprenticeship program to increase outreach to current and new partners so that the REJATC can enroll more

women, non-binary, and members from underserved communities. In addition, the REJATC will continue to collaborate with our local schools, WIBs, and community organizations.

Apprenticeship Program

The Panel funds apprenticeship programs approved by the Division of Apprenticeship Standards (DAS). ETP funding also supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the program is five years. The curriculum is developed with input from DAS, a designated Local Educational Agency (in this case Santa Rosa Junior College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

The 328 employers who are part of the REJATC training trust offer informal, on-the-job training, but it is the responsibility of the REJATC to train the electricians using the DAS-approved apprenticeship curriculum. COVID-19 had some impact on local construction projects, but the REJATC's demand to train apprentices remains high. ETP funds will allow the REJATC to keep the local projects listed below fully staffed. It is also critical that the training center offer the training listed in this proposal so that it can keep up with changes in electrical construction (code, safety, etc.) while offering classes in new and emerging technologies that focus on renewable energy and highly efficient electrical control systems. The shift from analog to digital equipment dictates the need for extensive training.

The training center is a partnership between Local 551 and its unionized contractors. Using input from both labor and management, the REJATC has developed and customized training to address the needs of its members, participating employers, and the industry.

The training will prepare the apprentices and journey-level workers for the following upcoming projects: Graton Rancheria Casino, Battery Storage Projects, Sonoma County School Projects, Santa Rosa Junior College, as well as local Wineries.

Training Plan

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

Commercial Skills: Training will be offered to all occupations on courses that include Blueprint Reading, Electrical Theory, Building Automation, and Code and Practices while also offering courses in energy efficiency training to better help participating employers meet local work demand.

Certified Safety Training

OSHA 10/30. This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline

supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10/30, training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

REJATC's Director of Training (dedicated administrator) will oversee training. In REJATC's office, two Training Directors and one Administrative Staff member will be assisting with the marketing, recruitment, needs assessments and scheduling of training. Training will be provided by two full-time trainers and one-part time trainer who are all former or current members of the trade and subject-matter experts. Trainers will also take daily attendance utilizing training rosters regularly, which will be reviewed for accuracy. All personal information between apprentices, journey level workers, Strategy Workplace, and ETP is done on a secure platform. REJATC has also retained an administrative subcontractor to assist with ETP-project administration.

Tuition Reimbursement

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

Marketing and Support Costs

The program will be marketed through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and REJATC's website. Class information will be disseminated throughout the year to all apprentice and journey-level workers within REJATC's jurisdiction as well as to the electrical contractors who employ them. Application announcements (mailings and onsite job fairs) for the program are disseminated to local, state, and federal agencies as well as to local high schools, community colleges, and community-based organizations. As such, REJATC is requesting 8% support costs for both Job Numbers 1 and 2.

ACTIVE PROJECTS

The following table summarizes Contractor's performances under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0958	\$168,783	10/02/2023-10/01/2025	129	0	\$14,372 (8%)
ET23-0929	\$208,531	10/03/2022-10/02/2024	81	0	\$192,162 (92%)

ET24-0958: Based on ETP Systems, REJATC reimbursable hours have been tracked for potential earnings of \$14,372 (840 valid hours) (8% of approved amount) and an earned amount of \$0 (0% of approved amount). REJATC projects 100% performance based on hours delivered, and projected amount earned.

ET23-0929: Based on ETP Systems, REJATC reimbursable hours have been tracked for potential earnings of \$192,162 (11,231 Valid Hours) (92% of approved amount) and an earned amount of \$0 (0% of approved amount). REJATC projects 100% performance based on hours delivered, and projected amount earned.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET22-0932	Santa Rosa	10/04/2021-10/03/2023	\$348,348	\$348,348 (100%)
ET21-0904	Santa Rosa	07/01/2020-06/30/2022	\$139,067	\$139,067 (100%)

DEVELOPMENT SERVICES

REJATC retained Strategy Workplace Communications in Alameda to assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

REJATC retained Strategy Workplace Communications in Alameda to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

2nd-Year DAS-Approved Curriculum

- AC Systems
- AC Theory
- Blueprints Reading
- Code and Practices
- Code Calculations
- Codeology – National Electric Code (2014 Code Book Review)
- Computer Mediated Learning (CML)
- Conduit Hands On Application
- Electrical Safety Related Work Practices
- Electrical Theory
- Estimating
- Pipe Bending – Conduit Fabrication
- Test Instruments
- Transformers

3rd-Year DAS-Approved Curriculum

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology – National Electric Code (2014 Code Book Review)
- Electric Vehicle Infrastructure Training (EVITP)
- Electrical Safety
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics
- National Fire Protection Association (NFPA 70E)
- Photovoltaics
- Pipe Bending – Conduit Fabrication
- Preparing for Leadership
- Rigging, Hoisting, and Signaling
- Test Instruments
- Transformers
- Wiring Practical Labs

4th-Year DAS-Approved Curriculum

- Automated Demand Response
- Building Automation
- Code and Practices

- Code Calculations
- Codeology – National Electric Code (2014 Code Book Review)
- Electrical Systems
- Electrical Theory
- Grounding and Bonding
- Health Care Systems
- Lightning Protection

5th-Year DAS-Approved Curriculum

- Automated Demand Response
- Blueprint Reading
- Building Automation
- CALCTP Advanced Lighting Controls
- Code Calculations
- Code Practices
- Codeology – National Electric Code (2014 Code Book Review)
- Cybersecurity
- Electrical Theory
- Estimating
- Instrumentation
- Intrusion Detection
- Motor Control
- Photovoltaic Systems
- Pipe Bending – Conduit Fabrication
- Rigging, Hoisting, and Signaling
- Solar (Commercial) Application
- Torque
- Transformers

Commercial Skills

Journey Worker – DAS-Approved Curriculum

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- CALCTP Advanced Lighting Controls
- Catastrophic Failure Response
- Code and Practices
- Code Book Review
- Code Calculations
- Code of Excellence
- Codeology – National Electric Code
- Cybersecurity Training
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems

- Electrical Theory
- Electrical Vehicle Infrastructure Training Program
- Electronic Systems
- Energy Storage and Microgrid Training
- Estimating
- Fall Protection
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lighting Design Basics
- Lightning Protection
- Mine Safety and Health Administration Training
- Motor Control
- Motors
- National Fire Protection Association (NFPA 70E)
- Network Technologies
- Photovoltaic Systems
- Pipe Bending
- Preparing for Leadership
- Programmable Logics
- Rigging, Hoisting, and Signaling
- Structured Cabling
- Test Instruments
- Torque
- Transformers

Commercial Skills

All Trainees in All Years - DAS Approved Curriculum

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- CALCTP Advanced Lighting Controls
- Catastrophic Failure Response
- Code and Practices
- Code Book Review
- Code Calculations
- Code of Excellence
- Codeology – National Electric Code
- Conduit Hands On Applications
- Cybersecurity Training
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory

- Electrical Vehicle Infrastructure Training Program
- Electronic Systems
- Energy Storage and Microgrid Training
- Estimating
- Fall Protection
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lighting Design Basics
- Lightning Protection
- Mine Safety and Health Administration Training
- Motor Control
- Motors
- National Fire Protection Association (NFPA 70E)
- Network Technologies
- Photovoltaic Systems
- Pipe Bending
- Preparing for Leadership
- Programmable Logics
- Rigging, Hoisting, and Signaling
- Solar Training for Commercial Application
- Structured Cabling
- Test Instruments
- Torque
- Transformers
- Wiring Practical Labs

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
Sacramento Area Electrical Workers Joint Apprenticeship and Training Trust

Contract Number: ET25-0955

Panel Meeting of: September 27, 2024

ETP Regional Office: Sacramento

Analyst: K. Mam

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Amador, Alpine, Butte, Colusa, El Dorado, Glenn, Lassen, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Sutter, Tehama, Trinity, Yolo, Yuba	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 340		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,136		\$25,330 8%		\$390,466

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Business Skills, Commercial Skills, Computer Skills OSHA 10/30	108	8-210	0	\$3,529	\$30.60
				Weighted Avg: 150			
2	Retrainee Priority Rate Journeyworker	Business Skills, Commercial Skills, Computer Skills OSHA10/30	13	8-200	0	\$718	\$49.20
				Weighted Avg: 24			

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

Minimum Wage by County:
Job Number 1: \$30.60 per hour (collective bargaining agreement wage)
Job Number 2: (SET/Priority Industry) \$30.75 per hour
Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: Yes No Maybe
 Up to \$6.00 per hour may be used to meet the Post-Retention Wage in Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Inside Wireman	\$24.60 - \$25.00	48
	\$25.01 - \$36.05	60
Job Number 2		
Journeyworker – Inside Wireman	\$49.20 - \$61.04	13

INTRODUCTION

Founded in 1941 and based in Sacramento, Sacramento Area Electrical Workers Joint Apprenticeship and Training Trust (Sacramento Electrical JATT) (www.340jatc.org) is a nonprofit training organization dedicated to providing up-to-date industry skills training in the electrical trade. Sacramento Electrical JATT comprises of four labor and four management representatives, appointed by the International Brotherhood of Electrical Workers Local 340 for Labor; and the National Electrical Contractors Association for Management.

Sacramento Electrical JATT serves Inside Wiremen Apprentices and Journeyworkers in 18 counties including Amador, Alpine, Butte, Colusa, El Dorado, Glenn, Lassen, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Sutter, Tehama, Trinity, Yolo and Yuba with currently 74 new apprentices in the program. This will be Sacramento Electrical JATT’s seventh ETP project in the last five years.

Veterans & Special Trainee Populations

Sacramento Electrical JATT works with Helmets to Hardhats to actively market to Veterans. While Veterans are not given direct entry into the program, they are all given advanced priority into the industry aptitude test. Veterans who were Electricians in the military are advanced even further to the interview phase of admission.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case American River College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Sacramento Electrical JATT has continuously experienced an increase in demand for training for its apprentices and has doubled the size as of 2023. The requested funding will help prepare inside wiremen for the new projects in the area, as well as backfill the gap left by retiring journeyworkers. Many of the participating employer's local projects have Project Labor Agreements in place, which often aim to increase the participation of women and people from disadvantaged communities onto worksites. Training under this proposal will ensure workers can safely install, repair and maintain electrical equipment that provides light, heat, communications, and power.

Furthermore, due to changes in state greenhouse gas emission reduction requirements, workers need to be trained for both in installing the systems and in certifying that the systems being installed comply with mandated requirements. Training will provide workers with the needed skills to stay employed as the industry's energy-efficiency codes become more stringent. For example, Energy Storage and Microgrid Training and Certification training prepares workers for the safe and effective assembly, testing, commissioning, maintenance, repair, retrofitting, and decommissioning of energy storage and microgrid (ESM) systems. Currently California is ramping up not just its solar power capture, but how to store what is captured. The proposed training program would help unionized employers meet the challenges of staying competitive by giving workers the skills to stay employed in the industry.

ETP funds will allow the JATT to keep local projects fully staffed and also prepare apprentices for new projects including:

- Elk Grove Zoo
- Sacramento City School District

- Sloughhouse Solar Project
- Gibson Solar Project
- UC Davis Medical Clinic
- California Nursing University

Training Plan

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

Business Skills: Training will be provided to all occupations to enhance collaborative bidding and project management practices. Course topics will include Conflict Resolution, Customer Service Skills, Inventory Checklist, Leadership Skills, Problem Solving, and Project Management.

Commercial Skills: Training will be provided to all occupations on electrical standards and efficiencies. Course topics will include AC Theory, Lighting Control Panels, and Conduit Bending.

Computer Skills: Training will be provided to all occupations to enhance understanding of job planning and job scheduling software. Course topics will include Job Tracking System, Scheduling & Planning Jobs and Auto Computer-aided Design.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

The Training Director with the assistance of two support staff will oversee all aspects of the project including project administration and roster collection. There are five staff assisting with the marketing, recruitment, needs assessments and scheduling of training. Sacramento Electrical JATT has multiple full-time trainers, as well as, one part-time trainer assisting with training. The trainers are former or current members of the trade and experts in the subject matter. A third party administrator will provide Sacramento Electrical JATT with administration services. Sacramento Electrical JATT will use and retain ETP approved rosters

Marketing and Support Costs

Marketing is provided through Sacramento Electrical JATT’s website, direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail

announcements. Sacramento Electrical JATT also promotes the training program at labor-management meetings and industry assemblies.

Sacramento Electrical JATT requests, and staff supports, 8% support cost to fund recruitment and assessment of additional participating employers. While many participating employers have already been recruited, additional recruitment and assessment activities with employers and the JATT must occur to support apprenticeship training.

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET24-0931	\$499,860	10/02/23-10/01/25	297	0	\$42,296 (8%)
**ET23-0943	\$490,020	10/01/22-9/30/24	220	0	\$334,312 (68%)

*ET24-0931: Based on ETP Systems, \$2,472 reimbursable hours have been tracked for potential earnings of \$42,296 (8% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through October 2025. The Contractor is in the process of uploading hours to reflect potential earnings.

**ET23-0943: Based on ETP Systems, 19,486 reimbursable hours have been tracked for potential earnings of \$334,312 (68% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through September 2024. The Contractor is in the process of uploading hours to reflect potential earnings and final invoicing to close out the project.

PRIOR PROJECTS

The following table summarizes Contractor's performance by Sacramento Electrical JATT under ETP Contracts that have been completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET22-0935	Multiple Counties	12/20/21-12/19/23	\$597,853	\$597,853 (100%)
ET21-0934	Multiple Counties	09/08/20-09/07/22	\$354,835	\$354,835 (100%)
ET20-0914	Multiple Counties	08/05/19-08/04/21	\$725,928	\$712,030 (98%)
ET18-0913	Multiple Counties	10/02/17-10/01/19	\$749,714	\$624,448 (83%)

DEVELOPMENT SERVICES

Strategy Workplace Communications in Alameda assisted with development of this proposal for no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

- Advanced Time Management
- Conflict Resolution
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

Commercial Skills

APPRENTICE

2nd Year

- AC Theory, Level I
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections
- Blueprints, Level I
- 2023 Code: Codes, Standards, & Practices 1, Level 1
- Codes, Standards & Practices 2, Level 1
- Codes, Standards & Practices 2, Level 2
- Codeology, Level I
- Electrical Code Calculations, Level 1
- Electrical Safety-Related Work Practices, Level I
- Test Instruments, Level I
- Transformers, Level I

3rd Year

- AC Theory
- Bluebeam Fundamentals
- Blueprints: PlanGrid Fundamentals
- CAD-Welding
- Code and Practices
- COMET
- Conduit Bending: Rigid & EMT, Chicago & 555
- Construction Documents
- Electrical Safety-Related Work Practices
- Fire Alarm Systems

- Ground Testing
- Grounding and Bonding
- Lighting Control Panels
- Motor Controls: Relays & Start/Stop
- Torque
- Transformer Wiring
- Transformers

4th year

- Blueprints (& Layout Yard)
- Code Calculations
- Code Prep
- EVITP
- Field Trip to Motor Repair Shop and Folsom Powerhouse
- Grounding and Bonding
- Lighting Essentials
- Lightning Protection
- Motor Control
- Motor Control Labs
- Motor Controls: Mag Starter & 3-Wire Control
- Motors
- PLC's
- VFD's

5th Year

- BlueBeam
- REVU Training
- CALCTP
- Code and Practices
- Code Calculations
- ESAM-TAC program (Energy Storage and Microgrid Training and Certification)
- Foreman Training: Managing the Work including NECA/IBEW presentations.
- Motor Control
- Orientation
- PlanGrid Training
- PV/Solar Installer
- Rigging
- Total Station Training

JOURNEYWORKER

- Arc Flash
- Codeology
- National Electrical Code Other
- Recognized Standards (Installation Changes)
- Plan, Build, and Use
- Related Standards (Mandatory and Permissive Rules)
- Special Occupancies and Equipment

Analog/Digital Circuit (AC/DC) Principles

- Math for Electricians
- Ohm's Law
- Generators
- Inductance/Reactance
- Series/Parallel Circuits

Grounding

- Grounding and Bonding
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- Significant Changes to National Electric Code

Fire Alarm Systems and Installations

- Definitions and Systems
- Initiating Devices and Notification Systems
- National Electrical Code and Installation Requirements
- Start Up and Check Out Procedures
- National Fire Protection Act, 1972 (NFPA 72)

Fire Life Safety

- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 72
- Principles of Electronics

Industrial Motor Control

- Control Relays and Timers
- Jogging and Plugging Controls
- Manual Starters and Magnetic Coils
- Push Buttons, Selector Switches, and Mechanical Devices
- Solid State Electronic Devices
- Variable Frequency Drives

Programmable Logic Control (PLC)

- Developing Ladder Programming
- Introduction to Programmable Equipment
- Programming Programmable Logic Controllers
- Using Timers and Counters in Logic Programs
- Writing a Program

Electrical Design

- 3 and 4-Way Switching
- Design of Electrical Circuits
- Magnetic Motor Control and the Code
- LonWorks and Building Automation
- Transformers and the Code

Voice, Data, and Video

- Audio Distribution
- CCTV Security Surveillance
- Computer Networking
- Fiber Optics
- Telephonic Interconnect

Industry Specific Skills

- Advanced Instrumentation and
- Motor Controls
- Advanced VRD PI & D
- Advanced Welding
- Arc Flash Protection
- Architecture Designs and
- Advanced Plan Reading
- Auto Demand Response (ADR)
- Blueprints and Schematics
- BlueBeam REVU Training
- Building Automation Systems
- Cable Spicing
- CALCTP Acceptance Testing
- Conduit Bending
- Data Center Operations
- Digital Electronics
- Electric Vehicle
- Infrastructure Training Program (EVITP)
- Electrical Code Update
- ESAM-TAC program (Energy
- Storage and Microgrid Training and Certification)
- Firestop Installation
- Fire Alarm for Wireman
- Intro to Industrial Controls
- Lighting Essentials
- Lockout/Tagout
- Management and Monitoring of
- Materials
- Milwaukee Tools Update
- Motor Controls Fundamentals
- Panel Makeup & Bonding
- Pending Exam: 3-Phase Transformers
- Pending Exam: 3-way & 4-way Switching

- Pending Exam: DC Theory Refresher
- Pending Exam: Math Refresher
- Pending Exam: Motor Control
- PlanGrid Training
- Power Plant operations
- Programmable Logic Controllers
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Rigging and Lifting
- Solar Panel Installation
- Solar Photovoltaics
- Specialized Tools
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
- Total Station Training
- Tugger/Bender Training
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry
- Standards (Green Training)
- Water Treatment Electrical Systems & Operations
- Workflow and Resources

CALCTP (California Advanced Lighting Control Program)

- Advanced Lighting Control Systems
- Dimming Controls
- Lighting Control Strategies
- Line Voltage Switching Controls
- Low Voltage Switching Control
- Occupancy Sensors
- Photosensors

Computer Skills

- Auto Computer-Aided Design (AutoCAD)
- Job Tracking System
- Scheduling & Planning Jobs

Safety Skills - OSHA 10 (Certified-OSHA Instructor)
(OSHA CERTIFIED INSTRUCTOR) (All Trades)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)
(OSHA CERTIFIED INSTRUCTOR) (All Trades)

- OSHA 30



**Training Proposal for:
San Diego Electrical Training Trust**

Contract Number: ET25-0960

Panel Meeting of: September 27, 2024

ETP Regional Office: San Diego

Analyst: S. Phillips

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego, Imperial	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers, Local 569		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$364,936		\$25,259 8%		\$390,195

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills, OSHA 10/30	377	8-210	0	\$1,035	\$27.12
				Weighted Avg: 44			

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

<p>Minimum Wage by County: <u>Job Number(s) 1:</u> \$27.12 per hour. (collective bargaining agreement wage)</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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Maybe</p> <p>Although employer provides health benefits, they are not being used to meet Post-Retention Wage.</p>
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Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentices - Inside Electrical Wireman, Sound Technician	\$27.12 - \$43.34	377

INTRODUCTION

Since 1944, the San Diego Electrical Training Trust (SDETT or Trust) (www.etiedu.org) has provided industry skills training and secured job opportunities for its members in the San Diego and Imperial counties. SDETT trains electrical workers to install power, lighting, controls, sound and communication controls, and other electrical equipment in commercial, industrial and residential facilities. ETP training will be delivered at SDETT’s training centers, which include a 32,000 square-foot training center in San Diego and a 5,000 square-foot satellite facility in Imperial County. This is SDETT’s seventh in the last five years.

The Trust is governed by a Board of Trustees comprised of labor and management representatives, and it is a joint effect of the International Brotherhood of Electrical Workers (IBEW) Local 569 and the National Electrical Contractors Association. The retrainees included in this proposal are all members of IBEW Local 569 and covered by separate CBAs for two occupational titles: Inside Wiremen and Sound Technicians.

Veterans & Special Trainee Populations

SDETT recruits and employs Veterans and is committed to supporting job-related training that helps Veterans transition into the California workforce. Veterans in an Apprenticeship are eligible to receive Montgomery GI Bill benefits. These benefits are paid directly to the Veteran trainees. SDETT is also in the process of developing a program to transition Veterans into the electrical trade during their last months of duty so that they are fully prepared to work on a jobsite the moment they have completed their military service. During this transition program, veterans apply to the Apprenticeship while learning the necessary skills to work as a construction wireman. SDETT recruits veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Veterans who apply for an Apprenticeship can skip the first stage (written assessment) and go to the second stage (interview).

SDETT is currently part of the DAS's ERiCA program to increase outreach to current and new partners to enroll more women, non-binary, and members from underserved communities.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Palomar College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Work for the SDETT has expanded in the last 2 years because of increased employer demand for electricians. This demand is due to the increase in demand for green energy such as solar energy farms. The funding proposed in this project will help to fund apprentice training, keeping upcoming projects staffed with qualified employees as the construction industry in the region continues to grow. The employers depend on the SDETT to train the electricians who install the power, lighting, sound, communications, energy saving controls, and other electrical equipment on large solar farms as well as in commercial, industrial, and residential buildings.

The funding requested in this proposal will also help train electricians to use new techniques and materials that help reduce significant carbon emissions. These decreases in emissions will help CA meet its clean energy goals and move California towards less dependency on fossil fuels (California's Clean Energy Transition Plan).

As in any other construction-type occupation, safety is an important issue. A worker's potential for injury or death to themselves and others is significant since electricians often work with high-

voltage wires and equipment. Making sure workers have the best skill training possible will make them more efficient and help to decrease the frequency of workplace accidents and injury.

Trainees in this project will work on the following construction projects: Jamul Casino and Hotel, IQHQ, Chula Vista Convention Center, as well as projects with Sharp Hospital. Trainees will also continue to work with San Diego Unified School District, San Diego Regional Airport and Sweetwater High School District.

Training Plan

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

Commercial Skills: Training for Apprentice Inside Wiremen and Sound Technicians will cover how to install, maintain, and repair various types of electronics equipment in commercial, industrial and residential establishments. Trainees will also learn to install, connect, and test electrical-wiring systems for lighting, heating, air conditioning, and sound and communication systems for any building or structure.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

SDETT’s Training Director will oversee the project and 16 Administrative Staff members will assist with ETP administration including scheduling classes, marketing, recruitment, and employer needs assessments. A third-party administrator has also been hired to assist with administration services. Training will be delivered by in-house experts who are former or current members of the trade, and some have received Master Certification status by the National Joint Apprenticeship Training Committee. Trainers will be responsible for collecting rosters and ensuring quality control before forwarding to Administrative Staff. Administrative staff will collect the records and record the data. All personal information between apprentices, journey level workers, Strategy Workplace and ETP is done on a secure platform.

Marketing and Support Costs

SDETT is requesting, 8% support costs for Job Numbers 1 to fund recruiting and qualifying additional participating employers for this program. While many participating employers have already been recruited, additional recruitment and assessment activities must occur to support ETP 130 – MEC (Revised 6/17/2024)

apprenticeship training. Recruitment includes: direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and SDETT's website. Class information will be disseminated throughout the year to all Apprentice Electricians within San Diego County as well as to the electrical contractors who employ them to attract attendees. SDETT reports that projected budget costs for personnel alone will exceed the ETP support-cost funding. SDETT will cover additional costs beyond the ETP-funded support costs.

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0944	\$499,468	10/02/2023-10/01/2025	632	0	(\$0) (0%)
ET23-0915	\$499,990	10/03/2022-10/02/2024	413	0	\$499,990 (100%)

*ET24-0944: Based on ETP Systems, SDETT has tracked 7,399 reimbursable hours for potential earnings of \$126,547 (25% of approved amount) and an earned amount of \$0 (0% of approved amount). SDETT projects 100% performance based on hours delivered, and projected amount earned.

ET23-0915 Based on ETP Systems, SDETT has tracked 38,321 reimbursable hours for potential earnings of \$656,892 and an earned amount of \$499,990 (100% of approved amount). SDETT projects 100% performance based on hours delivered, and projected amount earned.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET21-0919	San Diego & Imperial	9/02/2020-9/01/2022	\$381,068	\$381,068 (100%)
ET20-0926	San Diego & Imperial	9/03/2019-9/02/2021	\$749,880	\$749,880 (100%)
ET19-0416	San Diego & Imperial	2/15/2019-2/14/2021	\$17,680	\$17,680 (100%)
ET18-0907	San Diego & Imperial	8/28/2017-8/27/2019	\$677,650	\$677,650 (100%)

DEVELOPMENT SERVICES

Strategy Workplace Communications (Strategy) in Alameda assisted with development at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A.

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Commercial – Apprentices Inside Wireman - DAS Approved Curriculum

Second Year- 3rd Period APIW103

- AC Electrical Theory/Lab/Code & Practice I
- Capacitance and Discharge Safe
- Conduit Bending Skills, Level 1
- DC Combination Circuits
- Electromagnetic Induction
- Motors, Generators, & Transformers

Second Year- 4th Period APIW104

- Blueprints, Level 1
- Codebook Strategies
- Codeology
- Conduit Bending, Level 2
- Navigating the National Electrical Code

Third Year- 5th Period APIW105

- Advanced Conduit Bending
- Advanced Wiring Practices
- Mentoring
- Motor Control Diagrams and Schematics
- Motor Controls/Transformers
- Relays and Start/Stop Wiring
- System Building Energy Management (SBEM)
- Transformer Meggering

Third Year- 6th Period APIW106

- Advanced Conduit Bending
- Copper Structured Cabling Systems
- EVITP (Electric Vehicle Infrastructure Training)
- Fiber Optic Networks
- Fire Alarm System
- Low Voltage Systems/EVITP (Electric Vehicle Infrastructure Training)
- Networking and IP Addressing

Fourth Year- 7th Period APIW107

- Bluebeam Revu
- Building Information Modeling
- Energy Storage & Micro-Grid Training
- Photovoltaic Systems & Installation
- Solar/ESAM-TAC Battery Storage/BIM & CAD

Fourth Year- 8th Period APIW108

- Advanced Navigation of the NEC
- Electrical Certification Prep
- NFPA 70E & 70B
- State Certification Application Processes
- Testing Strategies and Practices

Fifth Year- 9th Period APIW109

- Advanced Blueprint Reading
- Foremanship Skills
- Industry Perspectives from Industry Professionals
- Project Management Skills
- Project Supervision/Test Equipment
- Test Equipment Use and Maintenance

Fifth Year- 10th Period APIW110

- All About Lighting Controls Curriculum
- CALCTP Technician Course (Safety and Lighting Controls)
- California Advanced Lighting Controls Training CALCTP Certification
- M-385 Military Safety Training

Commercial – Apprentices Sound Technician - DAS Approved Curriculum**Second Year - 3rd Period APSC103**

- Blueprint/Schematic Reading
- Electronics / Structured Cabling for Fiber Optics (FOA Certification)
- Fiber Optic Fusion Splicing
- Fiber Optic Termination and Safety
- Optical Test Instrument Use and Practice
- Soldering Skills & Circuit Assembly
- Test Instrument Use and Practice

Second Year - 4th Period APSC 104

- Blueprint Reading and Analysis
- Blueprints, Code, & Grounding/IP Addressing, Basic Networking, IP Phone Systems,
- Grounding and Bonding
- Introduction to Networking
- IPv4 Addressing
- NEC Study and Practice
- Telephony
- Telephony, Word & Excel

Third Year - 5th Period APSC 105

- Access Control Systems, Nurse Call Systems
- Audio Systems, Video Systems, CCTV, CATV, Intrusion Detection

- Card Reader and Electrified Lock Installation
- Instruction Detection Sensor Installation
- Nurse Call Operation, Install, and Programming
- Security Camera Installation
- Soldering Skills for Audio/Video Connections
- Speaker Installation and Tuning

Third Year - 6th Period APSC 106

- Fire Alarm Panel Programming
- Fire Life Safety Systems Installation
- IDC Monitoring Circuit Connections and Testing
- Notification Appliance Installation and Testing
- Understanding Fire Life Safety Codes and Practices
- Understanding the NFPA 70 and 72 Initiation Device Installation and Testing

Fourth Year - 7th Period APSC 107

- Advanced Networking Connections and Portals
- Extensive Study of the NFPA 70
- Extensive Study of the NFPA 72
- IPv4 Addressing and Subnet Masking
- IPv6 Addressing and Subnet Masking
- State Certification Prep/Advanced Networking

Fourth Year - 8th Period APSC 108

- Access Control/Security Interconnections
- Advanced Fire Alarm Wiring and Installation
- Advanced Relay Logic and Problem Solving
- EM-385 Safety Training and Protocols
- Lightning Controls and Networked Connections
- System Integration

Commercial - ALL APPRENTICES - DAS Approved Curriculum

- Bluebeam Revu
- ESAM-TAC (Energy Storage & Micro-Grid Training & Certification)
- HVAC Controls
- IPv6 Internet Addressing
- Practicing Leadership

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

- OSHA 10

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

- OSHA 30



Training Proposal for:
**San Francisco Electrical Industry
 Apprenticeship and Training Trust**
Contract Number: ET25-0974

Panel Meeting of: September 27, 2024

ETP Regional Office: San Francisco Bay Area **Analyst:** S. Ramakrishnan

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Francisco	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local Union No. 6		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$127,204		\$8,791 8%		\$135,995

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills Computer Skills OSHA 10/30	59	8-210	0	\$2,305	\$36.50
				Weighted Avg: 98			

*Post-Retention Wage is the Contractual Wage

<p>Minimum Wage by County: <u>Job Number 1</u> (SET/Priority Industry): \$30.75 per hour.</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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Maybe</p> <p>Although employer provides health benefits, they are not being used to meet Post-Retention Wage.</p>

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Inside Wireman Apprentice	\$36.50 - \$73.00	59

INTRODUCTION

Founded in 1962 and headquartered in San Francisco, San Francisco Electrical Industry Apprenticeship and Training Trust (SFJATC) (www.sfelectricaltraining.org) is a cooperative effort between the San Francisco Chapter of the National Electrical Contractors Association (NECA) and the International Brotherhood of Electrical Workers (IBEW) Local Union #6. SFJATC is responsible for recruiting and training apprentices to meet San Francisco's ever-growing and changing needs of the industry. It trains Inside Wiremen to install, maintain, and repair various types of electrical and electronic equipment in commercial, industrial, and residential establishments. ETP training will be delivered at SFJATC's facility in San Francisco.

This will be SFJATC's eighth ETP Contract in the last five years. There are 77 signatory employers participating in this proposed program. Five have more than 100 employees and 72 have less than 100 employees. The growth of the apprenticeship program has been impeded since 2019, primarily due to the effects of the COVID-19 pandemic. SFJATC has remained committed to training, serving approximately 145 apprentices over this period to meet the evolving needs of San Francisco businesses and local employers. Currently, they serve a total of 59 apprentices.

Veterans & Special Trainee Populations

SFJATC hires and employs veterans through its normal hiring practices. It has a formal veterans' hiring program working with Helmets to Hardhats, which is a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. It also advertises special days just for veterans to apply for the program. Veterans who apply can skip the first stage (the written assessment) and go the second stage (the interview). It remains committed to supporting job-related training that helps veterans transition into the California workforce.

SFJATC works with regional workforce-investment boards, community-based organizations, and building-trades councils to ensure a diverse workforce that promotes inclusion of women, minorities, non-binary, and underserved individuals into the union. SFJATC is also part of the Division of Apprenticeship Standards' (DAS) Equal Representation in Construction Apprenticeship (ERiCA) Grant program that helps offset members' childcare costs and supports the efforts to enroll more women and hard-to-serve communities into the training program.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or E-Learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the program is five years. SFJATC and the Unions work as a joint labor management group to develop the curriculum with input from the DAS. The LEA (in this case Foothill College) helps process the DAS requirements and distribute the RSI funds.

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Most of the work done by the apprentices trained by SFJATC are for upgrades to commercial construction projects in the City of San Francisco. As a direct aftermath of the COVID-19 pandemic, the tenant improvement sector saw a decline of work owing to more companies moving out of San Francisco, as well as the rising prevalence of work-from-home practices. This has resulted in the creation of fewer opportunities for SFJATC to place its apprentices with local businesses. As San Francisco and local businesses begin to recover from the adverse effects of the pandemic, commercial upgrade construction projects are on the rise. With the industry getting back on track, employers now require qualified, efficient workers. With the infusion of funding from the Federal Bipartisan Infrastructure bill for the construction and rebuilding of the nation's infrastructures, California will be receiving \$40 billion dollars for highways, roadways, and supportive maintenance. This is expected to increase the demand for more construction and electrical workers for local businesses. With more training and upskilling, SFJATC would be able to keep developing the pipeline for qualified workers.

ETP training will equip SFJATC to meet employer demands by developing a skilled workforce, while assisting with graduating more apprentices to journey-level workers and keeping them in secure ongoing employment within the San Francisco area. The Employment Development Department (EDD) places Electricians on the list of Top 100 Fastest Growing Occupations, and EDD estimates the need for electrical workers will grow by 32.5% between 2014 and 2024.

ETP funds will help SFJATC train apprentices to keep up with changes in electrical construction by offering classes in new technologies that focus on renewable energy and highly efficient electrical control systems. Trainees will learn to use new techniques and materials that will help reduce carbon emissions significantly and meet CA's clean-energy goals. Certification lessons

are also offered to all trainees such as passing Green Audits, Arc Flash Safety Awareness, Building Automation Systems, California Advanced Lighting Controls Training Program (CALCTP) Lighting, CALCTP Acceptance Testing, and Electric Vehicle Infrastructure Training Program. To keep pace with employer demand, SFJATC reports it must increase training for apprentices. Training will prepare apprentices to work on projects such as:

- UCSF Hospital
- Lake Merced Housing
- SF Wastewater Treatment Plant Upgrade
- Treasure Island
- Potrero Power Plant

Training Plan

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

Commercial Skills: this training will be offered to Inside Wiremen Apprentice on course topics like Electrical circuits, Pipe Bending, Grounding, Blueprints, Lighting Systems and Motor Controls. Updated skill sets will allow workers to perform their work efficiently and safely.

Computer Skills: this training will be offered to Inside Wiremen Apprentice on course topics that will include Auto Computer-Aided Design (AutoCAD), PlanGrid and Bluebeam Software, and Leica Construction Layout Tool to provide the tools to not only read blueprints but to modify them as needed while at the jobsite.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for apprentice trainees with OSHA 10/30 training this cap extends to 210 hours.

First Year Apprentices Waiver

The San Francisco area, especially the downtown corridor where SFJATC operates, has seen commercial occupancy rates plummeting by 30% to 50% due to changes in the post COVID-19 landscape including the increased adoption of work-from-home practices. High interest rates have also caused the slowing down of new residential and commercial construction. With 75% of apprentice work being in the tenant improvement sector, the decline in commercial activity made it challenging to place its apprentices with local businesses. The decline in demand affected its operations, and SFJATC has not accepted any new apprentices in the last three years. After the Spring 2024 graduation, it will be left with only two cohorts of fifth-year apprentices (graduating in December 2024) and one cohort of fourth-years. With the influx of federal funds and commercial activity steadily picking up, the sector expects to see more improvement and growth. SFJATC would need qualified apprentices and journey-level workers with the best skill training to meet the increasing demand from local employers and avoid any shortage of electrical workers.

To prepare for the future pipeline of work for electrical and construction workers, SFJATC would like to include in the training program the incoming cohort of 23 first-year apprentices who are expected to join the organization in September. This is the first time SFJATC is requesting this waiver. As the San Francisco downtown recovers from its economic challenges, training the first-year apprentices will ensure that the growing need for skilled electricians are met effectively. Furthermore, the training will help the apprentices keep up with changes in the industry, increase their efficiency, and decrease frequency of workplace accidents and injuries.

As such, SFJATC is requesting the waiver to train first-year apprentices in this project.

Commitment to Training

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

➤ Training Infrastructure

SFJATC's Training Director (dedicated administrator) will oversee the project with three administration staff assisting with the marketing, recruitment, needs assessments, and scheduling of training and with two other staff dedicated to ETP administration. Training will be delivered by in-house subject-matter experts who are former or current members of the trade. It also retained a third-party subcontractor, Strategy Workforce Communications (Strategy), for ETP administration. Rosters will be used to meet ETP's recordkeeping requirements and track hours.

Marketing and Support Costs

SFJATC will publicize the availability of training through brochures/flyers, personal contacts, its website, public-service announcements, and presentations at labor-management meetings and industry assemblies. The majority of recruitment occurs at local state and federal agencies, high schools, colleges, and community based organizations. SFJATC requests 8% support costs for Job Number 1. This will enable SFJATC to support the recruitment for this program.

Tuition Reimbursement

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

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) (\$ %)
*ET24-0949	\$172,368	10/2/23 – 10/1/25	126	TBD	0 (0%)
**ET23-0925	\$499,876	10/3/22 – 10/2/24	224	TBD	\$224,439 (45%)

*ET24-0949: Based on ETP's Cal-E-Force (CEF) system, zero reimbursable hours have been tracked for potential earnings of \$0 (0% of approved amount). SFJATC expects to enroll and train once the participants

from the ET23-0925 project have been placed. Once that is completed, it expects to earn 100% of the award amount.

**ET23-0925: Based on ETP's CEF system, 13,182 reimbursable hours have been tracked with potential earnings of \$224,439.03 (45% of approved amount). SFJATC projects final earnings of 100% based on training currently committed to and in progress through October 2024.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
*ET22-0955	San Francisco	1/1/22 – 12/31/23	\$596,965	\$443,767 (74%)
ET21-0942	San Francisco	10/5/20 – 10/4/22	\$380,932	\$380,932 (100%)
ET20-0928	San Francisco	10/7/19 – 10/6/21	\$749,597	\$749,597 (100%)
ET19-0928	San Francisco	11/5/18 – 11/4/20	\$949,990	\$949,990 (100%)
ET18-0914	San Francisco	10/2/17 – 10/1/19	\$613,773	\$613,773 (100%)

*ET22-0955: SFJATC was able to train 265 trainees for a total of 23,027 hours earning 74% of the approved amount. As a result of the COVID-19 pandemic, it had to stop the intake of new apprentices. Additionally, some of the enrolled apprentices chose to leave the program. Due to this, SFJATC was unable to meet its training goals and earn 100% of the funds.

DEVELOPMENT SERVICES

SFJATC has retained California Labor Federation in Sacramento and Strategy in Alameda to assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

1st Year

- Applied Codeology
- AC and DC Electrical Generation
- Electrical Quantities and Units of Measure: Voltage, Current, Resistance, and Power
- Ohm's Law
- Series DC Circuits and Kirchoff's Law
- Material Identification
- Tool Usage
- Proper Tool Maintenance and Management
- On-the-Job Safety Requirements
- Basic Three-Phase AC
- DC Parallel and Combination Circuits
- Electrical Circuits
- National Electric Code (NEC)
- Real World Mathematical Problem Solving
- Understanding Your Role as an Apprentice

2nd Year

- Orientation, Level II
- AC Systems, Level I
- AC Theory, Level I
- Conduit Fabrication, Level II 2nd Ed.
- Blueprints, Level II
- Codes, Standards, and Practices, Level I, II
- Electrical Code Calculations, Level I
- Pipe Bending
- Grounding
- Transformers, Level I, II, III
- Electrical Safety-Related Work Practices, Level I
- Test Instruments, Level I
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections

3rd Year

- Grounding and Bonding, Level I, II
- Grounding Lab
- Blueprints, Level III
- Exothermic-Welding Lab

- Codes, Standards, and Practices, Level III
- Conduit Bending: Rigid & Electrical Metal Tube Conduit (EMT), Chicago & 555
- Electrical Safety-Related Work Practices, Level II
- Grounding Lab
- Motors
- Motors Connections Lab
- Motor Controls, Level I
- Solar Voltaic
- Solar Voltaic Lab

4th year

- Motor Controls, Level II
- Motor Control Lab Work
- Programmable Logic Controllers (PLCs)
- Motor Drives / Variable Frequency Drives (VFDs)
- Fire Alarm, Level I and II
- Fire Alarm Lab Work
- Fire Alarm Blueprints
- Fire Alarm Code, National Fire Protection Association (NFPA 72)
- Construction Organizing Membership Educational Training (COMET)

5th Year

- NEC 2020
- Code Calculations Review
- Electric Vehicle Training and Certification
- California Advanced Lighting Controls Training Program (CALCTP)
- Lighting Essentials, Level I
- Code, Standards, and Practices, Level IV
- Foreman Development Training
- Estimating
- HVAC Controls

Computer Skills

- Computer-Aided Design (CAD)
- Auto Computer-Aided Design (AutoCAD)
- Leica Construction Layout Tool
- PlanGrid Software
- Bluebeam Software

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

- OSHA 10
- OSHA 30



Training Proposal for:
**San Joaquin and Calaveras County Electrical Industry
 Apprenticeship and Training Trust**

Contract Number: ET25-0949

Panel Meeting of: September 27, 2024

ETP Regional Office: Sacramento

Analyst: M. Sladewski

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Calaveras, San Joaquin	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Contractors Local 595		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$156,294		\$10,848 8%		\$167,142

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills OSHA 10/30	69	8-210	0	\$2,188	\$30.75
				Weighted Avg: 93			
2	Retrainee Priority Rate Journeyworker	Commercial Skills OSHA 10/30	10	8-200	0	\$1,617	\$49.45
				Weighted Avg: 54			

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

<p>Minimum Wage by County: <u>Job Number(s) 1 &2</u> (SET/Priority Industry wage modification): \$30.75 per hour.</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 \$3.55 per hour may be used to meet the Post-Retention Wage for Job number 1. This amount has been verified in the collective bargaining agreement wage tables.</p>

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Inside Wireman	\$27.20 - \$42.03	69
Job Number 2		
Journeyworker – Inside Wireman	\$49.45 - \$59.34	10

INTRODUCTION

Since 1945, San Joaquin and Calaveras County Electrical Industry Apprenticeship and Training Trust (SJC JATC) provides education and training to Journeyworkers and Apprentices in electrical construction in the Central Valley. SJC JATC is a non-profit organization established by the International Brotherhood of Electrical Workers (IBEW) and the National Electrical Contractors Association. Located in Stockton, IBEW Local 595 and its San Joaquin/Calaveras Electrical Training Center serve Northern California communities. This project will train Inside Wiremen in San Joaquin and Calaveras Counties. SJC JATC has successfully graduated 61 Apprentices through to Journey level status in the last 5 years. The trust consists of 20 large employers and 80 small businesses. This will be SJC JATC’s third ETP Contract in the last five years.

Veterans & Special Trainee Populations

SJC JATC recruits and hires Veterans in cooperation with Helmets to Hardhats. They do not have any Veterans in this project, but they have two in Reserves.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case San Joaquin Delta College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

SJC JATC is dedicated to providing up-to-date industry skills training and secure high-quality job opportunities for its members. The Apprentice training will ensure trainees can plan, layout, install, repair and maintain electrical equipment that provides light, heat, communications and power to electrical construction customers. Journeyworker training will focus on new and emerging technologies, including renewable energy and highly efficient electrical control systems, and green construction practices and materials. This training project will help electricians to use new techniques and materials that help reduce significant carbon emissions. These decreases in emissions will help California meet its clean energy goals and move the State towards less dependency on fossil fuels. The JATCs will provide a source of well-trained Electricians so that employers have a reliable source of workers to fill new work projects.

During this contract, the trainees will be working on the following construction projects: Amazon STCK, Walmart Regional Distribution Hub, KOLA Utility Scale Battery Storage, Soda Ash, Cascade, Delta College, Multigenerational Recreation Center, McKinley Park Upgrades, Caesar Chavez High School Athletic Fields, River Island Increment 4, and Stockton City Hall Parking.

Training Plan

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

Commercial Skills: Training will be offered to Apprentices and Journeyworkers in energy efficiency training to help participating employers meet local work demand. These courses include Code and Practices, Electrical Theory, Grounding and Bonding, and Blue Print Reading.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

Training will be overseen by the SJC JATC Director of Training. SJC JATC will use and retain ETP approved rosters. Training will occur at the SJC JATC headquarters located in Stockton. Training will be provided by two full-time trainers, who are former or current members of the trade and subject matter experts. Two staff members at SJC JATC will assist with the marketing, recruitment, needs assessments and scheduling of training. The SJC JATC has retained Strategy Workplace Communications to assist with project administration.

Marketing and Support Costs

The program will be marketed through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and SJC JATC’s website. Class information will be disseminated throughout the year to all Apprentice and Journeyworkers within the jurisdiction as well as to the electrical contractors who employ them. Application announcements for the program are disseminated to local, state and federal agencies as well as to local high schools and community colleges; community-based organizations are also included in this effort (mailings and onsite job fairs). As such, SJC JATC is requesting 8% support costs for Job Numbers 1 -2.

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0913	\$186,736	10/2/2023 – 10/1/2025	82	0	\$186,736 (100%)
ET23-0945	\$151,886	10/3/2022 – 10/2/2024	72	53	\$151,886 (100%)

ET24-0913: Based on ETP Systems, 11,745 reimbursable hours have been tracked, resulting in potential earnings of \$186,632 (100% of approved amount).

ET23-0945: Based on ETP Systems, 8,646 reimbursable hours have been tracked, resulting in potential earnings of \$151,245 (100% of approved amount).

DEVELOPMENT SERVICES

SJC JATC retained Strategy Workplace Solutions in Alameda to assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Apprentice Level - DAS-Approved Curriculum

2nd Year

- AC Systems
- AC Theory
- Blueprints Reading
- Code Calculations
- Code and Practices
- Codeology - National Electric Code - 2020 Code Book Review
- Electrical Theory
- Estimating
- Pipe Bending – Conduit Fabrication
- Test Instruments
- Transformers & Transformer Connections

3rd Year

- AC Theory
- Blueprints
- Code and Practices
- Codeology - National Electric Code - 2020 Code Book Review
- Electrical Code/Generators
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics
- NFPA 70E
- Pipe Bending – Conduit Fabrication
- Preparing For Leadership
- Rigging, Hoisting, and Signaling
- Transformers
- Transformer Theory
- Test Instruments

4th Year

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations
- Codeology - National Electric Code - 2020 Code Book Review

- Control Diagrams/Drawings
- Electrical Motors
- Electrical Motor Control Circuits
- Electrical Systems
- Electrical Theory
- Grounding and Bonding
- Health Care Systems
- Lightning Protection
- Motor Controls
- Motors
- Pipe Bending – Conduit Fabrication
- Programmable Logics
- Test Instruments

5th Year

- Automated Demand Response
- Blueprint Reading
- Building Automation & Controls
- Code Calculations
- Codeology - National Electric Code - 2020 Code
- Book Review
- Code and Practices
- Electrical Theory
- Electrical Vehicle Infrastructure
- Estimating
- Exam Prep
- Hazardous Location
- Intrusion Detection
- Instrumentation
- Motor Control
- Pipe Bending – Conduit Fabrication
- Photovoltaic Systems
- Preparing for Leadership
- Rigging, Hoisting and Signaling
- Structured Cabling
- Torque
- Transformers

Commercial Skills

Journey Level and All Trainees in All Years - DAS-Approved Curriculum

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- Catastrophic Failure Response
- Code And Practices

- Code Book Review
- Code Calculations
- Code Of Excellence
- Codeology - National Electric Code
- Electrical Systems
- Electrical Theory
- Electronic Systems
- ESAMATC Energy Storage (Energy Storage and Microgrid Training Certification's Energy Storage)
- Estimating
- EVITP (Electrical Vehicle Infrastructure Training Program)
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lighting Design Basics
- Lightning Protection
- Motor Control
- Motors
- MSHA (Mine Safety and Health Administration's Miner Site Entry Training)
- Network Technologies
- NFPA 70E (National Fire Protection Association 70E Training)
- Photovoltaic Systems
- Pipe Bending
- Preparing For Leadership
- Programmable Logics
- Refinery Safety Overview (RSO)
- Rigging, Hoisting and Signaling
- Splicing
- Structured Cabling
- Test Instruments
- Torque
- Transformers
- CALCTP (California Advanced Lightning Control Program)
 - Advanced Lighting Control Systems
 - Dimming Controls
 - Lighting Control Strategies
 - Line Voltage Switching Controls
 - Low Voltage Switching Control
 - Occupancy Sensors
 - Photosensors

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

Safety Skills

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)
Safety Skills

- OSHA 30



Training Proposal for:
**San Luis Obispo County Electrical Joint Apprenticeship &
 Training Trust**

Contract Number: ET25-0924

Panel Meeting of: September 27, 2024

ETP Regional Office: North Hollywood

Analyst: S. Turner

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Luis Obispo	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 639		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$91,080		\$6,300 8%		\$97,380

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	Apprentice	Commercial Skills OSHA 10/30	36	8-210	0	\$2,705	\$30.75
				Weighted Avg: 115			

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

Minimum Wage by County: Job Number 1: (SET/Priority Industry wage modification): \$30.75 per hour.

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

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

Up to \$1.32 per hour may be used to meet the Post-Retention Wage. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice-Inside Wireman Electrician	\$29.43-\$48.15	36

INTRODUCTION

Founded in 1950, San Luis Obispo County Electrical Joint Apprenticeship & Training Trust (SLO County Electrical) (www.ibew639.org) is a nonprofit training organization dedicated to providing up-to-date industry skills training and secure high-quality job opportunities for its members. SLO County Electrical trains Electricians to install power, lighting, heating, controls and other electrical equipment in commercial and industrial buildings. SLO County Electrical is governed by a Board of Trustees management representatives and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 639 and the National Electrical Contractors Association (NECA).

SLO County Electrical’s headquarters and training center are located in San Luis Obispo and serves both large and small companies and workers in San Luis Obispo County. There are currently 100 signatory employers and 251 active members contributing to the fund. San Luis Obispo employers and electricians play an important role in retrofitting the buildings in the county to use the latest energy efficiency technologies and materials. This project will assist San Luis Obispo County’s electrical companies meet local and state energy efficiency goals. This will be SLO Electrical’s third Proposal within the last 5 years

Veterans & Special Trainee Populations

SLO County Electrical recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. To continue to recruit Veterans to join the program, the JATC advertises on its website specific days for Veterans to apply for the apprenticeship program. SLO County Electrical is committed to supporting job-related training that helps Veterans transition into the California workforce.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case LA Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal

PROJECT DETAILS

According to the Employment Development Department, Electrician is on the list of top 100 fastest growing occupations between 2014 and 2024 with an estimated increase rate of 32.5%. Also, the U.S. Department of Energy reports that Energy jobs grew 4% in 2021 versus total US Employment growth of 2.8% and Electricians are projected to grow at a more rapid pace than other U.S jobs. In addition, employers have a critical need for training for a skilled workforce to help them grow and stay competitive in California. As such, SLO County Electrical has designed a comprehensive training program to address participating employer needs. Training will meet current and future demand for electrical industry workers; address electrical power quality and infrastructures required by new and future technologies which require specific standards; create installation practices to accommodate evolving systems integrations; and help meet local and state energy efficiency.

Employers in the electrical trade continue to face an on-going challenge to increase worker skills in order to meet higher standards and better energy efficiency, adjust to a retiring workforce, adapt to new technological advances, compete with non-union workers and meet customer demands. Apprentices are expected to deliver quality work that meets standards in order for the employer to remain competitive and acquire contract work (bidding). In addition, SLO County Electrical must keep up with the increased workforce and changes in electrical construction by offering courses in new and emerging technologies, focusing on renewable energy and highly efficient electrical control systems. California's commercial buildings consume approximately 40% of the state's power supply for lighting and ventilation. Employers and Electricians play an important role in retrofitting the buildings in such ways that the buildings use the latest energy efficiency technologies and materials. As a result, SLO County Electrical must train Apprentice inside Wireman Electrician to meet demand. Training will prepare them to work on the following construction projects:

- Palm Street Parking Garage
- Caballero Energy Storage Project
- John Madden Football Center
- Kennedy Library renovation
- Cuesta College Campus Center Building
- SLO County Probation Department Building

Training Plan

This will be SLO County Electrical's second ETP Contract that includes curriculum in Commercial Skill and OSHA 10/30 for both large and small employers in San Luis Obispo County. The proposed training, entirely center-based, is scheduled to begin upon Panel approval. Class/Lab and E-Learning will be provided in the following:

Commercial Skills: This training will be offered to Inside Wireman Electrician in the newest electrical construction code and industry standard, blueprint reading, transformers, testing instruments, motor controls and programmable logics. This training will help apprentices gain the skills to work safely and productively in their various trades in the electrical industry.

Certified Safety Training

OSHA 10/30. This training will be provided to Inside Wireman Electrician and is a series of courses "bundled" by industry sector and occupation. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

Employers will continue to make contributions to the training trust fund for every hour worked by apprentices. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Training Director will oversee all ETP training and project administrative responsibilities, which include scheduling of training, recruitment, marketing, assessment, and tracking of training. In addition, SLO County Electrical has retained an outside administrative consultant to ensure that all training records adhere to ETP requirements.

Marketing and Support Costs

SLO County Electrical conducts marketing through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website. Application announcements for the program are circulated to local, state and federal agencies, high schools, community colleges, and community-based organizations.

SLO County Electrical requests 8% support costs to fund its staff in recruiting and qualifying additional participating employers for this program. Many participating employers have already been recruited; however, additional recruitment and assessment activities are anticipated. Staff recommends the 8% support costs.

Tuition Reimbursement

SLO County Electrical represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the 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) (\$ %)
ET24-0907	\$86,226	10/02/2023-10/01/2025	42	0	\$35,366 (41%)
ET23-0948	\$82,738	10/03/2022-10/02/2024	41	0	\$62,053 (75%)

*ET24-0907: As of review of this Contract, potential earnings reported in ETP systems were at \$35,366 (41%). Of an estimated 42 trainees, 13 have been enrolled with 2,067 total valid training hours. The Contractor projects final earnings of 100% of the approved \$86,226.

*ET23-0948: As of review of this Contract and based on ETP Systems, Contractor has earned 75%, \$62,053.50 of Contract value with 4,940 total valid hours, and is on track to receive 100% of the approved \$82,738.

DEVELOPMENT SERVICES

SLO County Electrical retained California Labor Federation in Sacramento, Strategy Workplace Communications in Alameda (Strategy), and State Building and Construction Trades Council of California in Sacramento to assist with development at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

DAS-Approved Curriculum for Apprentices

2nd year Curriculum

- AC Systems
- AC Theory
- Blueprints Reading
- Code Calculations
- Code and Practices
- Codeology- National Electric Code- 2014 Code Book
- Electrical Safety related work practices
- Electrical Theory
- Estimating
- Pipe Bending – Conduit Fabrication
- Test Instruments
- Transformers

3rd Year Curriculum

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology- National Electric Code- 2014 Code Book
- Electrical Safety
- Electrical Theory
- Grounding and Bonding
- Lighting Design Basics
- NFPA 70E
- Pipe Bending – Conduit Fabrication
- Preparing For Leadership
- Rigging, Hoisting, and Signaling
- Transformers
- Test Instruments

4th Year Curriculum

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations
- Codeology- National Electric Code- 2014 Code Book
- Electrical Systems
- Electrical Theory
- Grounding and Bonding
- Health Care Systems

- Lightning Protection
- Motor Controls
- Motors
- Pipe Bending – Conduit Fabrication
- Programmable Logics
- Test Instruments

5th Year Curriculum

- Automated Demand Response
- Blueprint Reading
- Building Automation
- CALCTP Lighting
- Code Calculations
- Codeology- National Electric Code- 2014 Code Book
- Code and Practices
- Electrical Theory
- Estimating
- Exam Prep
- Intrusion Detection
- Instrumentation
- Motor Control
- Pipe Bending – Conduit Fabrication
- Photovoltaic Systems
- Rigging, Hoisting and Signaling
- Structured Cabling
- Torque
- Transformers

Commercial – All Trainees in All Years

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- Catastrophic Failure Response
- Code And Practices
- Code Book review
- Code Calculations
- Code Of Excellence
- Codeology- National Electric Code
- Cyber Security
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- Electronic Systems
- ESAMATC Energy Storage (Energy Storage and Microgrid
- Training Certification's Energy Storage)

- Estimating
- EVITP (Electrical Vehicle Infrastructure Training Program)
- Fall Protection
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lighting Design Basics
- Lightning Protection
- Motor Control
- Motors
- MSHA (Mine Safety and Health Administration's Miner Site Entry Training)
- Network Technologies
- NFPA 70E (National Fire Protection Association 70E Training)
- Photovoltaic Systems
- Pipe Bending
- Preparing For Leadership
- Programmable Logics
- Refinery Safety Overview (RSO)
- Rigging, Hoisting and Signaling
- Smart Buildings/Building Automation
- Splicing
- Structured Cabling
- Test Instruments
- Torque
- Transformers

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

San Mateo County Electrical Apprenticeship and Training Trust

Contract Number: ET25-0975

Panel Meeting of: September 27, 2024

ETP Regional Office: San Francisco Bay Area **Analyst:** S. Ramakrishnan

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Mateo	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 617		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,064		\$25,358 8%		\$390,422

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Business Skills Comm'l. Skills, OSHA 10/30	154	8-210	0	\$2,400	\$36.90
				Weighted Avg: 102			
2	Retrainee Journeyworker Priority Rate	Comm'l. Skills, Computer Skills, OSHA 30	29	8-200	0	\$718	\$82.00
				Weighted Avg: 24			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry): \$30.75 per hour
Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: Yes No Maybe
 Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice – Inside Wireman	\$36.90 - \$69.70	154
Job Number 2		
Journeyworker - Inside Wireman	\$82.00	29

INTRODUCTION

San Mateo County Electrical Apprenticeship and Training Trust (SMJATC) (www.smjatic617.org), has served the San Mateo area since 1947. SMJATC is governed by a Board of Trustees comprising four labor and four management representatives and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 617 and the National Electrical Contractors Association (NECA). The union currently represents over 1,500 electricians in San Mateo County, and ETP funding will be used to train Apprentice and Journeyworker Electricians providing them with up-to-date industry skills training. ETP funding will also help trainees to secure long-term, high-wage job opportunities and allow SMJATC to expand and upgrade its training program to meet the needs of local employers. Training will be delivered at its facility in San Carlos.

This will be SMJATC’s seventh ETP Contract in the last five years. More than 40 employers are signatory to the collective-bargaining agreement, and of these, 75% are small businesses.

Veterans & Special Trainee Populations

SMJATC recruits veterans in cooperation with Helmets to Hardhats, which is a national joint labor-management program that recognizes the link between skills acquired in military service and link

them to skills and careers in the building trades. The JATC is committed to supporting job-related training that helps veterans transition into the workforce.

SMJATC works with regional workforce-investment boards, community-based organizations, and building-trades councils to ensure a diverse workforce that promotes the inclusion of women, minorities, and underserved individuals into the union. SMJATC is also part of the Division of Apprenticeship Standards' (DAS) Equal Representation in Construction Apprenticeship Grant program which helps offset members' childcare costs and supports the efforts to enroll more women and hard-to-serve communities into the training program.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory, or E-Learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case San Mateo Community College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Training will offer hands-on classroom/laboratory (Class/Lab) sessions in in Codeology, Grounding and Bonding, fire alarm installations, and energy efficiency technology installations. Apprentice Inside Wireman work directly under the supervision of a qualified Journeyworkers in installing or maintaining a variety of approved wiring methods for distribution of electrical light, heat, power, radio and signaling utilization systems. The work is performed in existing or new residential, commercial, and industrial buildings and includes school fire-alarm upgrades, street and highway lighting, traffic signals, and other outdoor above and below grade installations. SMJATC also trains Inside Wiremen to meet the competitive challenges of today's global market economy and to support California's energy efficiency efforts through solar, Electric Vehicle Infrastructure Training Program and alternative energy.

The slow growth of the tenant improvement sector due to the effects of the COVID-19 pandemic affected the construction sector creating a lower demand and slow growth for new apprentices and electricians. With the infusion of funding from the Federal Bipartisan Infrastructure bill for the construction and rebuilding of the nation's infrastructures, California will be receiving \$40 billion dollars for highways, roadways, and supportive maintenance. This is expected to increase the demand for more construction and electrical workers for local businesses. With more training and upskilling, SMJATC would be able to keep developing the pipeline for qualified construction workers.

ETP funds will help apprentices and journeyworkers upgrade training while helping employers meet the challenges of staying competitive and keeping up with local demand. Combined with a retiring workforce, participating employers, and union representatives have identified additional

reasons for training like new energy efficiency regulations, increased out-of-state competition, need to reduce costs, higher quality standards, and an increased complexity of construction projects.

On Employment Development Department's (EDD) list of Top100 Fastest Growing Occupations between 2014 and 2024, the electricians we plan to train under this contract are listed. EDD estimates that the need for electricians will increase 32.5%. SMJATC reports that the following projects are driving employer demand, which the apprentices and journey-level electricians will be working on during this project:

- San Mateo Unified School District Fire Alarm Upgrades (various schools)
- Elco Yards (Redwood City)
- UCSF Peninsula Outpatient Center (Burlingame)
- Mills High School 12 KV Upgrade (Millbrae)
- YouTube

Training Plan

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

Business Skills: Training will be offered to Apprentice Inside Wireman Apprentice on Guide to Managing Money for an enhanced understanding of essential-business skills in the construction industry.

Commercial Skills: Training will be offered to Apprentice Inside Wireman and include Codeology, Test Instruments, Fire Alarm Systems, Rigging, Hoisting, and Signaling. Journeyworker Inside Wireman will receive training on Code Reviews.

Computer Skills: Training will be offered to Journeyworker Inside Wireman and include modeling and construction software like Revit and Bluebeam.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for apprentice trainees with OSHA 10/30 training this cap extends to 210 hours.

Commitment to Training

With input from both labor and management representatives, SMJATC has developed and customized the national electrical curriculum to address local needs. The national program, or National Joint Apprenticeship and Training Committee's (NJATC) curriculum, was developed for the exclusive use of IBEW-NECA JATCs. NJATC works directly with equipment manufacturers and technology developers on a variety of tools, equipment, and supplies while also searching for the most up-to-date information available. Once a new training need has been identified, the NJATC designs an appropriate training course, provides instructor training, and distributes new training materials to local JATCs. Additionally, the local hiring demands of San Mateo County

have shaped the curriculum such as the need for electricians with the ability to work with green materials and on more technically advanced construction projects.

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

SMJATC's Training Director (dedicated administrator) will oversee the project, while three office staff will assist with project administration including marketing, recruitment, and employer needs assessments. SMJATC staff will also coordinate the training scheduling. Training will be delivered by in-house experts who are former or current members of the trade and have first-rate credentials and vast field experience. It also retained a third-party subcontractor, Strategy Workforce Communications (Strategy), for ETP administration. Rosters will be used to meet ETP's recordkeeping requirements and track hours.

Marketing and Support Costs

Marketing is conducted through direct mailings, informational flyers, personal contacts, telephone calls, public-service announcements, emails, and the SMJATC's website. Class information will be disseminated throughout the year to all apprentice and journey-level electricians within San Mateo County as well as to the electrical contractors who employ them to attract attendees. SMJATC requests 8% in support costs both Job Numbers to promote training opportunities.

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.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET24-0947	\$499,857	10/2/23 – 10/1/25	183	TBD	\$263,777 (53%)
**ET23-0947	\$499,886	10/3/22 – 10/2/24	232	TBD	\$499,886 (100%)

*ET24-0947: Based on ETP's Cal-E-Force (CEF) system, 15,177 reimbursable hours have been tracked for potential earnings of \$263,777 (53% of approved amount). SMJATC projects final earnings of 100% based on training currently committed to and in progress through October 2025.

**ET23-0947: Based on ETP's CEF system, 31,635 reimbursable hours have been tracked for potential earnings of \$499,886 (100% of approved amount). SMJATC expects to earn 100% of the award amount.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned	
				\$	%
ET22-0905	San Carlos	8/23/21 – 8/22/23	\$599,297	\$599,297 (100%)	
ET21-0931	San Carlos	9/15/20 – 9/14/22	\$362,425	\$362,425 (100%)	
ET20-0925	San Carlos	8/26/19 – 8/25/21	\$755,630	\$739,271 (98%)	
ET19-0922	San Carlos	9/3/18 – 9/2/20	\$905,955	\$901,469 (99%)	

DEVELOPMENT SERVICES

Strategy in Alameda assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

Apprentice

- Guide to Managing Money

Commercial Skills

Journeyworker

- Preparation for State Certification/Code Review

Apprentice

2nd Year

- AC Theory Level 1
- AC Theory Level 2
- AC Theory Level 3
- Blueprints Level 2
- Code Calculations Level 1
- Codeology Level 1
- Code, Standards And Practices Level 1
- Code, Standards And Practices Level 2
- Conduit Bending Level 2
- Fire Alarm Systems Level 1
- Orientation Level 2
- Test Instruments Level 1
- Transformers Level 1

3rd Year

- Blueprints Level 3
- Code, Standards And Practices 3, Based On The 2020 NEC 2
- Code, Standards And Practices 6, Based On The 2020 NEC 1.5
- Conduit
- Electrical Industry Application Manual, Lesson 15 - "Threading Conduit"
- Electrical Industry Application Manual, Lesson 23 - "Trimming Out An Electrical Panel"
- Electrical Safety-Related Work Practices, Level I, Based On The 2021 70E 2
- Electrical Safety-Related Work Practices, Level II, Based On The 2021 70E 2
- Fire Alarm Systems, Level I, Based On The 2020 NEC 2
- Grounding And Bonding, Level I, Based On The 2020 NEC 2
- Grounding And Bonding, Level II, Based On The 2020 NEC 2.5
- Lighting Essentials, Level I - 1ST ED. 3
- Orientation, Level 3
- Preparing For Leadership: Personal Qualities, Level I, 2
- Rigging, Hoisting, And Signaling, Level I, 2
- Tapered Thread
- Test Instruments, Level I, 2

- Torque, Level I, 0.5
- Transformers, Level II, Based On The 2020 NEC - 2ND ED. 2
- Transformers, Level III - 2ND ED. 1
- Western Electrical Cybersecurity Apprenticeship Training (WECAT)

4th Year

- Blueprints Level 4
- By-Laws Of Local Union
- California Advanced Lighting Controls Training Program (CALCTP)
- Code Calculations Level 3
- Electric Vehicle Infrastructure Training Program (EVITP)
- Electrical Code Calculations
- Fire Alarm Systems, Level 2
- Motor
- Motor Controls
- WECAT

5th Year

- Leadership
- PlanGrid
- HVAC
- Revit
- Bluebeam
- WECAT
- Energy Storage and Microgrid Training and Certification (ESAMTAC)
- Orientation Level 3, PART 2-3,7-8

Computer Skills

Journeyworker

- Bluebeam
- Revit

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

Apprentice

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

Apprentice/Journeyworker

- OSHA 30



**Training Proposal for:
Santa Barbara County Electrical JATC**

Contract Number: ET25-0935

Panel Meeting of: September 27, 2024

ETP Regional Office: North Hollywood

Analyst: M. Reeves

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Santa Barbara	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 413		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$102,216		\$7,087 8%		\$109,303

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Business Skills, Comm'l Skills, Computer Skills, OSHA 10/30	39	8-210	0	\$2,729	\$30.75
				Weighted Avg: 116			
2	Retrainee Journeyworker Priority Rate	Business Skills, Comm'l Skills, Computer Skills, OSHA 10/30	4	8-200	0	\$718	\$50.15
				Weighted Avg: 24			

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

<p>Minimum Wage by County: Job Number(s) 1 and 2 (SET/Priority Industry wage modification): \$30.75 per hour</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 \$5.67 per hour may be used to meet the Post-Retention Wage for Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.</p>

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Inside Wireman	\$25.08 - \$45.14	39
Job Number 2		
Journeyworker – Inside Wireman	\$50.15 - \$60.18	4

INTRODUCTION

Founded in 1917, Santa Barbara County Electrical JATC (www.ibew413.org), (SBCE-JATC) is a nonprofit training organization dedicated to providing up-to-date industry skills training and securing high-quality job opportunities for its members. Located in Santa Maria, SBCE-JATC is governed by Board of Trustees management representatives and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 413 and the National Electrical Contractors Association (NECA). Each of the participating employers contributes funds to the apprenticeship program. This will be SBCE–JATC’s third ETP Contract, and the third in the last five years.

SBCE-JATC trains Inside Wiremen who install the power, lighting, controls, and other electrical equipment in commercial and industrial buildings. Apprentices work 10,000 hours on the job for the five-year program with various electrical contractors. In addition, they attend 195 hours of school per year for five years, totaling 975 hours. An apprentice electrician works directly under the supervision of a qualified journey-level electrician when installing or maintaining a variety of

industry approved wiring methods for distribution of electrical light, heat, power, radio, and signaling utilization systems.

Veterans & Special Trainee Populations

SBCE-JATC recruits Veterans in cooperation with organizations such as Helmets to Hardhats and is committed to supporting job-related training that helps Veterans transition into the California workforce.

SBCE-JATC works with regional Workforce Investment Boards, Community Based Organizations, and Building Trades Councils to ensure a diverse workforce that promotes the inclusion of women, minorities, non-binary, and underserved individuals into the Apprenticeship program.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Allan Hancock Community College and the Los Angeles County Office of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Electrical contractors continue to face increasing demand for high quality products and service. The proposed training curriculum was developed and customized to meet the changing needs of customers. Employers and union representatives indicate that demand is high for workers equipped with necessary skills to:

- Adapt quickly and competently to new industry technology
- Win bids and complete jobs with high quality workmanship
- Maintain energy efficient buildings in accordance with the latest energy efficiency standards
- Ensure the highest level of safety on job sites

The Inside Wireman trainees participating in SBCE-JATC's program will be working on the following local construction projects: Santa Barbara County Probation Headquarters; Guadalupe Junior High School; Vandenberg Space Force Base SLC 3 Modernization; Santa Barbara City Central Library; Chumash Reservation Camp 4 Project; and the City of Santa Barbara El Estero Waste Water Treatment Plant.

Training Plan

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

Business Skills: Training will be provided to all trainees. Areas of emphasis will include Customer Service Skills, Creating Project Bids, Decision Making Skills, Green Awareness Training and Green Certifications, Leadership Skills, Teambuilding Skills, and Project Management. Trainees will learn the skills to plan, organize, and manage construction projects efficiently and on time.

Commercial Skills: Training will be provided to all trainees. Training will focus on skills development in Electrical Theory, Testing Materials and Equipment, Estimating, Lighting Design Basics, Electrical Systems, Transformers, Grounding and Bonding, and Motor Control.

Computer Skills: Training will be provided to all trainees and will include Scheduling and Planning Jobs, 3-D Modeling – Virtual Construction, Benchmark Software – Lean Construction, and AutoCAD.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training, this cap extends to 210 hours for Job Number 1.

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

SBCE-JATC’s Training Director will oversee project administration. Approximately eight Administration Team members will coordinate the scheduling of training, recruitment, and need assessments. Journeyworkers will deliver training in their respective areas of expertise. SBCE-JATC has retained a third-party administrator to assist with ETP project administration.

Marketing and Support Costs

SBCE-JATC markets its program through flyers, email, trade shows, and various web postings to union members and signatory contractors. Application announcements are also sent to local, state, and federal agencies as well as local high schools, community colleges, and community-based organizations. SBCE-JATC representatives also give presentations at local schools and community events. SBCE-JATC requests 8% support costs for Job Numbers 1 and 2 to fund recruitment and assessment of additional participants.

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 SBCE-JATC’s performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0953	\$104,411	10/02/23 – 10/01/25	55	0	*\$36,393 (35%)
ET23-0912	\$101,114	10/03/22 – 10/02/24	40	0	\$101,114 (100%)

*ET24-0953: Based on ETP systems, 2,127 reimbursable hours have been tracked for potential earnings of \$36,393 (35% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers. Additional trainee enrollments and hours are pending submission for this Contract until the trainees are closed out in the ET23-0912 Contract.

DEVELOPMENT SERVICES

Strategy Workplace Communications in Alameda assisted with development at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

Apprentice/Journeyworker

- Advanced Time Management
- Conflict Resolution
- Creating Master Plan for Future Improvements
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

Commercial Skills

Journey Level

- Arc Flash
- Codeology
- National Electrical Code
- Other Recognized Standards (Installation Changes)
- Plan, Build, and Use
- Related Standards (Mandatory and Permissive Rules)
- Solar Panel Installation
- Special Occupancies and Equipment

Analog/Digital Circuit (AC/DC) Principles

- Generators
- Inductance/Reactance
- Math for Electricians
- Ohm's Law
- Series/Parallel Circuits

Grounding

- Grounding and Bonding
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- Significant Changes to National Electric Code

Fire Alarm Systems and Installations

- Definitions and Systems
- Initiating Devices and Notification Systems
- National Electrical Code and Installation Requirements
- National Fire Protection Act 1972 (NFPA 72)
- Start Up and Check Out Procedures

Fire Life Safety

- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 72
- Principles of Electronics

Industrial Motor Control

- Control Relays and Timers
- Developing Ladder Programming
- Introduction to Programmable Equipment
- Jogging and Plugging Controls
- Manual Starters and Magnetic Coils
- Programmable Logic Control (PLC)
- Programming Programmable Logic Controllers
- Push Buttons, Selector Switches, and Mechanical Devices
- Solid State Electronic Devices
- Using Timers and Counters in Logic Programs
- Variable Frequency Drives
- Writing a Program

Electrical Design

- 3 and 4-Way Switching
- Design of Electrical Circuits
- LonWorks and Building Automation
- Magnetic Motor Control and the Code
- Transformers and the Code

Voice, Data, and Video

- Audio Distribution
- CCTV Security Surveillance
- Computer Networking
- Fiber Optics
- Telephonic Interconnect

Industry Specific Skills

- Advanced Instrumentation and Motor Controls
- Advanced Welding
- Aerial Lift
- Architecture Designs and Advanced Plan Reading
- Blueprints and Schematics

- Conduit Bending
- Electrical Project Supervision Levels I
- Electrical Project Supervision Levels II
- Energy Audits
- Firestop Installation
- Management and Monitoring of Materials
- Preparing for Leadership
- Programmable Logic Controllers
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Rigging
- Specialized Tools
- Testing Materials and Equipment - Proper Set-Up and Use (Green Training)
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Work Flow and Resources

CALCTP (California Advanced Lighting Control Program)

- Advanced Lighting Control Systems
- Dimming Controls
- Lighting Control Strategies
- Line Voltage Switching Controls
- Low Voltage Switching Control
- Occupancy Sensors
- Photosensors

Energy Storage

- ESAM-TAC (Energy Storage and Micro Grids Training and Certification)
- Micro Grid
- Microgrid (ESM) Systems

Commercial Skills

Apprentice

2nd Year Curriculum

- AC Systems
- AC Theory
- Blueprints Reading
- Code and Practices
- Code Calculations
- Codeology - National Electric Code - 2014 Code Book Review
- Electrical Theory
- Estimating
- Pipe Bending - Conduit Fabrication
- Test Instruments
- Transformers

3rd Year Curriculum

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology - National Electric Code - 2014 Code Book Review
- Electrical Safety
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics
- NFPA 70E
- Pipe Bending - Conduit Fabrication
- Preparing For Leadership
- Rigging, Hoisting, and Signaling
- Test Instruments
- Transformers

4th Year Curriculum

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations
- Codeology - National Electric Code - 2014 Code Book Review
- Electrical Systems
- Electrical Theory
- Grounding and Bonding
- Health Care Systems
- Lightning Protection
- Motor Controls
- Motors
- Pipe Bending - Conduit Fabrication
- Programmable Logics
- Test Instruments

5th Year Curriculum

- Automated Demand Response
- Blue Print Reading
- Building Automation
- Code and Practices
- Code Calculations
- Codeology - National Electric Code - 2014 Code Book Review
- Cybersecurity
- Electrical Theory
- Estimating
- Exam Prep
- Instrumentation
- Intrusion Detection
- Motor Control
- Photovoltaic Systems

- Pipe Bending - Conduit Fabrication
- Rigging, Hoisting and Signaling
- Structured Cabling
- Torque
- Transformers

All Trainees in All Years

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- Catastrophic Failure Response
- Code And Practices
- Code Book Review
- Code Calculations
- Code Of Excellence
- Codeology - National Electric Code
- Electrical Safety
- Electrical Systems
- Electrical Theory
- Electronic Systems
- ESAMATC Energy Storage (Energy Storage and Microgrid Training Certification's Energy Storage)
- Estimating
- EVITP (Electrical Vehicle Infrastructure Training Program)
- Fall Protection
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lighting Design Basics
- Lightning Protection
- Motor Control
- Motors
- Network Technologies
- NFPA 70E (National Fire Protection Association 70E Training)
- Photovoltaic Systems
- Pipe Bending
- Preparing For Leadership
- Programmable Logics
- Rigging, Hoisting and Signaling
- Splicing
- Structured Cabling
- Test Instruments
- Torque
- Transformers

Computer Skills

Apprentice/Journeyworker

- 3-D Modeling - Virtual Construction
- Auto Computer-Aided Design (AutoCAD)
- Automated Systems Applications Scheduling and Planning Jobs
- Benchmark Software - Lean Construction
- Scheduling and Planning Jobs

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

All Trades

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

All Trades

- OSHA 30



Training Proposal for:
Santa Clara County Electrical Industry Apprenticeship and Training Trust

Contract Number: ET25-0973

Panel Meeting of: September 27, 2024

ETP Regional Office: San Francisco Bay Area **Analyst:** S. Ramakrishnan

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Santa Clara	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers Local 332		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,348		\$25,138 8%		\$390,486

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills, OSHA 10/30	374	8-210	0	\$964	\$47.94
				Weighted Avg: 41			
2	Retrainee Journeyworker Priority Rate	Commercial Skills, Computer Skills, OSHA 10/30	50	8-200	0	\$599	\$87.17
				Weighted Avg: 20			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry): \$30.75 per hour
Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: Yes No Maybe
 Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Inside Wireman Apprentice	\$47.94 - \$78.45	374
Job Number 2		
Inside Wireman Journeyworker	\$87.17	50

INTRODUCTION

Since 1958, Santa Clara County Electrical Industry Apprenticeship and Training Trust (Santa Clara Electrical Trust) (www.etasv.org) has served Santa Clara County, providing training for Inside Wireman and Residential Electricians in the Silicon Valley area. It offers its services to over 2,700 Journey-Level Workers and an estimated 395 Apprentices, providing union electricians with the skills, knowledge, and experience necessary to build and service commercial and residential buildings. It is a partnership between the Santa Clara Chapter of National Electrical Contractors Association (NECA) and the International Brotherhood of Electrical Workers (IBEW) Local 332. Of its 473 signatory employers, 189 have more than 100 employees and 284 have less than 100 employees. All training is center-based and will be conducted at the Santa Clara Electrical Trust’s training center in San Jose. Trainers are qualified journey-level workers with extensive practical and training experience.

This will be Santa Clara Electrical Trust’s eighth ETP Contract in the last five years. In this proposal, it aims to provide Silicon Valley with qualified union electricians with the skills, knowledge, and experience necessary to build and service commercial and residential buildings.

The industry is constantly evolving and new changes in the California Energy Codes (Title 24) will require buildings to be more efficient by integrating lighting systems, HVAC systems, and the building as a whole to operate symbiotically. Trainees will need to learn to install, maintain, and integrate a wide variety of electrical systems.

Veterans & Special Trainee Populations

Santa Clara Electrical Trust represents that it remains committed to supporting job-related training that helps veterans transition into the California workforce. Veterans are actively recruited into the program partnering with Helmets to Hardhats, which is a national joint labor-management program. Veterans who qualify are given credit for their service-based electrical experience, are able to bypass the entrance exam, and are given direct-interview access. Veterans are solicited on Santa Clara Electrical Trust's website to come in and apply. Currently, there are 50 veterans in the Apprenticeship program.

Santa Clara Electrical Trust also works with regional workforce-investment boards, community-based organizations, and building-trades councils to ensure a diverse workforce that promotes the inclusion of women, minorities, and underserved individuals in the union. It is also part of the Division of Apprenticeship Standards' (DAS) Equal Representation in Construction Apprenticeship Grant program which helps offset members' childcare costs and supports the efforts to enroll more women and hard-to-serve communities into the training program.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory, or E-Learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Foothill College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

ETP funds will help expand and upgrade Santa Clara Electrical Trust's program. Journeyworkers are retiring at high rates in the Silicon Valley, and at the same time, the electrician occupation is expected to grow by 32% (2014–2024) based on recent labor-market information published by the Employment Development Department. The proposed apprenticeship training prepares new apprentices to meet the growing demand.

The effects of the COVID-19 pandemic resulted in a slower growth of the tenant improvement sector and consequently lower demand for electricians, but Santa Clara Electrical Trust continued placing its members at jobs with local businesses. With the infusion of funding from the Federal Bipartisan Infrastructure bill for the construction and rebuilding of the nation's infrastructures, California will be receiving \$40 billion for highways, roadways, and supportive maintenance. This

is expected to increase the demand for more construction and electrical workers. With more training and upskilling, Santa Clara Electrical Trust would be able to keep developing the pipeline for qualified construction workers to meet the competitive challenges of Silicon Valley's constantly changing needs. An estimated 60% of participating employers are small businesses. Santa Clara Electrical Trust reports that the following projects are driving employer demand for this proposal:

- Vantage Data Center
- Intuitive Surgical
- Hummingbird Energy Storage Project
- Lucille Packard Children's Hospital
- Stack Data Center
- Google Caribbean

Training Plan

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

Commercial Skills: This training will be offered to both Journeyworkers and Apprentices. Journeyworkers will receive training in Grounding and Bonding, National Electrical Codes, energy efficiency programs which includes Green Training and Building Automation Systems, and National Fire Protection Association Codes and Standards. Training for Apprentices will include Codeology, Cad-Welding, Motor Controls, Electric Vehicle Infrastructure Training Program, and repair of various types of electrical and electronic equipment in commercial, industrial, and residential establishments.

Computer Skills: This training will be offered to Journeyworkers and will include Auto Computer-Aided Design (AutoCAD), which will provide trainees the tools to not only read blueprints but to also be able to modify them as needed while at the jobsite. The Job Tracking System course will enable trainees to manage projects more closely by being able to look up project requirements, budgets, and timelines. Training will also include operation of scheduling and job-planning software platforms.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for apprentice trainees with OSHA 10/30 training, this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

Santa Clara Electrical Trust’s Training Director (dedicated administrator) will oversee the project. Eight full-time staff including Apprentice Coordinator, Instructor, Office Manager, and two Administrative Assistants will assist with the marketing, recruitment, needs assessments, and scheduling of training. Training will be delivered by 26 part-time subject-matter experts. Santa Clara Electrical Trust also hired a third-party subcontractor- Strategy Workplace Communications (Strategy) to assist with ETP administration. Rosters will be used to meet ETP’s recordkeeping requirements and track hours.

Marketing and Support Costs

Through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and the website, class information will be disseminated throughout the year to all Apprentices and Journey-Level Electricians within the jurisdiction as well as to the electrical contractors who employ them. Application announcements for the Apprentice program are disseminated to local, state, and federal agencies as well as to local high schools, community colleges, and community-based organizations. Santa Clara Electrical Trust is requesting 8% in support costs for both Job Numbers 1 and 2.

Tuition Reimbursement

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

ACTIVE PROJECTS

The following table summarizes Contractor’s performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET24-0959	\$499,510	10/2/23 – 10/1/25	541	0	\$499,510 (100%)
**ET23-0937	\$499,746	10/3/22 – 10/2/24	537	0	\$499,746 (100%)

*ET24-0959: Based on ETP’s Cal-E-Force (CEF) system, 28,802 reimbursable hours have been tracked for potential earnings of \$499,510 (100% of approved amount). Based on total hours trained, Contractor expects to earn 100% of the award amount.

**ET23-0937: Based on the CEF system, 28,558.50 reimbursable hours have been tracked for potential earnings of \$499,746 (100% of approved amount). Based on total hours trained, Contractor expects to earn 100% of the award amount.

PRIOR PROJECTS

The following table summarizes Contractor’s performance by Santa Clara Electrical Trust under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0937 (Expansion)	San Jose	11/22/21 – 11/21/23	\$596,003	\$596,003 (100%)
ET21-0943	San Jose	10/5/20 – 10/4/22	\$378,545	\$378,545 (100%)
ET20-0930	San Jose	10/7/19 – 10/6/21	\$746,701	\$746,701 (100%)
ET19-0929	San Jose	11/5/18 – 2/2/21	\$949,589	\$949,589 (100%)
ET18-0912	San Jose	10/2/17 – 10/1/19	\$501,200	\$501,200 (100%)

DEVELOPMENT SERVICES

Santa Clara Electrical Trust retained Strategy in Alameda to assist with development at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Apprentice

2nd Year

- AC Theory, Level I
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections
- Blueprints, Level I
- Codeology, Level I
- Electrical Safety-Related Work Practices, Level I
- Orientation, Level II
- Test Instruments, Level I
- Transformers, Level I

3rd Year

- AC Theory
- Blueprints
- Cad-Welding
- Code and Practices
- Construction Organizing Membership Educational Training (COMET)
- Conduit Bending: Rigid & Electrical Metal Tube Conduit (EMT), Chicago, & 555
- Electrical Safety-Related Work Practices
- Fire Alarm Systems
- Ground Testing
- Grounding & Bonding
- Lighting Control Panels
- Motor Controls: Relays & Start / Stop
- Transformers
- Transformer Wiring

4th Year

- Blueprints & Layout Yard
- Code Calculations
- Code Prep
- Grounding & Bonding
- Lighting Essentials
- Lightning Protection
- Motors
- Motor Control
- Motor Control Labs
- Motor Controls: Mag Starter & 3-Wire Control
- Programmable Logic Controllers (PLCs)

- Variable Frequency Drives (VFDs)

5th Year

- Code and Practices
- Code Calculations
- Motor Control
- Orientation
- Rigging
- Torque
- Photovoltaic (PV)/Solar Installer
- California Advanced Lighting Controls Training Program (CALCTP)
- Electric Vehicle Infrastructure Training Program (EVITP)
- Foreman Training: Managing the Work Including National Electric Contractors Association / International Brotherhood of Electrical Workers (NECA / IBEW) Presentations

All Years

- Cable Splicing
- Fall Prevention
- Green Training
- HVAC Controls
- Materials & Equipment
- Proper Equipment Set-Up
- Testing Materials & Equipment
- Understanding Changes to Industry Standards
- Understanding New Technologies
- National Fire Protection Association (NFPA), 1972
- NFPA 70B
- NFPA 70E

Commercial Skills

Journeyworker

Codeology

- Arc Flash
- National Electrical Code
- Other Recognized Standards (Installation Changes)
- Plan, Build, & Use
- Related Standards (Mandatory and Permissive Rules)
- Special Occupancies & Equipment

Analog/Digital (AC/DC) Principles

- Generators
- Inductance / Reactance
- Math for Electricians
- Ohm's Law
- Series/Parallel Circuits

Grounding

- Green Training

- Grounding & Bonding
- Materials & Equipment
- National Electrical Code Article 90-Introduction
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article Chapters 1–4
- Proper Equipment Set-Up
- Significant Changes to National Electric Code
- Testing Materials & Equipment
- Understanding Changes to Industry Standards
- Understanding New Technologies

Fire Alarm Systems and Installations

- Definitions & Systems
- Initiating Devices & Notification Systems
- National Electrical Code & Installation Requirements
- Start Up & Check Out Procedures
- NFPA 72
- NFPA 70B
- NFPA 70E

Fire Life Safety

- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- Principles of Electronics

Industrial Motor Control

- Control Relays and Timers
- Jogging & Plugging Controls
- Manual Starters & Magnetic Coils
- Push Buttons, Selector Switches, & Mechanical Devices
- Solid State Electronic Devices
- VFDs

Programmable Logic Controllers

- Developing Ladder Programming
- Introduction to Programmable Equipment
- Programming PLCs
- Using Timers & Counters in Logic Programs
- Writing a Program

Electrical Design

- 3 and 4-Way Switching
- Design of Electrical Circuits
- LonWorks and Building Automation
- Magnetic Motor Control & the Code
- Transformers & the Code

Voice, Data, and Video

- Audio Distribution
- CCTV Security Surveillance
- Computer Networking
- Fiber Optics
- Telephonic Interconnect

Industry Specific Skills

- Advanced Instrumentation & Motor Controls
- Advanced Welding
- Architecture Designs & Advanced Plan Reading
- Blueprints & Schematics
- Building Automation Systems
- Cable Splicing
- Conduit Bending
- Fall Prevention
- EVITP
- Firestop Installation
- HVAC Controls
- Management & Monitoring of Materials
- PV
- PLCs
- Proper Installation & Use of Testing & Auditing, Rigging, and Lifting
- Safe Working Practices
- Solar Panel Installation
- Solar Photovoltaics
- Specialized Tools
- Workflow and Resources

CALCTP

- CALCTP Acceptance Testing Advanced Lighting Control Systems
- Dimming Controls
- Lighting Control Strategies
- Line Voltage Switching Controls
- Low Voltage Switching Control
- Occupancy Sensors
- Photosensors

Computer Skills**Journeyworker**

- Auto Computer-Aided Design (AutoCAD)
- BlueBeam Software
- Computer Systems/Hardware Basics
- Internet, Networks, and Webservices
- Job Tracking System
- Microsoft Office Tools: Excel, Word, & PowerPoint (Intermediate/Advanced)
- Scheduling & Planning Jobs

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

- OSHA 10
- OSHA 30



Training Proposal for:

Ventura County Electrical Joint Apprenticeship and Training Trust Fund

Contract Number: ET25-0945

Panel Meeting of: September 27, 2024

ETP Regional Office: North Hollywood

Analyst: M. Reeves

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Electrical Workers (IBEW) Local 952		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$136,458		\$9,444 8%		\$145,902

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Business Skills, Commercial Skills, OSHA 10/30	55	8-210	0	\$2,470	\$30.75
				Weighted Avg: 105			
2	Retrainee Journeyworker Priority Rate	Business Skills, Commercial Skills, OSHA 10/30	14	8-200	0	\$718	\$49.59
				Weighted Avg: 24			

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

Minimum Wage by County:
Job Number(s) 1 and 2 (SET/Priority Industry wage modification): \$30.75 per hour.

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

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

Up to \$5.95 per hour may be used to meet the Post-Retention Wage for Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Electrician/Inside Wireman	\$24.80 - \$42.15	55
Job Number 2		
Journeyworker – Electrician/Inside Wireman	\$49.59 - \$60.80	14

INTRODUCTION

Founded in 1977, Ventura County Electrical Joint Apprenticeship and Training Trust Fund (VCE-JATT), (www.vciatc.org) is a nonprofit training organization located in Oxnard dedicated to providing up-to-date industry skills training and securing high-quality job opportunities for its members. VCE-JATT is governed by a Board of Trustees comprised of four labor and four management representatives. It is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 952 and the National Electrical Contractors Association. VCE-JATT has over 100 participating employers that contribute funds to the Apprenticeship program. Training is provided at VCE-JATT's training facility in Oxnard, an 11,000 square foot building with four state of the art classrooms and modern training equipment.

VCE-JATT trains Inside Wiremen who install the power, lighting, controls, and other electrical equipment in commercial and industrial buildings. All trainees are members of IBEW Local 952, which currently represents over 500 electricians in Ventura County. This will be VCE-JATT's seventh ETP Contract in the last five years.

Veterans & Special Trainee Populations

VCE-JATT is committed to supporting job-related training that helps Veterans transition into the California workforce. Veterans in an Apprenticeship are eligible to receive Montgomery GI Bill benefits, such as Monthly Housing Allowance. Veteran trainees receive these benefits directly during their training.

VCE-JATT works with regional Workforce Investment Boards, Community Based Organizations, and Building Trades Councils to ensure a diverse workforce that promotes the inclusion of women, minorities, non-binary, and underserved individuals into the Apprenticeship program.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Ventura County Office of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Inside Wiremen install and maintain the various types of electrical systems found in commercial and industrial facilities, electric vehicle stations, and transit systems. Equipment may include lighting and receptacles, motors, heating equipment, or systems that control the operation of a facility's energy usage. The proposed training program helps unionized employers maintain a pool of well-trained Apprentices and Journeyworkers.

VCE-JATT has developed a customized training curriculum to address the emerging training needs of its members and industry employers. Participating employers and union representatives have identified the following needs for training:

- Increasing demand for higher quality standards and workmanship
- Increased out-of-state and non-union competition
- Strict energy efficiency regulations and electrical codes
- Increasing complexity of construction projects
- Ongoing need to lower costs and reduce waste

The Electricians participating in VCE-JATT's program will be working on the following local ongoing construction projects: City of Oxnard Water Treatment Facility; Amgen Tenant Improvement Projects; Low Income Housing Project in Oxnard; Port Hueneme Electrification Upgrades and various school projects in the City of Ventura.

Training Plan

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

Business Skills: Training will be offered to all occupations. Training will focus on Project Estimating, Completing Work Reports, Project Planning and Scheduling, and Team Building Skills.

Commercial Skills: Training will be offered to all occupations. Areas of emphasis include Building Automation Systems, Wiring Methods and Materials, AC/DC Theory, Torque Fundamentals, Grounding and Bonding, Transformers, and Electrical Test Instruments.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours for Job Number 1.

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

VCE-JATT's Training Director will oversee project administration. Six administrative team members will coordinate the scheduling of training, recruitment, and need assessments. In-house trainers are industry experienced former or current members of the trade. VCE-JATT has also retained an administrative subcontractor to assist with ETP program administration.

Marketing and Support Costs

VCE-JATT markets its program through informational flyers, trade shows, personal contacts, telephone calls, public service announcements, emails, and websites. Program information is disseminated throughout the year. Application announcements for pre-apprenticeship and apprenticeship programs are sent to local, state, and federal entities including local high schools, community colleges, military bases, state and federal prisons, and community-based organizations.

VCE-JATT requests 8% support costs for Job Numbers 1 and 2 to fund recruitment and assessment of additional participants.

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 VCE-JATT's performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0900	\$139,280	10/02/23 – 10/01/25	95	0	*\$72,784 (52%)
ET23-0909	\$78,880	10/03/22 – 10/02/24	64	0	\$78,880 (100%)

*ET24-0900: Based on ETP systems, 4,211 reimbursable hours have been tracked for potential earnings of \$72,784 (52% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers. Additional trainee enrollments and hours are pending submission for this contract until the trainees are closed out in the ET23-0909 contract.

PRIOR PROJECTS

The following table summarizes VCE-JATT's performance under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET22-0917	Oxnard	11/22/21 – 11/21/23	\$233,225	\$232,007 (99%)
ET21-0928	Oxnard	09/01/20 – 08/31/22	\$128,410	\$128,410 (100%)
ET20-0908	Oxnard	09/03/19 – 09/02/21	\$252,800	\$252,800 (100%)
ET19-0912	Oxnard	07/30/18 – 07/29/20	\$325,330	\$324,802 (99%)

DEVELOPMENT SERVICES

Strategy Workplace Communications in Alameda assisted with development at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

Apprentice/Journeyworker

- AutoCAD
- Completing Work Reports
- Project Estimating
- Project Planning and Scheduling
- Team Building Skills

Commercial Skills

Journeyworker

- AC Theory
- Automated Demand Response
- Blueprint Reading and Specifications
- Building Automation Systems
- California Advanced Lighting Controls Program (CALCTP)
- Conduit Bending and Raceway Installations
- Cyber-Security Systems
- DC Theory
- Electric Vehicle Infrastructure Training Program (EVITP)
- Electrical Project Supervision
- Electrical Test Instruments
- Energy Storage and Microgrid Training (ESAMTAC)
- Fiber Optics
- Fire Alarm Systems
- Forklift and Aerial Lift Safety
- Grounding and Bonding
- Hand Tools and Power Tools
- Hazardous Locations
- Lockout-Tagout Methods
- Low Voltage Structured Wiring Systems
- Mathematics for Electrical Workers
- Motors and Motor Control Systems
- National Electrical Code Calculations
- National Electrical Codeology
- Orientation to Organization and Structures
- Overcurrent Protection
- Photovoltaic Systems
- Process Instrumentation
- Programmable Logic Controllers (PLC's)
- Rigging and Lifting Fundamentals
- Security Systems
- Torque Fundamentals
- Transformers

- Wiring Methods and Materials

Commercial Skills

Apprentice

- AC Theory
- Automated Demand Response
- Blueprint Reading and Specifications
- Building Automation Systems
- California Advanced Lighting Controls Program (CALCTP)
- Conduit Bending and Raceway Installations
- Cyber-Security Systems
- DC Theory
- Electric Vehicle Infrastructure Training Program (EVITP)
- Electrical Project Supervision
- Electrical Test Instruments
- Energy Storage and Microgrid Training (ESAMTAC)
- Fiber Optics
- Fire Alarm Systems
- Forklift and Aerial Lift Safety
- Grounding and Bonding
- Hand Tools and Power Tools
- Lockout-Tagout Methods
- Low Voltage Structured Wiring Systems
- Mathematics for Electrical Workers
- Motors and Motor Control Systems
- National Electrical Code Calculations
- National Electrical Codeology
- Orientation to Organization and Structures
- Overcurrent Protection
- Photovoltaic Systems
- Process Instrumentation
- Programmable Logic Controllers (PLC's)
- Rigging and Lifting Fundamentals
- Security Systems
- Torque Fundamentals
- Transformers
- Wiring Methods and Materials

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

Laborers Health and Welfare Trust Fund for Northern California

Contract Number: ET25-0909

Panel Meeting of: September 27, 2024

ETP Regional Office: PPU-Central Office

Analyst: M. Meister

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Laborers International Union Locals 67, 73, 166, 185, 261, 270, 294, 304, 324, and 1130		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,040		\$25,250 8%		\$390,290

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills OSHA 10/30	284	8-210	0	\$1,176	\$30.75
				Weighted Avg: 50			
2	Retrainee Priority Rate Journeyworker	Business Skills, Commercial Skills OSHA 10/30	47	8-200	0	\$1,198	\$34.29
				Weighted Avg: 40			

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

Minimum Wage by County: Job Number(s) 1 and 2 SET/Priority Industry wage modification: \$30.75 per hour.

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

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

Up to \$6.37 per hour may be used to meet the Post-Retention Wage for Job Number 1. Additionally, \$2.50 per hour may be used to meet the post-retention wage for Job Number 2. These amounts have been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice – Construction Craft Laborer, Brick Tender Laborer, Parking and Highway Improvement Laborer, Plaster Tender Laborer	\$24.38 - \$25.00	71
	\$25.01 - \$33.75	213
Job Number 2		
Journeyworker - Construction Craft Laborer, Brick Tender Laborer, Parking and Highway Improvement Laborer, Plaster Tender Laborer Journeyworker	\$34.29 - \$38.02	47

INTRODUCTION

In 1995, the Northern California District Council of Laborers and the Associated General Contractors of California created the Laborers Health and Welfare Trust Fund for Northern California (NorCal Laborers) (www.norcaltc.org) and the Laborers’ Joint Apprenticeship Training Center (JATC). NorCal Laborers serves nine Northern California Laborers Union Locals (67, 73, 185, 261, 270, 294, 304, 324 and 1130), representing 29,000 Journeyworkers and 4,794 Apprentices across 46 counties in California. The JATC has approximately 1,700 signatory employers. ETP training is center-based, and all in-person training will be conducted at the San

Ramon Training Center or other designated training facilities throughout the Central Valley, Northern California, and the San Francisco Bay Area.

This will be NorCal Laborers' sixth ETP Contract in the last five years. NorCal Laborers is committed to helping Californians with little to no construction experience get their foot in the door and into a meaningful career in the building trades. To accommodate this, NorCal Laborers has provided several options to accommodate Apprentices of all walks of life while also making classes more accessible. These accommodations include: bilingual trainers and staff, Spanish-speaking (only) courses, weekend courses, flexibility in class scheduling and work history being taken into account when determining class placement.

Veterans & Special Trainee Populations

The JATC is committed to supporting job-related training that helps Veterans transition into the California workforce. NorCal Laborers recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Further, the JATC is currently part of the Division of Apprenticeship Standards (DAS) ERiCA program to increase outreach to partners so that the program enrolls more women, non-binary, and members from underserved communities. In addition, the program works with local schools, Workforce Development Boards, and community organizations.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is two years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case State Center Community District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

The request for funding is driven by the need to upgrade the skills of Laborers to adapt to changes in the construction industry. Local projects and their hiring demands help to shape the center's curriculum. The Training Center provides well-skilled workers to its participating employers by delivering a customized curriculum that allows trainees to utilize the learning immediately on the job. Without the training proposed in this application, NorCal Laborers would not be able to help its employers meet the quickly changing needs of the highly competitive construction industry. The program will train to meet the needs of local employers, thus improving job security and reducing periods of unemployment.

NorCal Laborers reports that the following projects are driving employer demand under this proposal: Office of Economic Workforce Development – San Francisco, Fresno Equal Opportunities Commission, Marin City Community Development Corporation, Central Valley Training Center, Future Build, Youth Build San Joaquin, Merced College, Santa Clara County Office of Education, Salvation Army Sacramento, and Solano County Sheriff's Office.

Training Plan

The following training plan will be conducted in English or Spanish via Class/Lab and E-Learning delivery methods:

Business Skills: Training will be provided to Journeyworkers and include topics such as Advanced Time Management, Conflict Resolution, and Creating Project Bids and Decision Making Skills. Trainees will gain the skills to plan, organize, and manage construction projects resulting in more efficient and on-time work.

Commercial Skills: Training will be provided to all occupations. Journeyworkers will receive training in Aerial Boom Lift, Arc Welding, Hoisting and Rigging, and Scaffold User. Apprentices and Veteran Apprentices will receive training in Environmental Hazards of Highway Work, Hand and Power Tools, and Landscape.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

First-Year Apprentices

NorCal Laborers would like to request an exception to permit the first-year Apprentices to participate as permitted under existing ETP Apprenticeship Training program's guidelines for a two-year program. Under these guidelines, an exception may be made for trainees who have advanced to Year 1, Period 2 when the apprenticeship program is less than or equal to 24 months.

Laborers Apprenticeship Program is unique from other trades as it does not separate apprentices into different levels depending on their year. Instead, trainees are allowed to select from different sets of courses that correspond to their skill level and previous work experience. For instance, a trainee can be a first year in course work, but could be a second year in work status; or, a trainee can be a second year in course work, but a first year in work status. NorCal Laborers gives credits for work or course experience. Hence, the distinction between first and second-year apprentices is unclear making eligibility for the ETP program difficult to determine. This request has been approved by Panel in previous ETP Contracts

Commitment to Training

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

➤ Training Infrastructure

NorCal Laborers’ Director of Apprenticeship (dedicated administrator) will oversee ETP training with eight full-time and two part-time staff assisting in administration including marketing, recruitment, needs assessments, and training scheduling. Training is provided by Laborers Training and Re-Training Trust of Northern California. Additionally, NorCal Laborers has retained a third-party administrator to assist with ETP administration.

Marketing and Support Costs

NorCal Laborers requests 8% in support costs for Job Numbers 1 and 2 to fund recruitment and conduct ongoing assessments of employer-specific job requirements. NorCal Laborers and the 11 union locals publicize training through their websites, newsletters, direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements, and e-mail announcements. It will promote this training at labor-management meetings and industry assemblies, site visits to local schools, trade shows, industry meetings, and vocational outreach organizations.

Tuition Reimbursement

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

ACTIVE PROJECTS

The following table summarizes Contractor’s performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0933	\$499,950	10/02/2023 – 10/01/2025	949	0	\$411,081 (82%)
ET23-0919	\$499,930	10/03/2022 – 10/02/2024	533	0	\$499,930 (100%)

*ET24-0933 - Based on the ETP Cal-E-Force System, 21.891 reimbursable hours have been tracked for potential earnings of \$411,081 (82% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0948	Northern California	01/31/22 – 1/30/24	\$595,162	\$510,304 (86%)
ET21-0944	Northern California	10/5/2021- 10/4/2022	\$377,710	\$377,710 (100%)
ET20-0939	Northern California	10/7/2019- 10/6/2021	\$746,160	\$628,850 (84%)

DEVELOPMENT SERVICES

Strategy Workplace Communications in Oakland assisted with development at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications will 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

Journeyworker

- Advanced Time Management
- Conflict Resolution
- Creating Master Plan for Future Improvements
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

Commercial Skills

Apprentice

- Aerial Work Platform
- Air Tools
- Area and Volume, Calculating, and Estimating
- Asbestos Abatement Worker
- Asphalt Remove & Replace Builders Level Math
- Basic Construction Math
- Blueprint Reading
- Brick Tending
- Bulkheads, Batter Boards, Overhead Screed
- Compaction
- Concrete and Asphalt
- Concrete Placement and Finishing, Floors, Drives, and Walk Behind
- Power Trowel
- Construction Craft Laborers
- Environmental Hazards of Highway Work
- Environmental Passport
- Fall Protection
- Forklift Training and Forklift Certification
- Form Setting, Curb and Gutter, Alley Gutter, Pour in Place Walls
- Fractions and Decimals, Inches to Decimals
- Form Setting, Sidewalk, Driveway, Approach, Handicapped Ramp
- Fundamentals of Construction
- Grade Checking
- Hand and Power Tools
- Hazardous Waste Removal Initial

- Hazardous Waste Removal Recertification
- Hazardous Waste Worker
- Hoisting, Rigging, & Signaling
- Landscape
- Landscape 1: Planting and Maintenance
- Landscape 2: Construction Math & Irrigation Systems
- Landscape 3: Erosion Control, Grading, & Drainage
- Landscape 4: Retention Walls, Dividers, & Flatwork
- Lead Abatement Worker
- Material Handling, Storage, Use, and Disposal
- Mechanical Pipe
- Mini Excavator
- Oxy Torch Cutting Burning
- Pipe Laying
- Placement and Finishing, Panel, Patios, Drives, Decks, Tilt-Up
- Placement, Finishing Tools, Concrete Procedures, Control Joints
- Recognition and Hazard on the Jobsite
- Respiratory Awareness
- Scaffold Builder
- Scaffold User
- Skid Steer
- Skip Loader
- Solar Voltaic
- Squaring Principles, Triangulation
- Steward Training
- Sub-Grade Preparation, Line Setting, and Forming Techniques
- Survey, Station, Percentages
- Tilt-Up Construction
- Tools and Equipment: Pick and Pick Mattocks, Shovels, Digging, Bars, Jackhammer, Rivet Buster, Chipping Gun, and Clay Spades
- Torch Cutting and Burning
- Traffic Control and Flagging
- Trench Plates & Shoring
- Weatherization Technician and Installer
- Welding

Commercial Skills

Journeyworker

- Aerial Work Platform
- Air Tools
- Arc Welding
- Asbestos Removal Initial Class
- Asbestos Removal Recertification
- Basic Construction Math
- Blueprint Reading
- Forklift Orientation
- Fundamentals of Construction
- Hoisting Rigging & Signaling

- Jobsite Erosion Control
- Lead Abatement Initial Class
- Lead Abatement Recertification
- Mechanical Pipe
- Oxy Torch Cutting Burning
- Oxyfuel Cutting
- Permit Required Entry
- Photovoltaic
- Scaffold Builder
- Scaffold User
- Signal Person
- Skid Steer
- Weatherization Technician and Installer

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

Laborers Training and Re-Training Trust For Southern California

Contract Number: ET25-0959

Panel Meeting of: September 27, 2024

ETP Regional Office: PPU-Central Office

Analyst: M. Meister

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Southern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No So Cal District Council of Laborers and Affiliated Laborers International Union of North America Locals 89, 220, 300, 585, 652, 783, 1309 and 1184		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,330		\$25,147 8%		\$390,477

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills, OSHA 10/30	449	8-210	0	\$823	\$22.84
				Weighted Avg: 35			
2	Retrainee Journeyworker Priority Rate	Commercial Skills, OSHA 10/30	50	8-200	0	\$419	\$42.23
				Weighted Avg: 14			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1 (Collective Bargaining Agreement): \$22.84 per hour
Job Number 2 (SET/Priority Industry): \$30.75 per hour

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

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

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Construction Craft Laborer, Cement Mason, Brick Tender, Landscape Irrigation Fitter	\$22.84 - \$25.00	49
	\$25.01 - \$42.50	400
Job Number 2		
Journeyworker – Construction Craft Laborer, Cement Mason, Brick Tender, Landscape Irrigation Fitter	\$42.23 - \$46.24	50

INTRODUCTION

Founded in 1970, the Laborer's Training and Re-Training Trust Fund of Southern California (Laborers School) (www.laborerstrainingschool.com) provides construction based training for employees of its members through classroom instruction and practical application. Today, Laborers School serves eight Southern California Locals (89, 220, 300, 585, 652, 783, 1184 and 1309) across 12 Southern California Counties. Laborers School operates 14 training sites and currently has over 3,000 apprentices. This proposal includes training for Construction Craft Laborers, Cement Masons, Brick Tenders and Landscape Irrigation Fitters. This will be the ninth ETP Contract within the last five years. The majority of the training will occur in 8 of the 12 Southern California locations.

Veterans & Special Trainee Populations

Laborers School is committed to supporting job-related training that helps veterans transition into the California workforce. Veterans in an apprenticeship are eligible to receive Montgomery GI Bill benefits, such as a Monthly Housing Allowance. These benefits are paid directly to the veteran trainees. Outside of the Veteran community, the Organization works with local schools, Workforce Development Boards, community organizations, and Building Trades Councils, to ensure a diverse workforce that promotes inclusion of women, minorities, non-binary, and underserved individuals into the union.

In addition, Laborers School is a part of the Division of Apprenticeship Standards' (DAS) ERiCA program to create new ways to outreach to new partners in order to enroll more women, non-binary, and members from underserved communities. Further, the ERiCA funding has enabled the Organization to provide up to \$10,000 in childcare to some 12 trainees to support participation of women and hard to serve community members in the apprentice program.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the Construction Craft Laborer program is 30 months, the Cement Mason program is 36 months, the Brick Tender program is 18 months and the Landscape & Irrigation Fitter program is 24 months. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Hacienda La Puente Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Participating employers and union representatives have identified the following reasons for training: Aging workforce retiring, out-of-state competition, the cost cutting measures, higher cost of materials, higher quality standards, energy efficiency standards, and increasing complexity of construction projects. In addition, the funding from the federal Infrastructure bill for the construction and rebuilding of the nation's infrastructures, require the Laborers School to continue to develop a pipeline of qualified construction workers. The program will train for the needs of local employers, improving job security and reducing periods of unemployment for unionized laborers living in Southern California.

Trainees will be employed while they are in classes and will learn both the hard and soft skills needed by employers. Some of the projects that the apprentices will work on in the coming months include: Bellefield Solar Project, Orange County Sanitation District Reclamation Plant, Burbank Airport Replacement Passenger Terminal, Brightline West High-Speed Rail in Rancho Cucamonga, and Pure Water Facility and Pump Station.

Training Plan

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

Commercial Skills: Training will be offered to Journeyworkers and Apprentices in the skills necessary to build and maintain commercial, industrial, and residential construction sites. Journeyworker training will include Pipeline Technologies, Environmental Hazards, Drilling Operations, Green Construction, Tunneling, and Weatherization. Apprentice training will include Air Tools, Blueprint Reading, Pipeline Technologies, Hand & Power Tools, and Hoisting & Rigging.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

First Year Apprentices

Laborers School is requesting an exception to permit the first-year Apprentices to participate as permitted under existing ETP Apprenticeship Training program’s guidelines for a two-year program. Under these guidelines, an exception may be made for trainees who have advanced to Year 1, Period 2 when the apprenticeship program is less than or equal to 24 months. This exemption is requested for the Brick Tenderers, which is an 18 month program and Landscape and Irrigation Fitters which is 24 month program.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. Employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Executive Director will oversee the project. Approximately 50 employees from the Laborers School’s administrative team and staff members from the eight Locals will provide assistance with marketing, recruitment, needs assessments, and the scheduling of training. The Laborers School has trainers who are former or current Laborers and experts in the subject matter they teach. Strategy Workplace Communications has also been retained to provide contract administration services.

Marketing and Support Costs

The Laborers School and the various local unions publicize the availability of training and the program through direct mailings, brochures/flyers. In addition, Application announcements for the

apprentice program will be sent to local, state, and federal agencies as well as to local high schools, community colleges and community-based organizations. Marketing also takes place at labor-management meetings, industry assemblies, trade shows, and vocational outreach organizations. Feedback on the training program comes directly from the employers and union representatives based on workplace performance, requests of customers, and course evaluations completed by participants.

The Laborers School is requesting 8% support costs to fund additional recruitment and qualifying of participating employers for this program, and to conduct ongoing assessments of employer-specific job requirements.

Tuition Reimbursement

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

Learning Management System

Staff has reviewed and approved the Laborers School LMS for this contract.

Active Projects – Alternative Funding

Currently, the Laborers School has a Literacy Skills project ET24-0113. Currently, 21 trainees are enrolled and potential earnings are projected at \$22,248.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0901	\$160,118	10/02/2023 – 10/01/2025	1,657	0	\$160,118 (32%)*
ET23-0908	\$499,720	10/03/2022 – 10/02/2024	445	0	\$499,720 (100%)**

*ET24-0901: Based on ETP Systems, 9,254 reimbursable hours have been uploaded for potential earnings of \$160,118 (32% of approved amount). Based on scheduled training contractor expects to earn 100% of approved amount.

**ET23-0908: Based on ETP Systems, 31,992 reimbursable hours have been uploaded for potential earnings of \$499,720 (100% of approved amount).

PRIOR PROJECTS

The following table summarizes Contractor's performance under ETP Contracts completed within the last five years.

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0923	Multiple Locations	10/04/21 – 10/03/23	\$596,418	\$ 596,418 (100%)

ET21-0927	Multiple Location	09/14/20 – 09/13/22	\$378,860	\$378,860 (100%)
ET21-0917	Multiple Locations	08/14/20 – 08/13/22	\$378,860	\$323,781 (86%)
ET20-0904	Multiple Locations	07/01/19 – 06/30/21	\$749,706	\$748,782 (99%)
ET19-0903	Multiple Locations	07/01/18 – 06/30/20	\$938,666	\$938,666 (100%)

DEVELOPMENT SERVICES

Strategy Workplace Communications in Alameda assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Journeyworkers

- Above Ground Drilling
- Aerial Boom Lift
- Air Tools
- Air Tools Awareness
- Anthrax Remediation
- Asbestos Abatement
- Asbestos Awareness
- Asbestos Worker Refresher - 8 HRS (English & Spanish)
- Asbestos Worker Supervisor Refresher - 8 HRS (English & Spanish)
- Asbestos Worker Supervisor - 40 HRS (English & Spanish)
- Asbestos Worker - 40 HRS (English & Spanish)
- Asphalt R & R
- Basic Blue Print Reading
- Basic Clay Pipe Awareness
- Basic Weatherization
- Blue Print Reading
- Brick Tending
- Bricktender Duties
- Bricktender Forklift
 - Bricktender Scaffold Erecting & Dismantling
- California Class A Prep
 - Class A License
 - Class A License Preparation
 - Concrete Cutting & Coring
- Concrete Placements & Finishing Tech 1
- Concrete Placements & Finishing Tech 2
- Concrete Removal & Replacement
- Concrete Repair
- Concrete Sawing
- Concrete: Coring and Drilling, Cutting, Placement, Removal & Replacement & Sawing
- Concrete-Intro to Epoxy and Epoxy Injection
- Construction Math
- Decorative Concrete
- Disaster Site Worker
- Drilling Operations
- Environmental Hazards
- Environmental Hazards of Highway Work
- Fall Protection
- Fence Installation and Repair
- Foreman Training
- Fork Lift

- Forklift-Rough Terrain
- Formsetting Techniques (Concrete)
- General Construction
- Green Construction
- Green Construction Awareness
- Hazard Communication
- Hazardous Waste Worker - 40 HRS (English & Spanish)
- Hazardous Waste Worker - 80 HRS (English & Spanish)
- Hazardous Waste Worker Refresher (English & Spanish)
- Hoisting & Rigging-Advanced Math
- Hoisting and Rigging
- Infection Control Risk Awareness
- Infection Control Risk Assessment
- Introduction to Epoxy-Concrete
- Introduction to Mechanically Stabilized Earth Wall
- Jobsite Erosion Control
- Landscape 1
- Landscape 2
- Landscape 3
- Landscape 4
- Landscape Laborer
- Laser, Transit and Building Level
- Lead Abatement and Awareness
- Lead Awareness
- Lead Worker Refresher CEW (English & Spanish)
- Lead Worker Supervisor (English & Spanish)
- Lead Worker - 24 HRS (English & Spanish)
- Machine Operations and Concrete Sawing
- Mini Excavator
- Mixing Mortar and Silica Awareness
- Nuclear Power Plant Worker
- Paver Installation
- Permit Required Confined Space Entry
- Pipe laying
- Pipeline Procedures
- Pipeline Procedures: Polyethylene Pipe Fusion
- Pipeline Technologies
- Process Safety Management
- Qualified Rigger & Signal Person
- Rail Worker
- Reducing Silica Exposure
- Residential Construction Landscaping
- Respiratory Awareness
- Rigging & Signaling Awareness (Formerly QRSP)
- Sandblasting
- Saw Cutting
- Scaffold Builder
- Scaffold User

- Signal Person
- Silica Awareness
- Skid Steer
- Skid Steer 1
- Skid Steer 2
- Skip Loader
- Superintendent Training
- SWPPP (Storm Water Pollution Prevention Plan) Awareness
- Tilt-Up
- Traffic Control & Flagging
- Traffic Control 2
- Traffic Control Technician
- Treated Wood Waste Awareness
- Trench Plate Protection
- Trencher
- Valley Fever Awareness
- Weatherization Technician and Installer

Apprentice

- Air Tools
- Asphalt Remove & Replace
- Blueprint Reading
- Brick Tending
- Construction Math
- Concrete
- Hand & Power Tools
- Hazardous Waste Worker
- Lead Abatement Worker
- Pipe Laying
- Steward Training
- Tilt-Up Construction
- Laborer: Landscape
- Landscape 1: Planting & Maintenance
- Landscape 2: Construction Math & Irrigation Systems
- Landscape 3: Erosion Control, Grading & Drainage
- Landscape 4: Retention Walls, Dividers & Flatwork
- Mini Excavator
- Skip Loader
- Utility Trailer

All Laborers

- Aerial Boom Lift (ABL)
- Air Tools Awareness
- Asbestos Abatement
- Asbestos Awareness
- Asbestos Worker Refresher - 8 HRS (English & Spanish)
- Asbestos Worker Supervisor Refresher - 8 HRS (English & Spanish)

- Asbestos Worker Supervisor - 40 HRS (English & Spanish)
- Asbestos Worker - 40 HRS (English & Spanish)
- Basic Blue Print Reading
- Basic Clay Pipe Awareness
- Basic Weatherization
- Blue Print Reading
- Bricktender Duties
- Bricktender Forklift
- Bricktender Scaffold Erecting & Dismantling
- Class A License
- Class A License Preparation
- Computer Literacy
- Concrete Cutting & Coring
- Concrete Placements & Finishing Tech 1
- Concrete Placements & Finishing Tech 2
- Concrete Removal & Replacement
- Concrete Repair
- Concrete Sawing
- Concrete-Intro to Epoxy and Epoxy Injection
- Construction Math
- Decorative Concrete
- Demolition and Deconstruction
- Disaster Site Worker
- Environmental Hazards
- Environmental Hazards of Highway Work
- Facility Systems and Maintenance
- Fall Protection
- Fence Installation and Repair
- Foreman Training
- Forklift
- Forklift-Rough Terrain
- Formsetting Techniques (Concrete)
- Fundamentals of Petroleum Refining
- General Construction
- Green Construction Awareness
- Hazardous Waste Worker
- Hazardous Waste Worker Refresher
- Hazardous Waste Worker Refresher (English & Spanish)
- Hazardous Waste Worker - 40 HRS (English & Spanish)
- Hazardous Waste Worker - 80 HRS (English & Spanish)
- Hoisting & Rigging
- Hoisting & Rigging-Advanced Math
- ICRA Awareness (Infection Control Risk Assessment)
- ICRA for Occupied Facilities (Infection Control Risk Assessment)
- ICRA-Infection Control Risk Assessment
- Indoor Air Pollution
- Introduction to Epoxy-Concrete
- Introduction to MSE Wall

- Landscape Laborer
- Laser Transit and Building Level
- Laser/Transit/Building Level Basics
- Lead Awareness
- Lead Worker Refresher CEW (English & Spanish)
- Lead Worker Supervisor (English & Spanish)
- Lead Worker - 24 HRS (English & Spanish)
- Machine Operations and Concrete Sawing
- Mixing Mortar and Silica Awareness
- MSE Wall Construction
- On Track Safety (New)
- Paver Installation
- Permit Required Confined Space Entry
- Pipeline Procedures
- Pipeline Technologies
- Process Safety Management
- Quality Rigger/Signal Person
- Rail Worker
- Reducing Silica Exposure
- Respiratory Awareness
- Respiratory Protection
- Rigging & Signaling Awareness (Formerly QRSP)
- Safety Attendant
- Safety Attendant Worker
- Sandblasting
- Saw Cutting
- Scaffold Builder
- Scaffold User
- Signal Person – Maintainer (New)
- Skid Steer
- Skid Steer 1
- Skid Steer 2
- Superintendent Training
- SWPPP (Storm Water Pollution Prevention Plan)
- Tilt-Up
- Traffic Control 2
- Traffic Control and Flagging
- Traffic Control Technician
- Treated Wood Waste Awareness
- Trench Plate Protection
- Trench Plates and Shoring
- Trencher
- Valley Fever Awareness
- Water Truck
- Work Area Prep

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
**Pavement Stripers and Highway Maintenance Apprenticeship
 and Training Trust for Southern California**

Contract Number: ET25-0939

Panel Meeting of: September 27, 2024

ETP Regional Office: San Diego

Analyst: K. Molloy

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, Santa Barbara, San Bernardino, San Luis Obispo, Ventura and San Diego	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No LiUNA Local 1184		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$120,120		\$8,281 8%		\$128,401

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills OSHA 10/30	91	8-210	0	\$1,411	\$34.98
				Weighted Avg: 60			

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

Minimum Wage by County:
 Job Number(s) Job Number 1 (SET/Priority Industry): \$30.75 per hour.

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

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

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

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice Parking & Highway Improvement Laborer	\$34.98-\$40.60	91

INTRODUCTION

Founded in 2002 and headquartered in Riverside, the Pavement Stripers and Highway Maintenance Apprenticeship and Training Trust for Southern California (SoCal Striping) (<https://socialstriping.com/>) specializes in training for the parking and highway industry. The Apprenticeship program provides training for four groups that each specialize in a particular skillset.

Group one specializes in protective coating, pavement sealing and repairs. Group two comprises of traffic surface abrasive blasting, pot tender, and the removal of stripes and pavement markings. Group three is for traffic delineating device applicators, sign installers, and operators for raised and recessed pavement markers. Group four is for traffic striping applicators, layout, alignment, measurement, and installation of striping, seal coating, and protective coating.

This training proposal will provide critical skills training in both application and technical skills for all apprentices and will create a pipeline of qualified inside labor workers for local construction projects throughout Southern California. This will be the SoCal Striping’s second ETP Contract.

Veterans & Special Trainee Populations

SoCal Striping works directly with Helmets to Hardhats, a national joint labor-management program to recruit and retain veterans into the program. The organization recognizes the critical skills developed in the military and the apprenticeship and building trades

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is two and a half years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case the Hacienda La Puente Adult Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Current and upcoming Southern California projects will need highly skilled parking and highway improvement laborers and this proposed training will help create a pipeline of educated and skilled workers that can work on these projects. Apprentices will learn to perform many types of work functions, including operating a variety of equipment used to install and apply items such as; thermoplastic and paint striping, stenciling, taping, and other delineating devices and machines. Working with raised pavements and markers, traffic signs, site and surface preparations, blueprint reading, equipment operation and maintenance, are just some of the critical skills Apprentices must master to successfully work in this trade. The equipment and technology used by parking and highway improvement laborers is continually evolving. Apprentices trained under this project will be skilled with the latest application techniques and machinery so they can competently complete the projects they are hired to execute.

Trainers are former or current members of the trade who bring first rate credentials and subject matter expertise so that Apprentices can learn from qualified individuals.

During this contract the trainees, will be working on projects such as the Santa Anita Park: Pedestrian and Mobility Improvements Phase 2; the City of Anaheim: Lincoln Ave. Widening Project; the Malibu High School Increment 2; the City of Garden Grove Dash: Traffic Signal Modification Project; and the LA Clipper Arena: Intuit Dome.

Training Plan

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

Commercial Skills: Training will focus on the development of critical skills all apprentices must master to complete their work in the field. Topics include Traffic Control, Crack Fill, and Advanced Layout Techniques.

Certified Safety Training

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

Commitment to Training

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

➤ Training Infrastructure

The training project will be administered and overseen by the Program Director. This person will be responsible for the scheduling of training and program deployment as well as the collection and administration of rosters, training hours, and uploading of training data into the ETP system. The Trust has also retained the services of an administrative subcontractor who will assist with the overall administration of this project.

Marketing and Support Costs

The Pavement Stripers and Highway Maintenance Apprenticeship and Training Trust for Southern California continues to conduct ongoing outreach to recruit more students into the program. The organization makes announcements to local high schools, community colleges, and other community based organizations to increase awareness of the program. They also send out fliers, bulletins, emails, and attend fairs and trade shows. The organization is requesting 8% support costs.

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) \$ (%)
ET24-0923	\$193,725	10/2/2023-10/1/2025	75	0	\$155,598 (80%)

*Based on ETP Systems, SoCal Striping reimbursable hours have been tracked for potential earnings of \$155,598 (80% of approved amount), and an earned amount of \$0 (0% of approved amount). SoCal Striping projects 100% performance based on hours delivered, and projected amount earned.

DEVELOPMENT SERVICES

Strategy Workplace Communications in Alameda will assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

- Advanced Layout Techniques
- Basic Layout Techniques
- Basic Plan Reading
- Commercial License Preparation, Autonomous Vehicles, Robotics & Drones
- Crack Fill
- Forklift Training
- Layout Techniques Advanced – Temporary Delineation
- Pavement Marking Technician Training
- Performance Protective Coating Applications – Loading/Materials
- Performance Protective Coating Applications – Mixer Operator
- Performance Protective Coating Applications – Squeegee Techniques
- Plan Reading Advanced – Maps and Streets
- Skid Steer Training
- Slurry Seal & Seal Coat Applications – Stockpile Duties
- Slurry Seal & Seal Coat Applications – Utility Protection & Solar Reflective
- Slurry Seal & Seal Coat Applications – Various Tools/Devices
- Slurry Seal & Seal Coat Tools, Equipment & Materials – Front End Loader/Seal Roller
- Slurry Seal & Seal Coat Tools, Equipment & Materials – Slurry Box & Pour in Place
- Slurry Seal & Seal Coat Tools, Equipment & Materials – Slurry Truck
- Striping and Removal Techniques
- Tools, Equipment & Materials
- Tools/Equipment/Materials – Truncated Domes & Small Engines
- Traffic Control Flagger
- Traffic Control Supervision
- Traffic Control Technician

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

OSHA 30



Training Proposal for:

**Finishing Trades Institute of District Council 36 Joint
Apprenticeship Training Trust Fund**

Contract Number: ET25-0942

Panel Meeting of: September 27, 2024

ETP Regional Office: North Hollywood

Analyst: D. Tran

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Santa Barbara, Orange, San Diego, Kern, San Bernardino, Imperial, Mono, Riverside, Ventura, Inyo, San Luis Obispo, Santa Barbara	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Union of Painters and Allied Trades District Council 36		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$364,340		\$25,210 8%		\$389,550

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Comm'l. Skills, OSHA 10/30	235	8-200	0	\$1,176	\$30.75
				Weighted Avg: 50			
2	Retrainee Priority Rate Journeyworker	Comm'l. Skills, OSHA 10/30	105	8-200	0	\$1,078	\$38.52
				Weighted Avg: 36			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry): \$30.75 per hour
Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: Yes No Maybe
 Up to \$0.65 may be used to meet the post retention wage for Job Number 1.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Painter and Drywaller	\$30.10 - \$38.67	235
Job Number 2		
Journeyworker - Painter and Drywaller	\$38.52 - \$38.52	105

INTRODUCTION

The Finishing Trade Institute of District Council 36 Joint Apprenticeship Training Trust Fund (FTI) (www.dc36apprenticeships.org/) is a non-profit institution established in 1908 to provide training for workers represented by local unions that make up the painters and allied trades district council 36, which represents over 11,000 members. Prior to 2013, FTI was known as the Southern California Painting and Drywall Industries Apprenticeship Training Trust Fund. The Institute provides training for Apprentices and Journeyworker Painters and Drywallers.

Employers are signatories to the trust and workers being trained are employed by painting contractors in District Council 36. Many of these employers are members of the Los Angeles Paint and Finishing Contractors Association and the Western Wall and Ceiling Contractors Association. This will be the FTI’s fifth ETP Contract within the last five years.

Veterans & Special Trainee Populations

FTI routinely and actively recruits veterans into the program. FTI works with various apprenticeship outreach programs within the community and organizations such as Helmets to Hardhats, a national joint labor-management program that recognizes the skills developed in military service and the building trades.

The JATTF also participates in on-going public outreach, job fair workshops, and Women in nontraditional Employment Roles. They also work with MC3 pre-apprenticeship program through the Los Angeles and Orange County Building Trade Council. Currently, the Institute has 56 women enrolled in the apprenticeship program and roughly 9% of first year starting apprentices are women.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case The Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

ETP funding will help FTI provide the highest quality training for apprentices. Contractors in the industry need apprentices with the skills to work on specialized commercial and industrial jobs. Some work requires certifications and all work must be performed by certified professionals at the highest levels of quality and efficiency. Journeyworkers need to constantly develop and improve their skills to keep up with industry standards. Apprentices receive in-depth training for foundational skills development as well as advanced techniques within the industry. Workers must be highly skilled so that union contractors can remain competitive, and win bids for projects.

Journeyworkers will receive training that directly addresses industry needs in areas such as lead paint removal and other toxic substances, use of dry abrasive or portable centrifugal blast and cleaning equipment, proper use of spraying systems, marine coatings, and advanced materials and systems. Apprentices will receive training on an Innovative virtual paint training system.

Training Plan

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

Commercial Skills: Training will focus on skills development and mastery for Apprentices and in-depth advanced training methods for Journeyworkers to keep up with the changing industry standards. Topics include Abrasives, Asbestos training, Coating materials and Drywall.

Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion

of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Commitment to Training

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

➤ Training Infrastructure

FTI’s Director of Training will oversee the implementation of the proposed training with two in-house staff members dedicated specifically to managing the ETP program, rosters, and data reporting. FTI has also retained a third party administrator to assist with the ETP administration. Training will be provided by in-house experts who have extensive practical and real world experience in the trade.

Marketing and Support Costs

FTI requests 8% support costs for continued outreach efforts, marketing and recruitment, and conducting needs assessments. FTI continues to conduct mailings, advertisement on websites, and conducts presentations to recruit additional participating employers. Training information is then sent through existing networks to reach all apprentices within the local jurisdiction of the contractors who employ them.

Tuition Reimbursement

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

Electronic Recordkeeping/LMS

ETP staff has reviewed and approved the use of a learning management system for recordkeeping. The system being used is the Apprentice Tracking System and it has been in place for over seven years.

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) (\$ %)
ET24-0908	\$499,653	10/02/23 – 10/01/25	457	0	\$75,212 (15%)
ET23-0952	\$494,479	10/31/22 – 10/30/24	289	0	\$494,479 (100%)

As of 08/29/24, JJATC has two active contracts, ET23-0952 which is projected to earn 100% of potential earnings. ET24-0908 uploaded 3,726 hours which equates to 15% of potential earnings.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0924	Statewide	10/26/20 – 10/25/22	\$428,130	\$428,130 (100%)
ET20-0901	Statewide	07/01/19 – 06/31/19	\$749,145	\$749,145 (100%)
ET18-0916	Statewide	11/01/17 – 10/31/19	\$949,595	\$949,595 (100%)

DEVELOPMENT SERVICES

Betat Advisories in Sacramento assisted with development of this proposal for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Betat Advisories and Los Angeles Unified School District in Los Angeles will perform administrative services for a fee not to exceed 13% earned. The fee will be split 6.5% to each administrative subcontractor.

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills**Apprentice Training**

- 24 hrs. Lead Worker English
- AAMP 8 Hr. Lead Worker
- Abrasive Blast
- Advance Techniques
- Advanced Special Finishes
- Asbestos 16hr O & M
- Automatic Tools
- Exterior Finishes
- Fall Protection Awareness
- Floor Coating
- Focus Four Hazard
- Foreman Training
- Forklift User
- Globally Harmonized System
- High Reach Forklift
- Industrial Abrasive Blast
- Industrial Coatings
- Industrial Foreman Training
- Industrial Spray Blast
- Industrial Spray Paint
- Intro to Drywall
- Intro to Industrial
- Make-Up Class - Paint, Abrasive Blast, Drywall
- Mobile Elevating Work Platforms
- Quality Control
- Renovation Repair & Painting for Lead Workers
- Respirator Training w/Medical
- Scaffold User
- Silica Awareness
- Special Coatings & Platforms
- Special Finishes
- Spray Paint
- SSPC - 8 Hour Lead Worker
- SSPC - C-3
- Surface Prep
- Swing Stage
- Toxics in Construction
- Wall Covering
- Abrasive Materials
- Airless Spray Equipment Operation Systems

- Application Methods of Protective Coatings
- Coating Application Specialist
- Compliance with Air, Soil, Water/Sediment and Dust Regulations
- Corrosion
- Drywall
- Efficiency Ratings
- Exterior Finishes
- Floor Coating
- Hoisting & Rigging
- Infumescent Coatings

Journeyworker Training

- 24 Hrs. Lead Worker
- 3 Day Lead Worker
- 7 Hour Leader Refresher
- AAMP 8Hr Lead Worker
- Asbestos 16hr O & M
- Asbestos Awareness
- Asbestos O & M Refresher
- Fall Protection Awareness
- Floor Coatings
- Focus Four Hazard
- Forklift User
- Globally Harmonized System
- High Reach Forklift
- Lead Awareness
- Mobile Elevating Work Platforms
- Renovation Repair & Painting for Lead Workers
- Scaffold User
- Silica Awareness
- SSPC - 8 Hour Lead Worker
- SSPC - C - 3
- SSPC C - 5
- Swing Stage
- Toxics in Construction
- Wall Covering
- Lead Paint Removal
- Lead Worker
- Making Adjustments
- Management of Solid and Hazardous Waste
- Nozzle Equipment Operations Hands - On Session
- Paint and Drywall Make up Class
- Proper Mixing Techniques
- Proper Spray Techniques
- Regulatory Overview
- Simulation Experience
- Spray Paint

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

**Finishing Trades Institute of Northern California and Nevada
Trust - Drywall Finishers/Floor Coverers FTI West**

Contract Number: ET25-0914

Panel Meeting of: September 27, 2024

ETP Regional Office: PPU-Central Office

Analyst: S. Chin

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Drywall /Floorcover - Local Union No. 3, 83, 272, 376, 487, 507, 741, 913, 1176, 12, 1237 and 294		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$364,936		\$25,201 8%		\$390,137

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills	319	8-200	0	\$1,223	\$30.75
				Weighted Avg: 52			

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

Minimum Wage by County: Job Number 1 (SET/Priority Industry): \$30.75 per hour.
Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: Yes No Maybe
 Up to \$6.74 per hour may be used to meet the Post-Retention Wage. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Drywall Finisher, Floorcovering Installer	\$24.01 - \$25.00	79
	\$25.01 - \$38.01	240

INTRODUCTION

Finishing Trades Institute of Northern California and Nevada Trust - Drywall Finishers/Floor Coverers FTI West (Finishing Trades) formerly District Council 16 Northern California Journeyman and Apprentice Training Trust Fund, was formed in June of 2006 between the Northern California Glass Management Association and District Council 16 of the International Union of Painters and Allied Trades AFL-CIO. The Organization is comprised of three formerly separate training trusts that have been merged into one in order to consolidate expenses and focus revenue on training and infrastructure.

Finishing Trades covers four “master” collective bargaining agreements representing six trades: Highway Stripers, Industrial Painters, Painter Decorators, Glaziers, Drywall Finishers and Floorcovering Installers. However, only the Drywall Finishers and Floorcovering Installers will be included in this proposal. This is the fourth time the Drywall program will hold its own ETP Contract; the program has participated in a previous ETP Contract with the District Council 16. This will be Finishing Trades’ eleventh ETP Contract in the last five years.

Veterans & Special Trainee Populations

The Finishing Trades recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Veterans who apply for an apprenticeship can skip the first stage (the written assessment) and go the second stage (the interview). In addition, they work with City

Build, regional Workforce Investment Boards, Elk Grove School District, Job Corp, Tradeswomen Inc., and Building Trades Councils to ensure a diverse workforce that promotes the inclusion of women, minorities, and underserved individuals into the union.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the Drywall program is four years and Floorcovering is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Pleasanton Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

There are currently more than 515 signatory employers to the trust and 322 Apprentices in the Drywall program employed and contributing to the fund. Finishing Trades is constantly improving its program to ensure training is up-to-date with industry needs, new technologies and materials. As such, training is required on self-leveling, heat welding and seaming. Trainees need to learn products and services for both commercial and residential homes, and businesses. Training will also cover blueprints, surfaces, walls, paint, carpet, laminate, installation and materials required for the job.

Participating employers and union representatives have identified the following additional reasons for training: a demand for floors that are made of more environmentally friendly materials, an increase of out-of-state competition, contractors needing to implement cost reduction measures, and customers with higher quality standards while still adhering to budget and schedule constraints.

Training provided will prepare the apprentices to work on both current and upcoming projects which include: Ustache Middle School modernization, Ceres High School, Marina High School, Stockton Navigation Center, South San Francisco Police HQ, Sacramento Airport, UC Davis Medical Tower, UC Davis Campus, Capital Annex California State Capital Building, Albany Affordable Housing, Morgan Hill Senior Housing and The Sequoia Hotel.

Training Plan

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

Commercial Skills: Training will be offered to all Apprentices and will include Drywall Finishes and Surface Prep, Special Finishes, Spray-Hand Finishes & Texture Paint, Floor Preparation, Heat Welding, and Cove Installation.

Commitment to Training

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

➤ Training Infrastructure

The Training Director will oversee the project and two staff members will assist with the administration, including scheduling training and collecting the rosters. Training will be documented as per ETP regulation and contractual requirements, using ETP approved rosters. Documentation will be signed by trainers who delivered training on the date, time, course topic, and to trainees identified on the roster, with the approved trainee to trainer ration. Additionally, specific individuals are responsible for coordinating training at each training location. Strategy Workplace Communications will assist with administrative services to ensure that all training records adhere to ETP requirements. Training at each location is done by former or current members of the trade that are subject matter experts.

Marketing and Support Costs

Finishing Trades requests 8% support costs to fund its staff in recruiting and qualifying additional participating employers and trainees for this program. The projected budget costs for personnel alone will exceed the ETP support cost funding and Finishing Trades will cover these additional expenses.

The Trust and the various local unions will publicize the availability of training through flyers, e-mail announcements, trade shows and advertisements. In addition, application announcements for the apprentice program will be sent to local, state, and federal agencies as well as to local high schools, community colleges and community-based organizations. JATC representatives will also give presentations at local high schools, community colleges, community-based organizations and community events.

Tuition Reimbursement

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

ACTIVE PROJECTS

The following table summarizes Contractor’s performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0926 (Glaziers)	\$154,717	10/2/23-10/1/25	331	0	\$126,648 (82%)

ET24-0925 (Drywall)	\$167,877	10/2/23-10/1/25	427	0	\$128,150 (76%)
ET24-0924 (Painters)	\$192,698	10/2/23-10/1/25	418	0	\$151,068 (78%)
ET23-0926 (All Occupations)	\$499,149	10/3/22 - 10/2/24	417	464	\$397,534 (80%)

ET24-0926: Based on ETP System, 7,402 reimbursable hours have been tracked for potential earnings of \$126,648 (82% of approved amount).

ET24-0925: Based on ETP System, 7,489 reimbursable hours have been tracked for potential earnings of \$128,150 (76% of approved amount).

ET24-0924: Based on ETP System, 8,829 reimbursable hours have been tracked for potential earnings of \$151,068 (78% of approved amount).

ET23-0926: Based on ETP System, 23,234 reimbursable hours have been tracked for potential earnings of \$397,534 (80% of approved amount). Once all invoices have been processed, the Contractor expects to earn 100% of the award amount.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0947 (Painters)	Statewide	1/31/22 - 1/30/24	\$199,134	\$199,134 (100%)
ET22-0951 (Drywall)	Statewide	1/31/22 - 1/30/24	\$199,134	\$199,134 (100%)
ET22-0944 (Glaziers)	Statewide	11/22/21 - 11/21/23	\$199,170	\$184,800 (93%)
ET21-0903 (Painters)	Statewide	7/27/20 - 7/26/22	\$295,542	\$276,276 (93%)
ET21-0911 (Drywall)	Statewide	8/3/20 - 8/2/22	\$297,366	\$228,235 (77%)
ET21-0912 (Glaziers)	Statewide	8/3/20 - 8/2/22	\$296,466	\$293,353 (99%)
ET19-0914 (All Occupations)	Statewide	7/30/18 - 7/29/20	\$1,755,776	\$1,753,409* (99%)

*See Reported Audits Section below

AUDITS

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

Contract No.	Final Audit Report Date	Approved Amount	Total Paid Invoices	Payment Earned \$ %	Unearned Cost
ET19-0914	7/29/24	\$1,755,776	\$1,755,776	\$1,753,409 (99%)	\$2,367

DEVELOPMENT SERVICES

Finishing Trades has retained Strategy Workplace Communications in Alameda to assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

Finishing Trades retained Strategy Workplace Communications in Alameda to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Drywall Finishers (Tapers)

- Advanced Applications, Level 1, 2, 3
- Advanced Materials Applications
- Blue Prints/Job Economics
- Commercial/Residential Spec Finish
- Commercial-Residential Applications
- Drywall Finishes and Surface Prep
- Drywall Finishes Old/New Walls
- Final Projects
- Levels of Finish
- Special Finishes
- Spray-Hand Finishes & Texture Paint

Floorcovering Installer

- Blue Prints and Plans
- Carpet (Basic)
- Carpet Sewing and Stair Work
- Cove Installation
- Exit Examination
- Floor Preparation
- Heat Welding
- Knifing Skills and Flat Pattern
- Laminate, Prefinished Hardwood and Specialty Tile
- Review Flat Pattern and Intro to Coving
- Scribe And Seams (Hard Surface)
- Specialty Projects or Finish Exit Examination
- Stair Treads and Vinyl Composition Tile at Angle
- Vinyl Composition Tile



Training Proposal for:

**Finishing Trades Institute of Northern California and Nevada
Trust - Glaziers FTI West**

Contract Number: ET25-0913

Panel Meeting of: September 27, 2024

ETP Regional Office: PPU-Central Office

Analyst: S. Chin

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Glaziers - Local Unions No. 169, 718, 767, 1621 and 294		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$364,980		\$25,280 8%		\$390,260

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills	395	8-200	0	\$988	\$30.75
				Weighted Avg: 42			

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

<p>Minimum Wage by County: Job Number 1 \$30.75 (SET/Priority Industry)</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 \$8.26 per hour may be used to meet the Post-Retention Wage. This amount has been verified in the collective bargaining agreement wage tables.</p>

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice – Glazier	\$22.49 - \$25.00	95
	\$25.01 - \$40.66	300

INTRODUCTION

The Finishing Trades Institute of Northern California and Nevada Trust - Glaziers FTI West (Glaziers FTI West), formerly District Council 16 Northern California Journeyman and Apprentice Training Trust Fund (www.dc16apprentice.org), was formed in June of 2006 between the Northern California Glass Management Association and the District Council 16 of the International Union of Painters and Allied Trades. The Organization is comprised of four formerly separate training trusts that have been merged into one in order to consolidate expenses and focus revenue on training and infrastructure. The proposed training is entirely center-based and takes place at the San Leandro and Sacramento training centers. Although Glaziers FTI West operates additional training centers in Nevada, training will not be provided at those locations.

Glaziers FTI West covers four “master” collective bargaining agreements representing six trades: Highway Stripers, Industrial Painters, Painter Decorators, Glaziers, Drywall Finishers and Floorcovering Installers. However, only the Glaziers will be included in this proposal for funding. This program has participated in a previous ETP Contract with the District Council 16; however, this is the fourth time the Glaziers program will hold its own ETP Contract. This is Finishing Trades’ 11th ETP Contract in the last 5 years.

Veterans & Special Trainee Populations

Glaziers FTI West recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in the military service and the building trades. The JATC also works with City Build, regional Workforce Investment Boards, Oakland Adult ED, MC3 programs, Elk Grove School District, Job Corp, Tradeswomen Inc., and Building Trades Councils to ensure a diverse workforce that promotes the inclusion of women, minorities, and underserved individuals into the union. The JATC is active in working to develop more Community Labor Agreements. These agreements ensure local hire and hire of women and hard-to-serve populations.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Pleasanton Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

There are currently over 515 signatory employers to the trust and 1,394 apprentices in the Glaziers program employed and contributing to the Fund. An estimated 30% of these signatory employers are projected to participate in this project, with approximately 70% being small businesses. Glaziers FTI West is constantly improving its program to ensure training is up to date with industry needs, new technologies and materials.

Participating employers and union representatives have identified the following additional reasons for training: an increase in out-of-state competition, contractors needing to implement cost reduction measures, and customers having higher quality standards but wanting projects to stay on budget and on time.

Training provided will prepare the apprentices to work on projects which include: Valley Vista ES MPR Project, Ustache Middle School modernization, Ceres High School, Marina High School, Stockton Navigation Center, UC Davis, UC Santa Cruz, South San Francisco Police HQ, Sacramento Airport, Capital Annex California State Capital Building, Albany Affordable Housing, Morgan Hill Senior Housing and The Sequoia Hotel.

Training Plan

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

Commercial Skills: This training will be offered to all Apprentices and will include Curtain Wall System, Fabrication & Layout Techniques, Hardware, Welding, and Shop Drawings, Caulking & Sealants.

Commitment to Training

Each of the signatory employers contributes to the education-training fund. Glaziers FTI West certifies that signatory employers will continue to pay into their respective trust funds for apprentice training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Training Director will oversee the project and two staff members will assist with the administration, including scheduling training and collecting the rosters. Training will be documented as per ETP regulation and contractual requirements, using ETP approved rosters. Documentation will be signed by trainers who delivered training on the date, time, course topic, and to trainees identified on the roster, with the approved trainee to trainer ratio. Additionally, specific individuals are responsible for coordinating training at each training location. Strategy Workplace Communications will assist with administrative services to ensure that all training records adhere to ETP requirements. Training at each location is done by former or current members of the trade that are subject matter experts.

Marketing and Support Costs

Glaziers FTI West requests 8% support costs to fund its staff in recruiting and qualifying additional participating employers and trainees for this program. The projected budget costs for personnel alone will exceed the ETP support cost funding, and Painters FTI West will cover these additional expenses.

Tuition Reimbursement

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

ACTIVE PROJECTS

The following table summarizes Contractor’s performances under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0926 (Glaziers)	\$154,717	10/2/23-10/1/25	323	0	\$126,648 (82%)

ET24-0925 (Drywall)	\$167,811	10/2/23-10/1/25	427	0	\$128,150 (76%)
ET24-0924 (Painters)	\$192,698	10/2/23-10/1/25	418	0	\$151,068 (78%)
ET23-0926 (All Occupations)	\$499,149	10/3/22 - 10/2/24	417	464	\$397,534 (80%)

ET24-0926: Based on ETP System, 7,402 reimbursable hours have been tracked for potential earnings of \$126,648 (82% of approved amount). ET24-0925: Based on ETP System, 7,489 reimbursable hours have been tracked for potential earnings of \$128,150 (76% of approved amount). ET24-0924: Based on ETP System, 8,829 reimbursable hours have been tracked for potential earnings of \$151,068 (78% of approved amount). ET23-0926: Based on ETP System, 23,234 reimbursable hours have been tracked for potential earnings of \$397,534 (80% of approved amount). Once all invoices have been processed, the Contractor expects to earn 100% of the award amount.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0947 (Painters)	Statewide	1/31/22 - 1/30/24	\$199,134	\$199,134 (100%)
ET22-0951 (Drywall)	Statewide	1/31/22 - 1/30/24	\$199,134	\$199,134 (100%)
ET22-0944 (Glaziers)	Statewide	11/22/21 - 11/21/23	\$199,134	\$184,800 (93%)
ET21-0903 (Painters)	Statewide	7/27/20 - 7/26/22	\$295,542	\$276,276 (93%)
ET21-0911 (Drywall)	Statewide	8/3/20 - 8/2/22	\$297,366	\$228,235 (77%)
ET21-0912 (Glaziers)	Statewide	8/3/20 - 8/2/22	\$296,466	\$293,353 (99%)
ET19-0914 (All Occupations)	Statewide	7/30/18 - 7/29/20	\$1,755,776	\$1,753,478* (99%)

*See Reported Audits Section below

AUDITS

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

Contract No.	Final Audit Report Date	Approved Amount	Total Paid Invoices	Payment Earned \$ %	Unearned Cost
ET19-0914	7/29/24	\$1,755,776	\$1,755,776	\$1,753,409 (99%)	\$2,367

DEVELOPMENT SERVICES

Strategy Workplace Communications in Alameda to assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills

- Hazardous Waste Protection & Removal
- Curtain Wall System
- Door Hardware
- Fabrication & Layout Techniques
- Floor Closer & Shower Doors
- Finals
- Hardware
- Intro Solar & Energy Efficient Systems
- Intro to Solar Install & PV Systems
- Mirrors & Shower Doors
- Putty Glazing & Scaffold
- Shop Drawings, Caulking & Sealants
- Storefront
- Transits & Levels
- Welding



Training Proposal for:

**Finishing Trades Institute of Northern California and Nevada
Trust - Painters FTI West**

Contract Number: ET25-0912

Panel Meeting of: September 27, 2024

ETP Regional Office: PPU-Central Office

Analyst: S. Chin

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Painters - Local Union No. 3, 83, 272, 376, 487, 507, 741, 913, 1176, 294		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$364,936		\$25,168 8%		\$390,104

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills	572	8-200	0	\$682	\$30.75
				Weighted Avg: 29			

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

<p>Minimum Wage by County: Job Number 1 (SET/Priority Industry): \$30.75 per hour</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 \$8.81 per hour may be used to meet the Post-Retention Wage. This amount has been verified in the collective bargaining agreement wage tables.</p>

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Painter	\$21.94 - \$25.00	142
	\$25.01 - \$34.74	430

INTRODUCTION

The Finishing Trades Institute of Northern California and & Nevada Trust - Painters FTI West (Painters FTI West) formerly District Council 16 Northern California Journeyman and Apprentice Training Trust Fund (www.dc16apprentice.org) was formed in June of 2006 between the Northern California Glass Management Association and the District Council 16 of the International Union of Painters and Allied Trades AFL-CIO. The Organization is comprised of three formerly separate training trusts that have been merged into one in order to consolidate expenses and focus revenue on training and infrastructure. The proposed training, entirely center-based, takes place at the two training centers located in San Leandro and Sacramento. Although Painters FTI West operates additional training centers in Nevada, training will not be provided at those locations.

Painters FTI West covers four “master” collective bargaining agreements representing six trades: Highway Stripers, Industrial Painters, Painter Decorators, Floorcovering Installers, Glaziers and Drywall Finishers. However, only the Painters will be included in this proposal for funding, including Residential, Commercial, Industrial and Building Painters. This program has participated in a previous ETP Contract with the District Council 16; however, this is the fourth time the Painters program will hold its own ETP Contract. This will be Finishing Trades’ eleventh ETP Contract in the last five years.

Veterans & Special Trainee Populations

Painters FTI West recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Veterans who apply for an apprenticeship can skip the first stage (the written assessment) and go the second stage (the interview). In addition, they work with CityBuild, regional Workforce Investment Boards, Oakland Adult ED, MC3 programs, Elk Grove School District, Job Corp, and Tradeswomen Inc., to ensure a diverse workforce that promotes the inclusion of women, minorities, and underserved individuals into the union.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Pleasanton Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

There are currently more than 515 signatory employers to the trust and 587 Apprentices in the Painters program employed and contributing to the fund. Painters FTI West is constantly improving its program to ensure training is up to date with industry needs, new technologies and materials, improving job security and reducing unemployment rate. In addition, the paint on homes, building, refineries and bridges must be repainted. Therefore, demand for painters is increasing. Additionally, due to the short lifespan of paint, Painters FTI West continues to implement training to meet this increased demand. This includes machine set up and operations to coat, paint or treat surfaces with rust and corrosion inhibiting materials.

Participating employers and union representatives have identified the following additional reasons for training: an increase in out-of-state competition, contractors needing to implement cost reduction measures, and customers with higher quality standards while still adhering to budget and schedule constraints.

The training will also focus on ensuring that paints, coatings, and treated surfaces can withstand elevated heat levels and various weather conditions. The training provided will prepare the apprentices to work on both current and upcoming projects, which include: Ustache Middle School modernization, Ceres High School, Marina High School, Stockton Navigation Center, UC Davis, UC Santa Cruz, South San Francisco Police HQ, Sacramento Airport, Capital Annex California State Capital Building, Albany Affordable Housing, Morgan Hill Senior Housing and The Sequoia Hotel.

Training Plan

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

Commercial Skills: Training will include Blasting Techniques, Advanced Spraying, Wood Types and Finishing, Specialty Applications, and Faux Finishes.

Commitment to Training

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

➤ Training Infrastructure

The Training Director will oversee the project and two staff members will assist with the administration, including scheduling training and collecting the rosters. Training will be documented as per ETP regulation and contractual requirements, using ETP approved rosters. Documentation will be signed by trainers who delivered training on the date, time, course topic, and to trainees identified on the roster, with the approved trainee to trainer ratio. Additionally, specific individuals are responsible for coordinating training at each training location. Strategy Workplace Communications will assist with administrative services to ensure that all training records adhere to ETP requirements. Training at each location is done by former or current members of the trade that are subject matter experts.

Marketing and Support Costs

Painters FTI West would like to receive 8% support costs to fund its staff in recruiting and qualifying additional participating employers and trainees for this program. The projected budget costs for personnel alone will exceed the ETP support cost funding and Painters FTI West will cover these additional expenses.

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0926 (Glaziers)	\$154,717	10/2/23-10/1/25	331	0	\$126,684 (82%)
ET24-0925 (Drywall)	\$167,877	10/2/23-10/1/25	427	0	\$128,150 (76%)

ET24-0924 (Painters)	\$192,698	10/2/23-10/1/25	418	0	\$151,068 (78%)
ET23-0926 (All Occupations)	\$499,149	10/3/22 - 10/2/24	417	464	\$397,534 (80%)

ET24-0926: Based on ETP System, 7,402 reimbursable hours have been tracked for potential earnings of \$126,648 (82% of approved amount).

ET24-0925: Based on ETP System, 7,489 reimbursable hours have been tracked for potential earnings of \$128,150 (76% of approved amount).

ET24-0924: Based on ETP System, 8,829 reimbursable hours have been tracked for potential earnings of \$151,068 (78% of approved amount).

ET23-0926: Based on ETP System, 23,234 reimbursable hours have been tracked for potential earnings of \$397,534 (80% of approved amount). Once all invoices have been processed, the Contractor expects to earn 100% of the award amount.

PRIOR PROJECTS

The following table summarizes Contractor’s performance by Painters FTI West under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0947 (Painters)	Statewide	1/31/22 - 1/30/24	\$199,134	\$199,134 (100%)
ET22-0951 (Drywall)	Statewide	1/31/22 - 1/30/24	\$199,134	\$199,134 (100%)
ET22-0944 (Glaziers)	Statewide	11/22/21 - 11/21/23	\$199,170	\$184,800 (93%)
ET21-0903 (Painters)	Statewide	7/27/20 - 7/26/22	\$295,542	\$276,276 (93%)
ET21-0911 (Drywall)	Statewide	8/3/20 - 8/2/22	\$297,366	\$228,235 (77%)
ET21-0912 (Glaziers)	Statewide	8/3/20 - 8/2/22	\$296,466	\$293,353 (99%)
ET19-0914 (All Occupations)	Statewide	7/30/18 - 7/29/20	\$1,755,776	\$1,753,478* (99%)

*See Reported Audits Section below

AUDITS

The following table summarizes Contractor’s audit reports under ETP Contracts that were completed within the last five years:

Contract No.	Final Audit Report Date	Approved Amount	Total Paid Invoices	Payment Earned \$ %	Unearned Cost
ET19-0914	7/29/24	\$1,755,776	\$1,755,776	\$1,753,409 (99%)	\$2,367

DEVELOPMENT SERVICES

Painters FTI West retained Strategy Workplace Communications in Alameda to assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

- 24-Hour Lead
- 24-Lead and 8-RRP (Renovation, Repair and Painting)
- Abrasives, CAS Intro
- Advanced Spraying/SSPC C12 (Steel Structures Painting Council)
- Blasting Techniques
- Coating Failure Analysis
- Coatings
- Color, Mix & Match
- Contractor Quality Management
- Faux Finishes
- Final Exam
- Industrial De-leading/SSPC C3 (Steel Structures Painting Council)
- Instruments and Testing Fundamentals
- Preparing for Blasting
- Specialty Applications
- Spray All/Safety and Technology
- Spray Applications
- Wallcovering, Estimating and Installing
- Wood Types & Finishing



Training Proposal for:

**Glaziers, Architectural Metal and Glass Workers
Local Union No. 636**

Contract Number: ET25-0941

Panel Meeting of: September 27, 2024

ETP Regional Office: North Hollywood

Analyst: D. Tran

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, Riverside, San Bernardino, Imperial, Kern, Mono, Inyo, San Diego, San Luis Obispo, Ventura, Santa Barbara	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Glaziers, Architectural Metal and Glass Workers Local Union No 636		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,100		\$25,221 8%		\$390,321

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills; OSHA 10/30	246	8-200	0	\$1,176	\$33.87
				Weighted Avg: 50			
2	Retrainee Priority Rate Journeyworker	Commercial Skills; OSHA 10/30	225	8-200	0	\$449	\$50.50
				Weighted Avg: 15			

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

Minimum Wage by County:
Job Number(s) 1 & 2: (SET/Priority Industry wage modification): \$30.75 per hour.
Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: Yes No Maybe
 Although health benefits are provided, they are not needed to meet the Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Glazier	\$33.87 - \$54.07	246
Job Number 2		
Journeyworker - Glazier	\$50.50	225

INTRODUCTION

Founded in 2013, and located in Commerce, Glaziers, Architectural and Glass Workers Local No. 636 (Glaziers Local No. 636) operates the training program and provides training for Glaziers, Architectural Metal and Glass workers who are represented by the Local Union (www.dc36.org). The Glaziers Joint Apprenticeship Committee www.socalglaziers.org is part of the “Finishing Trades Institute of District Council 36 Joint Apprenticeship Training Trust Fund. This trust fund was formed between multiple management associations and the District Council 36 of the International Union of Painter and Allied Trades. The organization is comprised of three formerly separate training trusts that have merged into one in order to consolidate expenses and focus revenue on training and infrastructure.

The JATC covers twelve counties that include Los Angeles, Orange, Riverside, San Bernardino, Santa Barbara, and Ventura. Training will be conducted in Los Angeles at the JATC training center. This will be its fourth contract within the last five years.

Veterans & Special Trainee Populations

Glaziers Local No. 636 works with Helmets to Hardhats to actively market and recruit veterans. While veterans are not given direct entry into the apprenticeship program, they are given advanced priority for testing and admission. The organization currently has eleven veteran apprentices.

They also recruit women through the Flintridge Center and various MC3 curriculum programs throughout Los Angeles and Orange County building trades council. They also work with WINTER (Women in Nontraditional Employment Roles), and they currently have eight female apprentices.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case the Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

The industry continues to experience a high demand for professional and highly skilled glazing workers due to the ever changing complexity of jobs that glaziers perform. Glaziers select, cut, assemble, install, remove, and replace a variety of glass and glass substitutes. Glaziers build and install metal sashes and moldings using aluminum or steel framing. The material is cut and shaped for various facings on storefronts and multi-story buildings, entrances in commercial offices and factory buildings. Installations include skylights, solar photovoltaic glass, doors, mirrors, show cases, tabletops, shower doors, tub enclosures, and windows of all types. Projects range from simple window installations to complex installations involving multi-story curtain walls. The industry is also seeing on-going retirements of senior journey-level workers and it is critical to train and develop new apprentices to fill skills gaps and to maintain a highly skilled workforce.

Like many other construction industry trades, glazing contractors and workers must continue to meet higher technical and industry standards to maintain and increase work hours and remain competitive. The commercial and industrial construction space demands installers and installations be held to much tighter tolerances than in years prior. This drives the need for continued training and re-training to meet those standards. Safety is the main priority and contractors are constantly looking for new ways to increase the level of knowledge and how to create, maintain, and set safety standards that secure safe working conditions on all job sites.

Training Plan

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

Commercial Skills: Training will be offered to all occupations. Training will focus on continued skill development of workers' knowledge, capabilities, and skills. Trainees will develop new skills and learn new techniques being used in the industry. Topics include curtainwall, spyder glass manipulator, and introduction to glazing.

Certified Safety Training

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

Commitment to Training

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

➤ Training Infrastructure

This training proposal will be administered and overseen by the coordinator of the joint apprenticeship trust. This person is responsible for coordinating training and ensuring that training is delivered properly. The organization has also partnered with the Los Angeles Unified School District and Betat Advisories who will assist in the administration of this training proposal. Training will be delivered by in-house subject matter experts. These individuals have at least 10 years of real world experience in the industry.

Marketing and Support Costs

Glaziers Local No. 636 is requesting 8% support costs. The organization continues to send out direct mailing, fliers, conduct telephone calls, public service announcements and attend community recruitment events.

Tuition Reimbursement

Glaziers Local No. 636 represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

Electronic Recordkeeping/LMS

ETP Staff has reviewed and approved the use of an LMS system for recordkeeping. The system used is Apprentice Tracking System and has been in place for over seven years.

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) (\$ %)
ET24-0917	\$499,845	10/02/23 – 10/01/25	405	0	\$0 (0%)

As of 08/12/24, the contractor has reported 0 hours in the ETP CEF system. The contractor anticipates to finish this training contract at 100% of potential earnings based on historical performance on prior contracts.

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 \$ %
ET22-0924	Multi County	10/04/21 – 10/03/23	\$484,100	\$484,100 (100%)
ET21-0936	Multi County	12/14/20 – 12/13/22	\$343,746	\$339,926 (98%)

DEVELOPMENT SERVICES

Glaziers Local No. 636 retained Betat Advisories in Sacramento to assist with development of this proposal for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Glaziers Local No. 636 also retained Betat Advisories in Sacramento and the Los Angeles Unified School District in Los Angeles to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned. This fee will be split 6.5% for each vendor.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

- Advanced Blueprints
- Basic Blueprints
- Boom lift
- Crane operator certification
- Crane setup
- Curtainwall
- Erecting and dismantling scaffold
- Fixed and suspended scaffold
- Foreman training
- Introduction to Glazing
- Project management
- Reach forklift
- Scaffolds
- Scissor lift
- Spyder glass manipulator
- Storefront
- Total Station instrumentation
- Use of rigging materials
- Welding
- AGMT- Certification
- AGMT Prep.
- Hoisting & Rigging
- Installation Techniques for Carpet & Resilient Floor Covering
- Materials & Tools of the Trade
- NCCCO-Mobile Crane Operator

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

Northern California Tile Industry Apprenticeship and Training Trust Fund

Contract Number: ET25-0918

Panel Meeting of: September 27, 2024

ETP Regional Office: San Francisco Bay Area

Analyst: R. Jackson

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Bricklayers and Allied Craftworkers Local Union No. 3 CA		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$107,880		\$7,441 8%		\$115,321

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Comm'l. Skills, OSHA 10/30	76	8-210	0	\$1,411	\$30.75
				Weighted Avg: 60			
2	Retrainee Journeyworker Priority Rate	Comm'l. Skills, OSHA 30	15	8-200	0	\$539	\$45.04
				Weighted Avg: 18			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry): \$30.75 per hour

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

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

Up to \$4.61 per hour may be used to meet the Post-Retention Wage for Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice-Tile Layers and Tile Finishers	\$26.14 - \$52.47	76
Job Number 2		
Journeyworker- Tile Layers and Tile Finishers	\$45.04 - \$54.10	15

INTRODUCTION

Since 1917, Northern California Tile Industry Apprenticeship and Training Trust Fund (NorCal Tile) (www.nctijatc.org) has been training apprentices from 46 Northern California counties in the Tile Finisher and Tile Layer trades. Tile Finishers work with the Tile Layers on the installation of ceramic, glass, or stone tiles. Both occupations work in residential housing, large commercial projects, malls, schools, and hospitals. The Training Center is a partnership between the Northern California Tile Industry Joint Apprenticeship and Training Committee (JATC) with the support of Bricklayers and Allied Craftworkers Local Union 3 and its 25 signatories with their unionized contractors. The participating employers are made up of at least 2 large businesses and 98 small businesses. ETP-funded training will be provided at the JATC’s training center located in Livermore.

This will be NorCal Tile’s sixth ETP Contract within the last five years. The proposed training will prepare both occupations on work that includes the laying, cutting, or setting of all tile used for floors, walls, ceilings, walks, promenade roofs, exterior veneers, and many other applications. Trainees in these occupations also prepare and set all concrete, cement, brickwork, or other foundations or material that may be required to properly set and complete the work.

Veterans & Special Trainee Populations

NorCal Tile works to recruit veterans into its apprenticeship program and works with Helmets to Hardhats. Application announcements for the apprenticeship program are sent to local, state, and federal agencies as well as to local high schools, community colleges, and community-based organizations. The JATC also works with regional workforce-investment boards, community-based organizations, and building-trades councils to ensure a diverse workforce that promotes the inclusion of women, minorities, and underserved individuals into the union.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory, or E-Learning based and requires the constant and direct guidance of a qualified, live trainer.

Tile Layers is a three-year program and Tile Finishers is a two-year program. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Hayward Adult School).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Training under this project will allow employers to address changes in the industry including California gas emission reduction goals in which workers will need to learn to utilize new materials and skills. In addition, work must meet higher quality standards and trainees must learn to ensure projects are on time and on budget. The proposed training will give workers the skills and opportunities for ongoing employment in the industry as more construction projects are funded. As such, training will be provided in the use of tiling tools, updated building standards, and green business practices necessary to meet demand to develop and retrofit buildings with greener materials. Further, trainees will learn to build and retrofit buildings using safe and energy efficient products. NorCal Tile reports that the following projects are driving employer demand, which it's Tile Layers and Tile Finishers will be working on during this project:

- Modesto Courthouse
- Stockton City Hall
- UC Davis Health 48X Complex in Sacramento
- UC Davis' Aggie Square in Sacramento
- SF City Hall

Based on EDD Labor Market Information Division data, the industry projection shows a 13% increase in tile workers' jobs between 2018 and 2028, which further supports the need for qualified trade persons that this proposed training supports.

Training Plan

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

Commercial Skills: Training will be offered to Journeyworkers and Apprentices and include Advance Certification for Tile Installers (ACT) Grouts, Aerial Work Platforms, ACT Membranes, and ACT Mud Walls. For Apprentices, course topics include Architectural Drawing, Blueprint Reading, Math for Tile, Technical Aspects of Tile Installations, Trim Shapes and Materials, Types of Tiles and Waterproofing. For Journeyworkers, course topics include Tile Council of North America and American National Standard Specifications for Installation of Ceramic Tile Workshops.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10/30 training, this cap extends to 210 hours.

Commitment to Training

The employers will continue to provide federal and state mandated training, company orientation, and job-site orientation training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

NorCal Tile’s Training Coordinator (dedicated administrator) will oversee the project with support from three administrative staff who will assist with marketing, recruitment, assessments and scheduling of training. Training will be delivered by in-house experts who are former or current Tile Finishers or Tile Layers and vendors (less than 5% of total training) as needed. Two full-time trainers are present for training. It has also retained a third-party subcontractor, Strategy Workplace Communications (Strategy), to assist with ETP administration. Rosters will be used to meet ETP’s recordkeeping requirements and track hours.

Marketing and Support Costs

Marketing is conducted through direct mailings, personal contacts, telephone calls, public service announcements, emails, and NorCal Tile’s website. It will disseminate class information throughout the year to all apprentices within the local’s jurisdictions as well as to the contractors who employ them. Thus, NorCal Tile requests 8% in support costs for both Job Numbers 1 & 2 in recruiting and qualifying additional participating employers for this program.

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.

Alternate Recordkeeping

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0950*	\$173,000	10/2/23 – 10/1/25	112	TBD	\$0 (0%)
ET23-0935**	\$104,085	10/3/22 – 10/2/24	170	TBD	\$57,302.69 (55%)

*ET24-0950: Per ETP's Cal-E-Force (CEF) system, no trainee hours have been uploaded.

**ET23-0935: Per ETP's CEF system, 3,219.50 hours have been uploaded. Contractor projects to earn 100% of approved awarded amount.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0934 (Expansion)	Livermore	1/31/22 – 1/30/24	\$113,933	\$110,545 (97%)
ET21-0950	Livermore	11/2/20 – 11/1/22	\$114,053	\$104,548 (92%)
ET20-0934	Livermore	10/7/19 – 10/6/21	\$224,701	\$224,701 (100%)

DEVELOPMENT SERVICES

Strategy in Alameda assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Journeyworker

Commercial Skills

- Advance Certification for Tile Installers (ACT)
- ACT Grouts
- ACT Gauged Porcelain Tile
- ACT Membranes
- ACT Mud Walls
- ACT Mud Floors
- ACT Shower Receptor
- ACT Large Format Tile
- Foreman Training Certification
- Membranes & Substrate Prep
- Membranes & Mud Bed Requirements
- Gauged Porcelain Tile/Panel Training
- Forklift (can include scissor & shooting boom lift)
- Aerial Work Platforms (articulating man lift)
- ACT Orientation
- TCNA and ANSI Workshop
- Grouts A118.3, A118.6, A118.7, Single Component & Caulking's

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Apprentice

Commercial Skills

- Architectural Drawing
- Blueprint Reading
- Caulking
- Cleaning, Polishing and Sealing
- Commercial Room Layout #1 and #2
- Codes and Repairs
- Walls & Base
- Manipulative Skills Tests
- Shower Floor
- Cased Window Ceiling
- Circular Column
- Dome
- Gothic Arch
- Semi-Circular Arch
- Radius Stairs
- Straight Stairs

- Tub Splash
- Tub/Shower Combination
- Elliptical or Gothic Arch
- Buttress Walls and Jamb
- Tub/Shower Niche
- “L” Shaped Countertop and Backsplash
- Two Drain Floor
- Float Large Walls – Using String lines to Set Strips
- Grouting
- Hawk and Trowel
- Holding String Lines and Chalk Lines
- Laser and Transit Use
- Lath & Scratch
- Layouts
- Math for Tile
- Mixing Mortar, Epoxy, Resins, and Cement
- Mud Mixing and Bonding Materials
- Set Screeds on Large Floor and Float
- Shower Pans
- Slurrying & Roughing-In Large Floors
- Special Equipment: Scaffolds and Lifts
- Square Footages & Room Setup
- Square Shower Walls and Curb
- String Lines and Screeds for Slope
- Technical Aspects of Tile Installations
- Trim Shapes and Materials
- Types of Tiles
- Use of a Tile Rack
- Water Level Rooms for Wall Layout and Floor Elevations
- Waterproofing
- ACT
- ACT Grouts
- ACT Gauged Porcelain Tile
- ACT Membranes
- ACT Mud Walls
- ACT Mud Floors
- ACT Shower Receptor
- ACT Large Format Tile
- Foreman Training Certification
- Membranes & Substrate Prep
- Membranes & Mud Ben Requirements
- Gauged Porcelain Tile/Panel Training
- Forklift (can include scissor & shooting boom lift)
- Aerial Work Platforms (articulating man lift)
- ACT Orientation
- TCNA and ANSI Workshop
- Grouts A118.3, A118.6, A118.7, Single Component & Caulking's

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

- OSHA 10
- OSHA 30



Training Proposal for:
**Southern California Floor Covering Apprenticeship &
 Training Trust Fund**

Contract Number: ET25-0925

Panel Meeting of: September 27, 2024

ETP Regional Office: North Hollywood

Analyst: J. Garcia

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Orange, Los Angeles, Riverside, San Bernardino, San Diego, Imperial, Ventura, Santa Barbara, San Luis Obispo, Kern, Inyo, Mono	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Resilient Floor and Decorative Covering Local Union No. 1247		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$364,498		\$25,236 8%		\$389,734

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker	Commercial Skills; OSHA 10/30	42	8-200	0	\$1,587	\$43.20
				Weighted Avg: 53			
2	Retrainee Apprentice	Commercial Skills; OSHA 10/30	205	8-210	0	\$1,576	\$30.75
				Weighted Avg: 67			

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

Minimum Wage by County: Job Numbers 1 and 2: (SET/Priority Industry wage modification): \$30.75 per hour

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

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

Up to \$6.99 per hour may be used to meet the Post-Retention Wage for Job Number 2. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journey Level Floor Layer	\$43.20	42
Job Number 2		
Apprentice Floor Layer	\$23.76 - \$25.00	30
	\$25.01 - \$38.88	175

INTRODUCTION

Founded in 1953, Southern California Floor Covering Apprentice Trust Fund (SoCal Flooring) was created in accordance with the collective bargaining agreement between Painters and Allied Trades District Council No. 36 of The International Union of Painters and Allied Trades AFL-CIO Resilient Floor and Decorative Covering Local Union No. 1247, and the Floor Covering Association of Southern California, Inc. It is a joint labor-management committee representing the floor covering industry throughout Southern California, administered by a Board of Trustees made up of four labor and four management members. SoCal Flooring serves approximately 250 Apprentices and 400 Journeyworkers to provide job opportunities and up-to-date skills through training.

SoCal Flooring's headquarters and training center are located in Santa Fe Springs. The training facilities that will participate in this project are located in Orange, Los Angeles, Riverside, San Bernardino, San Diego, Imperial, Ventura, Santa Barbara, San Luis Obispo, Kern, Inyo and Mono Counties. It serves both large and small companies and workers in these counties. All trainees are represented by Local 1247. This will be SoCal Flooring's sixth contract in the last five years.

Veterans & Special Trainee Populations

SoCal Flooring recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the

building trades. Currently, there are two Veterans employed and SoCal Flooring is working to recruit more. For ease of administration, it is not requesting a separate Job Number for Veterans.

Veterans that have previous work experience with floor covering, or were previously in a pre-apprentice program, will be advanced to Step 2 at a significantly faster pace than the standard applicant.

SoCal Flooring has seen great success increasing the number of female apprentices in its program. Through working with Women In Non Traditional Employment Roles (WINTER) and actively recruiting, 9% of the incoming apprentice class are female, which is above industry norm.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Work in the trade is changing, evolving, and increasing in complexity. Contractors and their employees must be able to install and maintain a wide variety of flooring materials and systems developed and sold by a variety of competing manufacturers. Major manufacturers now require that apprentices and journey-level workers be trained and certified in the use of their products before working on those products. In addition, manufacturers are pushing the cost of warranty work to installation contractors, which in turn means workers must be better trained to lessen the chance of warranty expenses.

Particular changes that require training provided through this training include new glues and adhesives for attaching flooring material, special products sold by major manufacturers, heat welds for different products, properly completing rollups on the cove, using correct trowels, and recognizing correct drying times.

Apprentices will learn all facets of the trade, including the use of proper tools, job site procedures, safety, blueprint reading, surface preparation, sheet goods, underlayments, and carpet types and applications. Journey-level workers will learn to work to manufacturer specifications and learn advanced safety and workplace system requirements, trade math, and other installation techniques.

Training will equip employers with the skilled workforce necessary to pursue and secure additional contracts. By winning more projects, trade professionals will see increased work opportunities. To

ensure success, it is essential for all members to enhance their efficiency, thereby enabling contractors to secure more business. This training will support these objectives effectively.

New and current projects impacting demand include Marina Del Rey Replacement Hospital, Linear Accelerator Replacement, Menifee Elementary School, and Chapel Avenue Apartments.

Training Plan

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

Commercial Skills: This training will be offered to all occupations and include course topics such as Blueprint Reading, Conventional Carpet, Glues and Adhesives, Laminates, Leveling, Rubber, Tools and Processes, and Welding.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

SoCal Flooring’s Floor Layers Coordinator, will oversee the training program. Administration will be performed in a partnership between SoCal Flooring, the Los Angeles Unified School District and Betat Advisories, LLC. Class scheduling and completion of training rosters will be the role of the JATC. The two administrative subcontractors will assist in employer liaison, documentation of work hours, uploading training and enrollment data to ETP Cal-E-Force, ETP reporting, and related activities. All training will take place at the training center in the City of Commerce and will be delivered by in-house instructors.

Marketing and Support Costs

Employers are notified of SoCal Flooring training through association websites, flyers, advertisements, mailings, and presentations conducted throughout Southern California. SoCal Flooring also promotes training at labor-management meetings and industry assemblies. Application announcements for union Apprentice programs are sent to government agencies, local high schools, community colleges, and community-based classes.

Southern California Flooring JATC is requesting 8% support costs to market Journeyworker training to employers, recruit and place Apprentices, and conduct ongoing assessments of employer-specific job requirements. While many participating employers are on board, outreach activities will also be ongoing. Staff recommends the 8% support costs.

Tuition Reimbursement

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

Electronic Recordkeeping/LMS

Staff has reviewed and approved SoCal Flooring's use of a Learning Management System for recordkeeping.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET23-0954	\$413,800	10/31/2022-10/30/2024	260	0	\$326,010 (79%)

*ET23-0954: Of an estimated 260 trainees, 208 have been enrolled and started training. To date, the ETP Systems show 21,628 reimbursable hours have been tracked for potential earnings of \$370,975 (89% of approved amount). The Contractor projects final earnings of 100% based on training completed. Final invoice should be submitted within the contract term.

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 \$ %
ET22-0903	Statewide	08/23/2021-08/22/2023	\$490,200	\$490,200 (100%)
ET21-0932	Statewide	12/14/2020-12/13/2022	\$278,800	\$278,800 (100%)
ET20-0920	Statewide	09/01/2019-08/31/2021	\$391,100	\$391,100 (100%)
ET19-0919	Statewide	08/27/2018-08/28/2020	\$350,830	\$350,830 (100%)

DEVELOPMENT SERVICES

Betat Advisories, LLC in Auburn assisted with development for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Betat Advisories, LLC and Los Angeles Unified School District, both in Los Angeles, will perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

- Asbestos 16Hr. O & M
- Blueprint reading
- Blueprint reading review
- Carpet banding
- Carpet seaming
- Carpet stair installation
- Centiva
- Certification
- Concrete Polishing & Grinding Training
- Conventional borders
- Conventional carpet
- Cove sheet goods review
- Forbo
- Foreman Training & Journeyman Testing
- Forklift, Scissor & Boom Lift Operator
- Free hand flat lay
- Glue down borders
- Glue down carpet
- Glues and adhesives
- Hand sewing
- Heat seam welding
- Installation Techniques for Carpet &
- Resilient Floor Covering
- Intro to The Floor Covering Trade
- Laminates
- Leveling
- Linoleum sheet installation
- Load and unload
- Materials & Tools of the Trade
- Materials review
- Math
- Mondo Certified Installer
- Peel and stick carpet
- Preparation
- Resilient sheet goods
- Rubber
- Scribe fit flat lay
- Self leveling
- Sheet vinyl seaming techniques
- Skirts, treads and risers
- Surface preparation review

- Tarkett
- Tools and processes
- Turf
- Underlayment
- Understanding customer needs
- Vinyl back carpet
- Vinyl composite tile
- Wall base
- Welding
- Workplace procedures
- Yardage

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
Southern California Plastering Institute Apprenticeship Trust

Contract Number: ET25-0934

Panel Meeting of: September 27, 2024

ETP Regional Office: North Hollywood

Analyst: M. Niquet

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Inyo, Mono, Orange, Riverside, San Bernardino, Imperial, Ventura, Santa Barbara, San Luis Obispo, Kern, San Diego	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Plasterers' Local 200		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$91,660		\$6,349 8%		\$98,009

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Business Skills; Commercial Skills; OSHA 30	24	8-200	0	\$239	\$44.18
				Weighted Avg: 8			
2	Retrainee Apprentice	Commercial Skills; OSHA 10	53	8-210	0	\$1,741	\$30.75
				Weighted Avg: 74			

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

Minimum Wage by County: Job Number 1 and 2 (SET/Priority Industry): \$30.75 per hour.
Job Number 2: \$24.26 per hour (collective bargaining agreement wage)

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

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

Up to \$ \$4.24 per hour may be used to meet the Post-Retention Wage for Job Number 2. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Plasterer	\$44.18- \$45.43	24
Job Number 2		
Apprentice- Plasterer	\$26.51- \$38.19	53

INTRODUCTION

Founded in 1921, the Southern California Plastering Institute Trust (SoCal Plastering) (www.pl200-apprenticeship.org) provides representation and training to Apprentice and Journey-level plasterers to protect and promote the quality of the plastering industry in Southern California.

Its training centers is a partnership between the SoCal Plastering with the support of Plasterers’ Local 200 and its unionized contractors. SoCal Plastering creates a pipeline of qualified plasterers that serve as a finishing force for local construction projects. Apprentices and journey-level workers are trained to be skilled in construction practices and materials, energy efficiency as outlined by the Leadership in Energy and Environmental Design and other energy efficiency standards, and safety competency. This will be SoCal Plastering’s third ETP Contract and the third within the last five years.

Veterans & Special Trainee Populations

There is no separate job number for Veterans. SoCal Plastering does however, recruit Veterans to participate in the training in cooperation with the Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case, North Orange County Regional Occupational Program Education Center).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Between 2018 and 2028, the Employment Development Department projects a 7.5% increase in demand for Plasterers in California. The proposed training program is designed to meet the evolving needs of employers, as identified by industry stakeholders and changes within the plastering sector. Participating employers and JATC representatives have consistently highlighted the need for training due to California's greenhouse gas emission reduction targets, which require workers to adapt to new materials and skills. Additionally, the training addresses high-quality standards expected by customers and the significant number of retiring workers. Employers also anticipate that workers will adhere to the latest energy efficiency standards, possess a diverse skill set, and effectively utilize various materials and new technologies, all while ensuring safe working conditions.

ETP training will focus on building and retrofitting buildings using safe and energy efficient products. Trainees will continue learning and upgrading their skills in apply plaster and cement products to walls and ceilings in various applications including decorative and molding work and achieve various textures, colors, and finishes on final applications.

SoCal Plastering's upcoming projects include:

- Gaylord Hotel and Convention Center in San Diego
- San Diego Airport Terminal One
- Lucas Museum
- LAUSD projects an low-income housing projects
- LAX projects
- Disneyland
- D Line Subway Extension Project.

Training Plan

Business Skills: Training will be offered to Journeyworkers in business-related skills such as creating project bids, customer service skills, problem solving, project management and decision-making.

Commercial Skills: Training will be offered to all occupations to develop the skills levels of plasterers required in the construction industry. Course topics will include casting molds, colored veneers, fireproofing, measuring and specialty finishes.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Marketing and Support Costs

The marketing of this training program will be done in a variety of ways including flyers, emails, trade shows, and advertisements. SoCal Plastering works with regional Workforce Investment Boards, Community-Based Organizations, and Building Trades Councils to ensure a diverse workforce that promotes inclusion of women, minorities, non-binary, and underserved individuals.

Recruitment efforts and outreach are also conducted through local, state, and federal agencies as well as local high schools, community colleges, community events, and industry trade shows. SoCal Plasterers requests, and staff supports, 8% support costs to cover employer outreach, marketing, recruitment, and assessment of employers.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law. All on-the-job training and mentoring of apprentices will be covered by the employers and SoCal Plastering.

➤ Training Infrastructure

SoCal Plastering’s Coordinator will oversee the implementation and administration of this project. There will be dedicated staff assigned to various functions of this project: ETP Administration (2), Needs Assessment (4), Recruitment (2), and Scheduling of Training (2). An outside consultant has also been retained to assist in the project administration and to ensure that all training records are in compliance with ETP requirements.

In-house experts who are former or current members of the trade bringing first-rate credentials with vast field experience will deliver training. Additionally, training will be delivered both in class at SoCal Plastering’s training centers and while on the job site.

Tuition Reimbursement

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

ACTIVE PROJECTS

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
* ET24-0903	\$166,525	10/9/23-10/8/25	100	0	\$41,253.40 (25%)
**ET23-0901	\$164,193	10/3/22-10/2/24	101	0	\$164,193 (100%)

*Based on ETP Systems, 2,292 reimbursable hours have been tracked for potential earnings of \$41,253.40 (25%of approved amount). The Contractor projects final earnings of 100%, pending fiscal closeout of this Contract.

DEVELOPMENT SERVICES

Strategy Workplace Communications in San Bernardino assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

DAS-Approved Business Skills Curriculum for Journey Level

- Advanced Time Management
- Conflict Resolution
- Creating Master Plan for Future Improvements
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

Commercial Skills

DAS-Approved Curriculum for Journey Workers

- Cage Building
- Casting Molds
- Colored Veneer
- M.E.W.P. (Mobile Elevated Work Platforms)
- Plaster Problems And Cracks
- Pointing Up, Level 5
- Pool Plastering, Patching and Waterproofing
- Running Bench Molds
- Scratch And Carve Coat
- Specialty Finishes
- Stain
- Venetian Plastering
- E I F S (External Insulation Finishing System)
- Fireproofing
- Forklift
- Scaffold User

Commercial Skills

DAS-Approved Curriculum for Apprentices

- Acoustical Plaster Finish
- Blueprint Reading

- Blueprint Reading/Estimating
- Cage Building
- Casting Molds
- Cementitious, Mineral Fiber and Intumescent Fireproofing
- Color
- Veneer
- Patching
- Pool Plastering
- Waterproofing Patching EIFS
- Colored Veneer
- Common Tools and Plastering Tools and Materials
- Estimating
- Exterior Insulating Finishing Systems
- Fireproofing 1
- Fireproofing 2
- Fireproofing 3
- Forklift
- Forklift (certification class)
- Fundamental Math
- Green Building Standards
- Inspect Lath & Plaster Bases
- Interior Plaster
- Mask and Protect Adjacent Surfaces
- Measuring
- M.E.W.P. (Mobile Elevated Work Platforms)
- Mix and Apply Inspect Lathing and Bases for Portland
- Cement Scratch Coat
- Mix and Apply Portland Cement Scratch Brown and
- Finish Coats
- Mix and Apply Scratch Coat, Brown Coat, Finish Coat
- and Veneer
- Ornamental and Earth Plasters
- Plaster Problems and Cracks
- Pointing Up, Level 5
- Pool Plastering, Patching and Waterproofing
- Running Bench Molds
- Scaffold User
- Scratch and Carve Coat
- Small Engine Operation and Maintenance
- Specialty Finishes
- Stain
- Venetian Plastering
- Workplace Safety and Health

Journeyworker and Apprentice

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

**Tile, Marble and Terrazzo Employees Joint Apprenticeship
Training Committee Trust**

Contract Number: ET25-0933

Panel Meeting of: September 27, 2024

ETP Regional Office: North Hollywood

Analyst: M. Reeves

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Bricklayers and Allied Craftworkers Local Union No. 4		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$177,280		\$12,318 8%		\$189,598

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills, OSHA 10/30	76	8-210	0	\$2,353	\$30.75
				Weighted Avg: 100			
2	Retrainee Journeyworker Priority Rate	Commerical Skills, OSHA 10/30	15	8-200	0	\$718	\$51.82
				Weighted Avg: 24			

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

Minimum Wage by County: Job Numbers 1 and 2 (SET/Priority Industry): \$30.75 per hour.

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

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

Up to \$3.42 per hour may be used to meet the Post-Retention Wage for Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Tile Layer, Tile Finisher, Marble Finisher	\$27.33 - \$48.71	76
Job Number 2		
Journeyworker – Tile Layer, Tile Finisher, Marble Finisher	\$51.82 - \$55.23	15

INTRODUCTION

Tile, Marble and Terrazzo Employees Joint Apprenticeship Training Committee Trust (TMT JATC), with the support of the Bricklayers and Allied Craftworkers Local Union No. 4 (BAC Local 4), provides training for workers in the tile, terrazzo, brick mason, and marble industry. TMT JATC and its signatories have been training Apprentices since 1966. TMT JATC and BAC Local 4 operate under an umbrella trust and train separate occupations under different apprenticeship programs. The occupations to be trained in this proposal are Tile Layer, Tile Finisher, and Marble Finisher. The JATC’s mission is to ensure workers have the technical, professional, and safety skills necessary to build and service commercial and residential buildings. On-site training takes place at TMT JATC’s training center in La Verne and serves employers throughout Southern California. This will be TMT JATC’s fifth ETP Contract, and the fifth in the last five years.

Veterans & Special Trainee Populations

TMT JATC is committed to supporting job-related training that helps Veterans transition into the California workforce. Veterans in an Apprenticeship are eligible to receive Montgomery GI Bill

benefits, such as Monthly Housing Allowance. Veteran trainees receive these benefits directly during their training.

TMT JATC works with regional Workforce Investment Boards, Community Based Organizations, and Building Trades Councils to ensure a diverse workforce that promotes the inclusion of women, minorities, non-binary, and underserved individuals into the Apprenticeship program.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the program is four years for Tile Layers, and two years for Tile and Marble Finishers. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Hacienda La Puente Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Tile Layers and Finishers perform labor-intensive work that often involves the use of grinders, saws and sanders. Employers and property owners insist that Tile Layers and Finishers undergo extensive training to ensure that employees keep their skills up-to-date with industry standards and regulations. TMT JATC's training program teaches apprentices and journey workers how to construct and retrofit buildings using safe, energy efficient tools, techniques and products.

Along with being trained in updated building standards and green business practices, trainees will learn how to: clean and level surfaces to be tiled; measure and cut tile/marble; prepare and apply mortar and other adhesives; install tile and marble; and apply grout and necessary finishes/sealants. Trainees will learn to work more efficiently with various materials, thus reducing scrap and re-work.

Tile Layers and Finishers trained through TMT JATC's program will be working on the following local construction projects: Intuit Dome; Disneyland; OCVIBE Entertainment District; Cedars Sinai Hospital and the 9908 Wilshire Project.

Training Plan

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

Commercial Skills: Training will be offered to all occupations. Course content will include fabricating, grouting, cutting and grinding, blueprint reading, tile types, epoxy use, caulking, polishing and sealing, and various installation techniques.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours for Job Number 1.

First-Year Apprentices

Under ETP Apprenticeship Guidelines, an exception may be made for trainees who have advanced to Year 1, Period 2 when the apprenticeship program is less than or equal to 24 months. TMT JATC’s training program for Apprentice Finisher occupations (Tile/Marble) is 24 months in length. As such, the Applicant is requesting to train first year apprentices in this project.

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

TMT JATC’s Training Director will oversee this project. Approximately seven Administration Team members will coordinate the scheduling of training, recruitment, and need assessments. In-house experts and the Training Director will provide training. TMT JATC has also retained a third-party administrator to assist with ETP project administration.

Marketing and Support Costs

TMT JATC conducts marketing through direct mailings, trade shows, program information presentations, emails, and the TMT JATC website. Application announcements for the program are circulated to local, state and federal agencies, high schools, community colleges, and community-based organizations.

TMT JATC is requesting 8% support costs for Job Numbers 1 and 2 to fund its staff in recruiting and qualifying additional participants for this program. The projected budget costs for personnel alone will exceed the ETP support cost funding and the JATC will cover these additional expenses.

Tuition Reimbursement

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 TMT JATC's performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0911	\$283,370	10/02/23 – 10/01/25	178	0	*\$15,741 (6%)
ET23-0911	\$342,987	10/03/22 – 10/02/24	319	0	**\$200,864 (59%)

*ET24-0911: Based on ETP systems, 920 reimbursable hours have been tracked for potential earnings of \$15,741 (6% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers. Additional trainee enrollments and hours are pending submission for this contract until the trainees are closed out in the ET23-0911 contract.

**ET23-0911: Based on ETP systems, 11,638 reimbursable hours have been tracked for potential earnings of \$200,864 (59% of approved amount). The Contractor projects final earnings of 95-100% based on training delivered to date. The Contractor is in the process of bringing all training data current and loading additional hours in the system. The Contractor has submitted one progress payment invoice, which has been approved for credit only, pending submission of the final closeout invoice.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET22-0933	Southern California	11/22/21 – 11/21/23	\$242,067	\$221,452 (91%)
ET21-0953	Southern California	09/08/20 – 09/07/22	\$100,485	\$100,485 (100%)

DEVELOPMENT SERVICES

Strategy Workplace Communications in Alameda assisted with development at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Journeyworker

- ACT - Advanced Certificates for Tile Installers

Commercial Skills

Apprentice

Marble Worker

- Bull Nosing
- Caulking
- Cleaning, Polishing and Sealing
- Cutting & Grinding
- Detail Cut & Color Theory
- Drilling & Anchoring
- Edge Detail
- Fabrication
- Grouting with a Grout Bag
- Grouting with Epoxy
- Holding String Lines and Chalk Lines
- Lath & Scratch
- Material Handling
- Polishing
- Repair & Restoration
- Shower Pans
- Slurrying & Roughing-in Large Floors
- Square Footages & Room Setup
- Squaring & Straightening
- Trim Shapes
- Types of Tiles
- Use of Tools- Hand & Power
- Waterproofing

Terrazzo Worker

- Blueprint Reading
- Epoxy Fill & Repair
- Epoxy Resin & Catalyst
- Filling & Grouting Cement Terrazzo Walls & Floors
- Float Walls for Terrazzo Installation
- General Layout
- Grinding Cement Terrazzo Walls & Base Wet & Dry
- Grinding Epoxy Terrazzo Floors and Walls Identification of Sizes & Types of Chips and Strips
- Installation of Strips in Cement Terrazzo and Epoxy Terrazzo

- Journeyman Project
- Lath & Scratch
- Maintenance of Floor & Base Grinder
- Materials/Products and Procedures
- Mixing of Chips for Cement and Epoxy Installation
- NTMA Specifications
- Palladiana
- Polishing & Sealing Cement and Epoxy Terrazzo
- Preparation of Wood Sub-floors
- Quality Control
- Skills/Techniques/Procedures
- Slurrying & Roughing in Floors
- Special Epoxy Design
- Square Footages & Material Setup
- Steps- Dry Pack Installation
- Steps- Orientation
- Steps-Cement Terrazzo Installation
- Steps-Epoxy Terrazzo Installation
- Venetian Design Work
- Water Level, Transit and Laser

Tile Worker

- Blueprint Reading
- Bull Nosing
- Caulking
- Cleaning, Polishing and Sealing
- Commercial Room Layout #1 and #2
- Float and Tile a Shower Floor, Cased Window, Ceiling, Circular Column, Dome, Gothic Arch, Semi-Circular Arch, Serpentine Wall, Radius Stairs, Straight Stairs, Straight Kitchen and Backsplash, Tub Splash, Tub/Shower
- Combination, Elliptical Arch, Buttress Walls and Jamb, Nitch, Oval Bowl
- Pullman (HORSETOOTH), Radius Countertop and “L” and “U” Shaped Kitchen
- Float Large Walls – Using String lines to Set Strips
- Large Form Tile Installation (LFT)
- Gauged Porcelain Tile/Slab Installation
- Grouting with a Grout Bag and Epoxy
- Holding String Lines and Chalk Lines
- Laser and Transit Use
- Lath & Scratch
- Set Screeds on Large Floor and Float
- Shower Pans
- Slurrying & Roughing-in Large Floors
- Square Footages & Room Setup
- Square Shower Walls and Curb
- String lines and Screeds for Slope

- Technical Aspects of Tile Installations
- Trim Shapes
- Types of Tiles
- Use of a Tile Rack
- Water Level Rooms for Wall Layout and Floor Elevations
- Waterproofing
- Wet & Dry Grinding Cement Terrazzo Floors, Walls & Base

All Trades

- GPT/S Material Handling

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
Carpenters Training Trust Fund for Northern California

Contract Number: ET25-0972

Panel Meeting of: September 27, 2024

ETP Regional Office: San Francisco Bay Area

Analyst: N. Shafqat

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Brotherhood of Carpenters and Joiners of America		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$364,650		\$25,194 8%		\$389,844

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Comm'l. Skills, OSHA 10/30	221	8-210	0	\$1,764	\$34.55
				Weighted Avg: 75			

*Post-Retention Wage is the Contractual Wage.

<p>Minimum Wage by County: Job Number 1 (SET/Priority Industry): \$30.75 per hour</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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Maybe</p> <p>While the Contractor does provide Health Benefits, they are not being used to meet Post-Retention Wage.</p>
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Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Apprentice Carpenter	\$34.55 - \$57.37	221

INTRODUCTION

Founded in 1963 and headquartered in Pleasanton, Carpenters Training Trust Fund for Northern California (CTTF) (www.ctcnc.org) is an organization that provides Pre-Apprentice, Apprentice, and Journeyworker training services for union Carpenters throughout Northern California. CTTF is governed by a joint labor and management trust board structured as a collective bargaining based organization. Training will be delivered at its four training centers in Fairfield, Pleasanton, Morgan Hill and Fresno.

This will be CTTF's seventh ETP Contract in the last five years. Representatives from the United Brotherhood of Carpenters and Joiners of America, which includes 27,500 journey-level carpenters, serve on CTTF and the Board of Trustees. Signatory employers also serve on both the Committee and the Board, through the Construction Employers' Association of California. CTTF also provides training for 6,000 registered Apprentices in 46 counties across Northern and Central California.

Veterans & Special Trainee Populations

Veterans are recruited directly into first-year Apprenticeship, bypassing the Pre-Apprentice requirement. Currently, there are 146 veteran Apprentices in the program. CTTF works in cooperation with Helmets-to-Hardhats, which is a national joint labor-management program to help transition active duty military personnel into employment in the construction industry including Apprenticeship programs.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of

Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory, or E-Learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case American River College)

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Apprentice training will give workers new to the trade the basic skills they need to succeed in a long-term career and provide union contractors with the skilled workers they need to staff construction projects. As the requirements of the industry continue to change, workers must improve skill sets. The program was developed and is operated as a coordinated, collaborative team composed of the union, union members, and contractors. In order for signatory employers to successfully compete for jobs in the current economic recession, it is critical that Apprentices are highly skilled and productive. CTF reports that the following projects are driving employer demand under this proposal:

- New Sacramento Criminal Courthouse
- Alemendra Residence- Los Gatos
- New Napa County Jail
- New Casino and Hotel Project (Chicken Ranch)- Jamestown
- Summit Medical Cancer Center- Oakland

Training Plan

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

Commercial Skills: Training will be offered to Apprentice Carpenters on course topics that include Advanced Formwork, Ceiling Systems, Foundation and Floors, Interior Finish, Residential Insulation Installation and Weatherization, Energy Conservation Codes and Standards for Insulators and Welding.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

CTTF's Executive Director (dedicated administrator) will oversee the project. Four staff members are responsible for training coordination including marketing, recruitment, needs assessments, scheduling and ETP administration. Training will be provided by 40 in-house experts. These instructors have acquired significant field experience and teaching credentials. Training attendance will be kept and the data will be maintained in the Learning Management System (LMS). The Company has also retained a third-party subcontractor, Betat Advisories to provide assistance with ETP administration.

Marketing and Support Costs

Employers participate as members of CTTF and are notified of training through CTTF's website, mailings, and presentations. Although these are signatory employers, additional recruitment is still needed and partners with the following organizations and gives special consideration to graduates from their program for entry into the Apprenticeship program: UBC Job Corps, JobTrain, Fresno County Office of Education, Cypress Mandela in Oakland, Metropolitan Educational District in San Jose, Monterey Adult School, RichmondWORKS, San Francisco Unified School District, Stockton Youth Build, Tulare County Office of Education, and CityBuild in San Francisco. CTTF requests 8% in support costs for marketing, recruitment, and assessment activities.

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 CTTF's use of a LMS for recordkeeping.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET24-0934	\$499,892	10/2/23 – 10/1/25	2,659	0	\$499,892 (100%)

*ET24-0934: To date, 35,280 reimbursable hours have been tracked for potential earnings of \$499,892 (100% of approved amount). CTTF projects final earnings of 100% based on training currently committed to by employers and in progress.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET23-0958	Pleasanton	11/1/22 – 10/31/24	\$494,000	\$494,000 (100%)
ET22-0930	Pleasanton	11/22/21 – 11/21/23	\$598,290	\$598,290 (100%)
ET21-0909	Pleasanton	7/1/20 – 6/30/22	\$427,350	\$427,350 (100%)
ET20-0912	Pleasanton	8/1/19 – 7/31/21	\$748,440	\$748,440 (100%)
ET19-0905	Pleasanton	8/1/18 – 7/31/20	\$949,588	\$949,588 (100%)

ET23-0958: Contract has been closed.

DEVELOPMENT SERVICES

Betat Advisories in San Francisco assisted with development of this proposal for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Betat Advisories will also perform administrative services in connection with this proposal for a fee, not to exceed 10% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

- Access Floor Systems
- Acoustical Installer Apprentice
- Advanced Construction Techniques
- Advanced Formwork
- Advanced Pile Driving- Land & Water
- Applied Blueprint Technology
- Arches, Furring & Advanced Systems
- Athletic Floors, Finishing & Repairing Floors
- Basic Applications
- Blueprint Reading
- Bridge Building & Advanced Structural Blueprints
- CalGreen
- Ceiling Systems
- Commercial & Industrial Insulation Installation, Aerial Lift
- Commercial Blueprint Reading for Insulators, Welded Frame-Mobile Tower Scaffolds
- Commercial Concrete
- Commercial Door Hardware
- Commercial Framing Systems and Fire Stop
- Commercial Steel Framing
- Concrete Structures/Equipment/Safety/Green Technologies
- Construction Math, Intro to Working Drawings for Insulators, Firestop
- Conveyors
- Doors, Frames, Hardware & Windows
- Drywall/Lathing, Trade Safety
- Energy Conservation Codes and Standards for Insulators
- Engineered Structural Systems
- Exterior Lath Systems & Trims
- False work, Shoring and Heavy Timber Framing
- Flashing, Shakes and Composition
- Foundations and Floors
- Green Advantage
- Hardwood Floor Layer Apprentice
- Aerial Lift
- Installation of Exposed & Concealed Grid Ceilings
- Installation of machinery
- Integrated Ceilings and Special Techniques
- Interior Finish
- Interior Metal Lath Systems
- Introduction to Pile Driving Land and Water - Aerial Lifts
- Introduction to Structural Blueprints and Layout Instruments

- Layout Procedures - Fork Lift (Industrial & Rough Terrain)
- Maintenance of Machinery
- Materials of Construction
- Math Applications
- Millwright Safety and Millwright Tool Skills
- Monorails
- Optical Instruments
- Precision Tools and Shaft Alignment
- Residential Insulation Installation and Weatherization
- Residential Metal Stud Framing
- Rigging
- Roof Framing
- Shaft Protection and Ceiling Systems
- Shingles, Sidewalls, Tile and Metal
- Special Ceiling Systems, Aerial Lift
- Stair Building
- Suspended and Cantilevered Scaffold
- Suspended Framing Systems
- Tools of the Trade, Installation of Wood Floors
- Tube and Clamp Scaffold
- Turbines
- Welding
- Wharf age and Marine Structures
- Wood Framing

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
Bricklayers And Allied Crafts Local No. 3
Apprentice Training Trust
Contract Number: ET25-0961

Panel Meeting of: September 27, 2024

ETP Regional Office: Sacramento

Analyst: J. Dongallo

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Bricklayers and Allied Craftworker Local Union No. 3		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$165,968		\$11,480 8%		\$177,448

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills, OSHA 10/30	82	8-210	0	\$1,835	\$30.75
				Weighted Avg: 78			
2	Retrainee Journeyworker Priority Rate	Commercial Skills, OSHA 10/30	41	8-200	0	\$658	\$36.13
				Weighted Avg: 22			

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

Minimum Wage by County:

Job Numbers 1 & 2 (SET/Priority Industry): \$30.75 per hour.

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

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

Up to \$5.46 per hour may be used to meet the Post-Retention Wage for Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentices - Bricklayer, Marble Finisher, Marble Mason, Pointer-Cleaner-Caulker, Terrazzo Finisher, Terrazzo Mechanic	\$25.29 - \$53.14	82
Job Number 2		
Journeyworker - Bricklayer, Marble Finisher, Marble Mason, Pointer-Cleaner-Caulker, Terrazzo Finisher, Terrazzo Mechanic	\$36.13 - \$53.51	41

INTRODUCTION

Founded in 1970, the Mason Development Center with the union support of Bricklayers and Allied Crafts Local No. 3 Apprentice Training Trust (BAC Local 3) (<https://www.bac3-ca.org/>) and its 200 signatories have been training Apprentices throughout Northern California. Trainees of BAC Local 3 serve employers throughout 46 Northern California counties and collaborates with the Northern California Mason Contractors Association (NCMCA). Their mission is to ensure that workers have the technical, professional, and safety skills necessary to build and service

commercial and residential buildings. All training for BAC Local 3 takes place at the Mason Development Center training site located in Tracy.

BAC Local 3 trains a diverse group of workers. The occupations trained in this proposal will be Bricklayers, Marble Finishers, Marble Masons, Pointer-Cleaner-Caulker (PCC), Terrazzo Finishers, and Terrazzo Mechanics. Bricklayers are skilled crafts persons, who properly position masonry units and create efficient buildings and other structures. The PCC's work ranges from cleaning and replacing mortar, caulking, applying sealants, injecting epoxy, and patching mortar. Marble Masons perform various work processes including cutting, tooling, and setting marble slabs in floors and walls of buildings. Marble Finishers perform a variety of tasks to assist the Marble Mason. Trained Terrazzo workers install glass, ceramic, and stone tile. Terrazzo Finishers do material set up and the before and after clean up.

This will be the BAC Local 3's fifth ETP Contract in the last five years.

Veterans & Special Trainee Populations

Although there is not a veteran's component, BAC Local 3 actively recruits and supports veterans for training. Veterans in the apprenticeship program are eligible to receive Montgomery GI Bill benefits, such as a monthly housing allowance. As an incentive to join the program, BAC Local 3 waives initiation fees and provides streamlined admissions processes for veteran applicants.

In addition, the program works to serve underserved populations in the industry, such as women in construction, economically disadvantaged and formerly incarcerated.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the following applies: The Terrazzo Finishers and Marble Finishers are two years and six months; Marble Masons and Terrazzo Mechanics are three years; and, Pointer-Cleaner-Caulkers and Bricklayers are three years and six months. The curriculum is developed with input from DAS and a designated Local Educational Agency (LEA) in this case Hayward Unified School District.

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Training under this proposal will allow BAC Local 3 to meet the challenges of staying competitive by giving workers the skills needed to stay employed in the building trades industry, implement new practices in the use of new materials, adjust to a retiring workforce, compete with non-union workers, and meet customer demands. Trainees will receive training in updated building

standards and green business practices necessary to meet commercial interest and demand to develop and retrofit buildings with greener materials. Equipment and materials not used correctly can lead to expensive re-work and delays in schedules. Trainees will learn to work more efficiently with the materials, thus reducing scrap and re-work. The commercial training will help unionized contractors manage their costs by sending well-prepared workers out on jobs.

ETP funding will expand and upgrade BAC Local 3's program. In addition to the current projects, such as, Sacramento Federal Courthouse, Sonoma County Courthouse, San Francisco Ferry Building, and Transamerica Pyramid. BAC Local 3 has now added new projects under this proposal: Gavilan Community College District, Aggie Square, Sacramento Airport Expansion, City of Hayward Stack Center, EBALDCI/East 12th Street Affordable Housing, Chabot College Biological Sciences, Alcatraz Main Building Restoration, YouTube Project in San Bruno, UCSF Parnassus in San Francisco, SFO Terminal expansion, Martinez Unified School District Morello Park Elementary School, Harbor Way Richmond Terminal and Google Downtown West in San Jose.

Equipment and materials used incorrectly can lead to expensive re-work and time delays in schedules. Some employers offer informal, on-the-job training, leaving the responsibility of the JATC to train the workers. The employers pay and will continue to pay for worker training as defined in their collective bargaining agreement (CBA). This training program would help unionized employers meet the challenges of staying competitive by giving workers the skills to stay employed in the industry as construction projects are funded. Highly skilled workers with a good job history, work experience and training in construction will have the best opportunities. Trainees will learn to work more efficiently with the materials, thus reducing scrap and inefficient labor. The commercial training listed below will help unionized contractors manage their costs by sending well-prepared workers out on jobs.

Training Plan

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

Apprentice Level Training

Commercial Skills: This training will be offered to all Apprentices in preparation for upcoming BAC Local 3 projects. Training will include Blueprint Reading, Building Codes, Building Radius Walls, Construction Sequence, Insulated Concrete Forms, Laying Pilasters, Lintel Beam Construction, Mixing Mortar, Trade Math, Waterproofing, Caulking, Epoxy Injection, Hand-Set Techniques, Metrics, Pinning, Rigging, and Tuckpointing.

Journeyworker Level Training

Commercial Skills: This training will be offered to all Journeyworkers in preparation for upcoming BAC Local 3 projects. Training will include Forklift, Mobile Elevated Work Platform, Blueprint Reading, Building Codes, Building Radius Walls, Construction Sequence, Insulated Concrete Forms, Laying Pilasters, Lintel Beam Construction, Mixing Mortar, Trade Math, Waterproofing, Caulking, Epoxy Injection, Hand-Set Techniques, Metrics, Pinning, and Rigging.

Certified Safety Training

OSHA 10/30: This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom or CBT training for Journeyworkers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion

of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

Training Infrastructure

BAC Local 3's Training and Apprenticeship Coordinator (dedicated administrator) will oversee the project, and its administrative staff will schedule classes and provide training coordination. Three in-house experts will conduct training. Additionally, a third-party subcontractor, Strategy Workplace Communications, was retained to provide ETP administration. BAC Local 3 will use and retain ETP approved rosters.

Marketing and Support Costs

Through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website, BAC Local 3 will disseminate class information throughout the year to all apprentice setter and finishers within the local's jurisdictions as well as to the contractors who employ them. Application announcements for the apprentice program will be sent to local, state and federal agencies as well as to local high schools, community colleges, and community-based organizations. Two staff members that will assist with the marketing, recruitment, needs assessments, and scheduling of training.

BAC Local 3 is requesting 8% support costs for Job Numbers 1 and 2 to fund its staff in recruiting and qualifying additional participating employers for this program. While BAC Local 3 has already recruited many participating employers, additional and continuous recruitment and assessment will take place. The projected budget costs for personnel will exceed the ETP support cost funding and the JATTF will cover the additional expenses.

Tuition Reimbursement

BAC Local 3 represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0904*	\$156,914	10/2/2023 – 10/1/2025	122	0	\$18,111 (11%)
ET23-0950	\$168,510**	10/3/2022 – 10/2/2024	130	0	\$76,987 (45%)

*The prior active project is close to closing out in the system. Due to the pending close-out process, the training population (ie. Apprentices) data has not been entered into this active contract. Once the close out of the prior project (ET23-0950) has been completed, then the trainee population can be entered, along with the tracked hours. This will provide an accurate total of Potential Earnings and Performance Percentage. In addition, this project will have the assistance of a 3rd party administrative vendor to support the tracking and upload of data, once the close out is complete.

**This project is currently 22 months into the contract. Some training data has yet to be entered into the system that will potentially increase the total earnings. During this contract term, BAC Local 3 had experienced some challenges to their training delivery process. Since then, improvements in their detailed training plan and training delivery options has been put in place to ensure better success.

PRIOR PROJECTS

The following table summarizes Contractor's performance by BAC Local 3 under ETP Contracts that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET22-0942	Tracy	11/22/2021– 11/21/2023	\$130,739	\$130,739 (100%)
ET21-0949	Tracy	09/8/2020 – 09/7/2022	\$101,668	\$101,668 (100%)

DEVELOPMENT SERVICES

Strategy Workplace Solutions in Alameda assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Solutions will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

APPRENTICE - DAS Approved Curriculum

Terrazzo Finisher/Mechanic

- Blueprint Reading
- Building Codes
- Cleaning and Sealing Terrazzo
- Construction Sequence
- Cutting Control Joints
- Design Layout
- Floor Layout and Installation
- Green Construction, Design, Materials, Methods and Techniques, LEED certification
- Grouting and Caulking
- Hand Tool and Equipment, Proper Use and Safety
- Materials, Identification, Characteristics and Estimating
- Membranes and Underlayment's
- Mixing Mortar and Bonding Materials
- Repair and Renovation of Terrazzo
- Scaffold Safety Training
- Substrates, Mixing and Bonding Materials
- Terrazzo Materials, Handling
- Trade Math

Bricklayers

- Blueprint Reading
- Building Arches
- Building Codes
- Building Radius Walls
- Construction Sequence
- Cutting and Welding Steel
- Drawing and Sketching Techniques
- Green Construction, Design, Materials, Methods and Techniques, LEED certification
- Hand Tool and Equipment, Proper Use and Safety
- History of Masonry
- Insulated Concrete Forms
- Interlocking Paving
- Laying Corner Leads
- Laying Headers, Soldiers and Roloks
- Laying Piers
- Laying Pilasters
- Laying to the Line

- Lintel Beam Construction
- Materials, Identification, Characteristics and Estimating
- Metrics
- Mixing Mortar
- Pattern Bonds
- Paving
- Proto II Walls
- Read a Rule
- Rebar Identification and Installation
- Scaffold Safety Training
- Segmental Retaining Walls
- Trade Math
- Transit Familiarization
- Waterproofing

Marble Mason/Finisher, Pointer, Cleaner and Caulker Workers

- Basic Bricklaying Fundamentals
- Blueprint Reading
- Building Codes
- Caulking
- Cleaning and Polishing Marble
- Cleaning Masonry
- Construction Sequence
- Cutting and Welding Steel
- Deck Coatings
- Drawing and Sketching Techniques
- Drilling and Cutting Marble to Specific Dimensions
- Epoxy Injection
- Fundamentals of Marble Setting
- Green Construction, Design, Materials, Methods and Techniques, LEED Certification
- Grouting and Caulking Slabs
- Hand Tool and Equipment
- Hand-Set Techniques
- Laying and Cutting Building Units
- Laying and Setting on Footings and Foundations
- Materials, Identification, Characteristics and Estimating
- Mechanical Anchoring
- Metrics
- Mixing Mortar and Epoxy
- Move and Store, Rig and Hoist Materials
- Patching Marble and Related Materials
- Pinning
- Pointing, Caulking and Cleaning
- Prepare Marble for Setting, Including Anchoring and Plugging
- Rigging
- Scaffold Erection and Safety Training

- Substructure Preparation
- Trade Math
- Tuckpointing
- Waterproofing

Commercial Skills

DAS-APPROVED CURRICULUM FOR JOURNEYWORKERS

- Forklift
- Mobile Elevated Work Platform

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

OSHA

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

OSHA

- OSHA 30



**Training Proposal for:
Cement Masons Joint Apprenticeship Trust**

Contract Number: ET25-0900

Panel Meeting of: September 27, 2024

ETP Regional Office: North Hollywood

Analyst: J. Garcia

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego, Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara, and Ventura	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Cement Masons Southern California Local 500 and 600		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$364,600		\$25,350 8%		\$389,950

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker Priority Rate	Commercial Skills OSHA 10/30	50	8-200	0	\$599	\$44.00
				Weighted Avg: 20			
2	Retrainee Apprentice Priority Rate	Commercial Skills OSHA 10/30	300	8-210	0	\$1,200	\$30.75
				Weighted Avg: 51			

Minimum Wage by County:

Job Numbers 1 & 2 (SET/Priority Industry): \$30.75 per hour

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

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

Up to \$4.35 per hour may be used to meet the Post-Retention Wage for Job Number 2. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation

Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Cement Mason	\$44.00 - \$44.00	50
Job Number 2		
Apprentice - Cement Mason	\$26.40 - \$43.95	300

INTRODUCTION

Founded in 1952, Cement Masons Joint Apprenticeship Trust (Cement Masons) serves over 3,600 Journeyworkers and over 600 Apprentices. Cement Mason Apprentices learn all phases of concrete finishing including but not limited to: preparation, setting screeds, forms, layout and mixing materials; troweling, rodding, edging, tamping, and jointing. Apprentices will learn to set-up and finish steps, cove base, curb and gutter, stamp and stain concrete, and decorative finishes. Additional skills covered include sacking patching, dry packing, repairs and preparations, machine operation, concrete sawing, demolition, epoxy injection, mastic and magnesite, composite work, and green concrete construction, including but not limited to previous and polished concrete.

Cement Masons provides training to participating employers in the construction, for both Apprentices and Journeyworkers.

Cement Masons deal with customers from private sectors, commercial and residential. Some of the projects the Cement Masons Journeyworkers and Apprentices have worked for include the

Dodger Stadium Dugout and Seat expansion, San Bernardino Sheriff helicopter pad, and the foundations on various skyscrapers in downtown Los Angeles.

This will be Cement Masons' first contract with ETP.

Veterans & Special Trainee Populations

Although there is not a separate Veterans Job Number, Cement Masons actively recruits veterans and regularly participates in a several job fairs and outreach programs to veterans, including Helmets to Hardhats. Cement Masons also works with Veterans who have GI Bill Benefits. Recruited Veterans have direct entry into the apprentice program. There are currently two veterans employed.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case, San Joaquin County Education District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

This proposal is driven by the need to train and protect the future cement masons. Contractors need workers at all levels, from first period Apprentices to journey level workers, to be more productive and flexible from the beginning of their employment. New cement mason materials and systems require new skills. This program will teach the Apprentice and Journeyworker at high level of OSHA standards for jobsites.

Training will give Apprentices the technical skills to perform increasingly complex jobs. Apprentices will learn the basic principles of the trade and how to work safely so they can be productive on the job site and complete the Apprentice program. Journeyworkers will receive refresher training as well as training in new materials and systems. In addition, this project will support training for more workers to meet increased local industry demands.

Training will give employers the skilled workers they need to fill existing jobs and bid for more jobs. Winning more bids results in more work for those in the trade.

Assessments are conducted at the conclusion of each class. In addition, trainees provide training feedback regarding their success in using skills learned in training, through their union representatives. Likewise, contractors provide feedback, such as the skills needed for their business, and the effectiveness of the training, via their representatives.

Some projects the Apprentices will be working on include the following: Dodger Stadium Dugout and Seat expansion; San Bernardino Sheriff helicopter pad; skyscraper foundations in downtown LA; Fire Station 36, Joshua Tree; Alley Reconstruction Assess District 111, Underground, Newport Beach; Balboa ES Site Modernization and Lincoln HS, San Diego; City Hall Tenant Improvement, Moorpark, Ventura County; and 24 Street Repair Service for the City of Long Beach.

Training Plan

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

Commercial Skills: This training will be offered to all occupations and include course topics such as Silica Awareness, Concrete Ingredients, Structural Repair, Blueprint Reading, Pavements, Polishing, City Standards, and Site Layout.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. Employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Client Services Executive and Training Director will be overseeing the training program. Training attendance will be reported by Cement Masons trainers. Electronic training records will be prepared by Cement Masons administrative staff. ETP administration will be provided under subcontract to Betat Advisories who will maintain a database of training records, upload training and enrollment data to ETP, and prepare invoices. Training will be delivered by six Internal Training Instructors, and will take place at Cement Masons’ training locations in Arcadia, San Bernardino, San Luis Obispo, and Bakersfield.

Instructors are qualified to train others by having at least a high school diploma, completion of the apprenticeship program as part of their experience, proficiency in all aspects of the Cement Mason trade, including blue print reading, form setting, finishing, patching, and concrete repair, and have the following credentials: a Designated Subjects Teaching Credential in the Building Trades Construction industry sector for the Specific Subject of Concrete. Instructors typically have over a decade of experience in this trade.

Marketing and Support Costs

Marketing for training programs is carried out via the website, email, flyers, and advertisements. Cement Masons has requested allocating 8% of support costs for ongoing recruitment, employer outreach, and assessment of job requirements. While many participating employers have already been engaged, additional recruitment will be necessary to complete the project and accommodate any changes in employer training needs. All assessments of employer-specific requirements will be conducted during the contract term.

Tuition Reimbursement

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

Electronic Recordkeeping/LMS

Staff has reviewed and approved the use of a Learning Management System for recordkeeping. Cement Masons will be using Apprentice Tracking System for this training program.

DEVELOPMENT SERVICES

Betat Advisories in Auburn assisted with development for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Betat Advisories will perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

First Period:

- Silica Awareness
- Industry Orientation
- Form Tools
- Hand Tools
- Subgrade Preparation
- Edge Forms on Grade
- History of Cement

Second Period:

- Measuring
- Concrete Ingredients
- Placing & Leveling Concrete
- Specifications and Testing
- Curing & Protection
- Fundamental Math

Third Period:

- Surface Defects & Treatments
- Joints in Concrete
- Sidewalks & Patios
- Structural Repair
- Structural Grout
- Finishing Floors

Fourth Period:

- Lath Survey Stakes
- Curb & Gutter Standards
- Exposed Aggregate Finishes
- On-Grade Curb and Gutter Forms
- Blueprint Reading

Fifth Period:

- Drives
- Approaches Curbs
- Curbs and Gutters
- ADA Ramps Standards
- Designing Concrete Mixes
- Pavements
- Super Flat Floors
- Trowel Machine

Sixth Period:

- Polishing
- Screeds & Bulkheads
- Stenciling & Imprinting.
- Sealant
- Pervious Concrete
- Power Screed

Seventh Period:

- Estimating
- Levels & Transits
- Wall Form Methods
- Curb and Gutter Machine
- Steps
- City Standards

Eighth Period:

- SuperFlat Floors
- Cement Masons Written Exam
- Site Layout
- Foreman Training
- Certification for Boom lift training

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



**Training Proposal for:
Joint Journeymen Apprentice Training Trust**

Contract Number: ET25-0940

Panel Meeting of: September 27, 2024

ETP Regional Office: North Hollywood

Analyst: D. Tran

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, Kern, Los Angeles, Orange, San Bernardino, Riverside, San Diego, Ventura, Santa Barbara, San Luis Obispo	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Airconditioning, Refrigeration and Mechanical Contractors Association of Southern California (ARCA/MCA) and Southern California Pipe Trades District Council 16.		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$364,980		\$25,309 8%		\$390,289

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Commercial Skills; OSHA 10/30	37	8-200	0	\$1,647	\$51.95
				Weighted Avg: 55			
2	Retrainee Priority Rate Apprentice	Commercial Skills; OSHA 10/30:	175	8-200	0	\$1,882	\$31.17
				Weighted Avg: 80			

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

<p>Minimum Wage by County: <u>Job Number(s)</u> Job Number 1 & 2: (SET/Priority Industry wage modification): \$30.75 per hour.</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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Maybe</p>

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
HVAC - Journeyworker	\$51.95 - \$51.95	37
Job Number 2		
HVAC - Apprentice	\$31.17 - \$46.76	175

INTRODUCTION

Founded in 1949, The Joint Journeymen and Apprentice Training Committee (JJATC) www.hvacr-training.com, is a consortium of labor and management organizations to provide training for air condition and refrigeration technicians serving the Imperial, Kern, Los Angeles, Orange, San Bernardino, Riverside, San Diego, Ventura, Santa Barbara, and San Luis Obispo counties. The JJATC administers a training trust fund created through collective bargaining and is funded by signatory employers. The workers are represented by the Air conditioning, Refrigeration and Mechanical Contractors Association of Southern California (ARCA/MCA) and Southern California Pipe Trades District Council 16.

Some notable projects that the JJATC is working on are the Cedar Sinai Medical Center, Los Angeles International Airport (on-going), Clippers Intuit Dome, and the Beverly Hills High school. The JJATC continues to work on large-scale high visibility projects and require highly trained technicians and apprentices to perform exacting work on all projects. This will be the JJATC’s seventh in the last five years.

Veterans & Special Trainee Populations

The JJATC routinely recruits veterans who receive direct entry into the program, which includes training and assistance in finding work with employers in the network and throughout the area at no cost to the veterans. The JJATC is committed to supporting job related training that helps veterans transition from active duty into the California Workforce. Veterans also benefit from starting in the program at the second year pay rate.

Apprenticeship Program

The Panel funds Apprenticeship training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (LEA) in this case the LEA is the Los Angeles Unified School District.

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

This training proposal will continue to provide training for apprentices and journeymen level workers. Continued training and development is critical as Title 24 continues to change and mandate new efficiency and industry standards. Training will include inspection, servicing, maintenance, start-up, testing, balancing, and adjust or repair modifications and replacement of mechanical and refrigeration equipment. Trainees work for contractors who serve a wide variety of industrial and commercial business needs throughout California. Training will give employers the skilled workers they need to bid for more jobs. Winning more jobs means more work for those in the trade.

Demand for energy efficiency and reducing environmental impact continue to shape and change the industry, especially in California. Title 24 requires higher levels of efficiency from air conditioning and refrigeration systems and evolving technologies allow for more flexibility and control across spaces that are used and unused and allows more control in which zones, and buildings are cooled. This is part of AB 32, the global warming solutions act of 2006, which mandates that California substantially reduce its greenhouse and carbon footprint and lesson its greenhouse gas emissions to help create a sustainable environment.

Training Plan

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

Commercial Skills: this training will be offered to all apprentices and journeyworkers. The curriculum consists of mandatory training for all apprentices as well as some elective topics designed for both apprentices and journey workers. This training will provide a standardized process for all job sites and will enhance productivity, workflow, and operational procedures.

Topics include Air conditioning troubleshooting, pneumatics, and HVAC electrical controls. In-depth procedural training will enhance knowledge of new technologies, installation methods, and specialized training will provide workers with the knowledge on how to select components effectively, describe entire system to clients, and how to incorporate multi point systems into one.

Certified Safety Training

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

Commitment to Training

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

➤ Training Infrastructure

The JJATC’s training director along with dedicated administrative staff will oversee and manage the program. These individuals have prior experience on multiple ETP contracts and are responsible for scheduling, monitoring training, and tracking and reporting training data. In addition, the JJATC has retained the services of Betat Advisories and the Los Angeles Unified School District to assist with the administration of this training proposal.

Marketing and Support Costs

The JJATC is requesting 8% support costs to fund recruiting additional participating employers for this proposal. The training director and two assigned members will be responsible for marketing, recruiting, and conducting needs assessments. Many of the participating employers have already been recruited however, the JJATC will continue to perform additional recruitment and assessment activities with employers to support apprenticeship training.

Tuition Reimbursement

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

Electronic Recordkeeping/LMS

ETP staff has reviewed and approved the use of a Learning management system for recordkeeping.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0961	\$498,317	10/02/23 – 10/01/25	243	0	\$0 (0%)

As of the 08/04/24, the contract above has reported 0 hours tracked in the ETP CEF system.

PRIOR PROJECTS

The following table summarizes Contractor’s performance by Joint Journeymen Apprenticeship Training Committee under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0918	Statewide	10/04/21 – 10/03/23	\$598,770	598,770 (100%)
ET21-0926	Statewide	10/26/20 – 10/25/22	\$427,686	\$427,686 (100%)
ET20-0921	Statewide	09/01/19 - 08/31/21	\$748,368	\$748,368 (100%)
ET19-0921	Statewide	09/01/18 – 08/31/20	\$948,124	\$948,124 (100%)

DEVELOPMENT SERVICES

Joint Journeymen Apprentice Training Committee retained Betat Advisories in Sacramento to assist with development of this proposal for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Joint Journeyman Apprenticeship Training Committee retained Betat Advisories in Sacramento and Los Angeles Unified School District in Los Angeles to perform administrative services in connection with this proposal for a fee not to exceed 13% earned. The fee will be split at 6.5% each.

TRAINING VENDORS

To Be Determined

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

- Air Conditioning HVAC Troubleshooting (Adv Trouble)
- Air Conditioning: Market Systems for HVAC Mechanics
- Brazing
- Compressors
- CEP (Continued Education Program)
- GPRO
- DDC III (Direct Digital Controls)
- Electrical Controls
- Electrical Theory
- Heat Loads (Heat)
- Hussmann Fall
- Heat Loads & Air Distribution
- HVAC Start Test Balance
- HVAC Systems
- Mechanic Systems
- MES
- Pump Class
- Sheet Metal
- STB (Start, Test and Balance)
- TR Electrical (Tradesmen)
- TR Math (Tradesmen)
- TR Mechanical (Tradesmen)
- VRF Installation (Variable Refrigerant Flow)
- Hydronics
- Installation
- Market Applications
- Welding
- Pneumatics
- Safety of HVACR Industry
- Thermodynamics
- Variable Frequency Drives
- Water Chillers
- Absorption Chillers
- Belimo Motors
- Boilers
- Centrifugal Combustion Analysis
- Compressors
- Direct Digital Controls
- ECM Motors
- Electrical Code
- Electrical Controls

- Electrical for Start-up
- Electrical Protocol
- Electronic Variable Speed Drives
- Energy Audit
- Energy Retrofit
- Evap. Cond/Cooling Towers
- Green Professional Building Skills-UA Certificate Program
- Green Chill
- Green Tech
- HVAC Core
- Market Core
- Market EMS E-2/Control (Electronic Management System)
- Mechanical Code
- NEBB National Environmental Balancing Bureau
- Pneumatics
- Project Management
- Refrigerant Piping
- Screw Chillers
- Solar
- Thermal Energy Storage
- Title 24 Acceptance Test Certification
- Vane Axial Fans
- VAV Systems (Variable Air Volume)

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
**Sheet Metal & Air Conditioning Apprenticeship & Journeyman
 Training Fund**

Contract Number: ET25-0922

Panel Meeting of: September 27, 2024

ETP Regional Office: San Diego

Analyst: D. Alvarez

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, San Diego	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Sheet Metal Workers' Local 206		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$284,646		\$19,728 8%		\$304,374

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Comm'l. Skills, Computer Skills, OSHA 10/30	125	8-210	0	\$2,188	\$26.99
				Weighted Avg: 93			
2	Retrainee Journeyworker Priority Rate	Comm'l. Skills, Computer Skills, OSHA 10/30	43	8-200	0	\$718	\$48.20
				Weighted Avg: 24			

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

Minimum Wage by County: Job Number 1 (collective bargaining agreement wage): \$26.99 per hour; Job Number 2 (SET/Priority Industry wage modification): \$30.75 per hour
Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: Yes No Maybe
 Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Sheet Metal Workers	\$26.99 - \$39.66	125
Job Number 2		
Journeyworker - Sheet Metal Workers	\$48.20 - \$50.20	40

INTRODUCTION

Established in 1941, Sheet Metal and Air Conditioning Apprenticeship & Journeyman Training Fund (SMAJTF) (www.smjafc.org) is a joint effort by the Sheet Metal Workers' International Local 206 and the Sheet Metal and Air Conditioning Contractors National Association. The primary function of the SMAJTF is to provide up-to-date industry skills training and secure high-quality job opportunities for its members. SMAJTF currently serves over 1,000 Journeyworkers and Technicians as well as over 190 Apprentices within San Diego and Imperial Counties. This is SMAJTF's tenth ETP Contract, the seventh in the last five years.

There are numerous signatory employers contributing to SMAJTF. These employers perform specialized construction work ranging from the design, layout, fabrication and installation of duct systems to architectural sheet metal fabrication, metal roofing construction, and a variety of other shop or sheet metal work. SMAJTF also provides training opportunities to upgrade skills to Journeyworkers in the latest sheet metal technologies. SMAJTF is dedicated to developing and improving work skills that lead to secure and high wage job opportunities in the sheet metal construction industry, in turn helping associated large and small employers maintain their business within California.

Veterans & Special Trainee Populations

SMAJTF is committed to supporting job-related training that helps veterans transition into the California workforce. SMAJTF recruits veterans through its partnership with Helmets to Hardhats,

a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. SMAJTF also performs outreach to veteran-specific job fairs that directly target veterans in the community.

To incentivize Veterans to join the program, all Veteran applicants receive additional points toward their application when applying. Currently, SMAJTF is working with the Division of Apprenticeship Standards (DAS) to allow Veterans direct entry into the apprenticeship program without being required to take the entrance exam.

SMAJTF is currently part of the DAS's ERiCA program to increase outreach to current and new partners so that it can enroll more women, non-binary, and members from underserved communities. In addition, it will continue to work with local schools, WIBs, and community organizations.

SMAJTF also works with regional Workforce Investment Boards, community-based organizations, pre-apprenticeship programs, and Building Trades Councils to ensure a diverse workforce that promotes inclusion of women, minorities, non-binary, and underserved individuals into the union.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Palomar Community College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

SMAJTF will train sheet metal workers for upcoming projects in the San Diego area. The Sheet Metal trade is unique because it is one of the few crafts that starts with raw material, creates a component, then installs and maintains the product. Trainees in this industry must understand how to perform start up and preventive maintenance, repair, testing, balancing and certification of installed systems. Items commonly fabricated and installed include HVAC systems, metal roofs, kitchen hoods, various flashings, gutters, decorative architectural features and many other items made of a variety of metals. Therefore, participating employers and union representatives have identified the following additional reasons for training: an increase in out-of-state competition, more aggressive non-union competition, contractors needing to implement cost reduction measures, and customers having higher quality standards, but wanting projects to stay on budget and on time.

Sheet Metal workers have a wide range of work from detailing, layout, fabrication or installation of duct systems to architectural sheet metal, metal roofing and a variety of other shop or field sheet metal work, including job coordination and supervision. Sheet Metal workers are involved

in the commercial construction industry and will work on projects in the San Diego area including Snapdragon Stadium, Keller Leadership Academy, Mira Costa College, Southwestern College and Pure Water Project.

Training Plan

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

Commercial Skills: Training will be delivered to Journeyworkers and Apprentices and include Pattern Development in which trainees learn to draw, calculate mathematic configurations, and fabricate and install products out of a piece of flat metal. Training on plans and specifications of mechanical, architectural, structural and electrical drawings ensure that work is completed to required specifications. Training will also focus on welding and installation practices, HVAC systems, and new green technologies required by employers.

Apprentices will also receive training in specific Advancement training courses necessary to advance to a journeyworker. These classes are needed by the employers so trainees can learn the latest hard skills, software, practices and procedures as well as new methodologies in the industry brought on by technological advancements. These new skills will keep trainees more employable in the construction industry

Computer Skills: Training will be delivered to Journeyworkers and Apprentices and include 3-Dimensional virtual construction software that include AutoCAD, Bluebeam, Building Information Modeling and Revit Detailing software. Additional training in software applications will provide trainees the ability to schedule, plan, and track jobs; meet LEAN construction project requirements; and install and adjust automated systems.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

The Training Director will oversee this training project. There are nine staff members dedicated to scheduling training. There are an additional four staff members dedicated to training needs assessments as well as project administration. Training will be provided by subject matter experts employed by SMAJTF and outside vendors as needed. In addition, SMAJTF has retained an administrative third party to assist with project administration.

Marketing and Support Costs

SMAJTF is requesting 8% in support costs for Job Numbers 1-2 to promote the training program and assist with recruitment and assessment of participating employers throughout the Contract term. Support costs for SMAJTF will assist in promoting training to its construction employers, many of which are small businesses, and recruiting from the union member population. The ETP-funded training provided by SMAJTF will also be discussed at all labor-management and other pertinent meetings.

SMAJTF routinely meets with stakeholders to ensure training plans meet business needs (an employer driven training program). Marketing and training evaluations to ensure training is current include conducting face-to-face meetings, email and regular contact with employer associations and unions. Manufacturing groups and trade organizations also help SMAJTF address new training needs which attract candidates seeking opportunities for skill advancement to keep pace with developments within the sheet metal and maritime industries.

Tuition Reimbursement

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

ACTIVE PROJECTS

The following table summarizes Contractor's performances under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0942	\$181,720	10/2/2023-10/1/2025	137	0	\$47,634 (26%)
ET23-0914	\$208,408	10/3/2022-10/2/2024	101	0	\$82,295 (40%)

ET24-0942: Based on ETP Systems, SMAJTF's reimbursable hours have been tracked for potential earnings of \$47,634 (26% of approved amount), and an earned amount of \$0 (0% of approved amount). SMAJTF projects 100% performance based on its training schedule and hours delivered.

ET23-0914: Based on ETP Systems, SMAJTF's reimbursable hours have been tracked for potential earnings of \$208,408 (40% of approved amount), and an earned amount of \$0 (0% of approved amount). SMAJTF projects 100% performance based on training hours already delivered.

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 \$ %
ET22-0941	San Diego	12/20/2021-12/19/2023	\$361,555	\$274,441 (76%)
ET21-0937	San Diego	9/08/2020-9/07/22	\$222,312	\$191,299 (86%)
ET20-0902	San Diego	7/01/2019-6/30/2021	\$437,930	\$437,930 (100%)
ET18-0917	San Diego	11/6/2017-11/5/2019	\$304,710	\$275,971 (91%)

DEVELOPMENT SERVICES

Strategy Workplace Communications assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Commercial Skills – Apprentice Level – DAS-Approved Curriculum

Architectural Installation

- Advanced Roof Drainage Systems
- Advanced Sheet Metal Fabrication
- Architectural Sheet Metal Shop Drawings
- Creating Shop Details
- Installing Architectural Sheet Metal Items
- Planning Architectural Installation

Architectural & General Sheet Metal

- Beginning HVAC
- Blueprints & Specifications

Core 1 (Safety/Tools)

- Communication
- Emergency Procedures
- Geometric Construction
- Hand Tools
- Hazard Communication
- Hoisting and Rigging
- Lines and Lettering

Core II (Beginning Layout)

- AutoCAD
- Freehand Sketching
- Introduction to Parallel Lines
- Pictorial Drawings
- Sheet Metal and Metal Products

Core III (Advanced Layout)

- Change Ogee Offsets
- Duct Change Elbows
- Duct S Offsets
- Introduction to Triangulation
- Y Branches

Core IV (Architectural Principles)

- Additional Architectural Sheet Metal Work
- Architectural Sheet Metal Practices
- Flashings
- Introduction to Architectural Sheet Metal
- Roof Drainage Systems
- Waterproofing Roof Edges & Walls

Duct Design

- Duct Systems
- Energy Management Systems

Plans and Specifications

- Architectural Drawings
- Electrical Drawings
- Mechanical Drawings
- Sheet Metal Shop Drawings
- Specifications
- Structural Drawings
- The Contract Documents

Architectural Installation

- Advanced Roof Drainage Systems
- Advanced Sheet Metal Fabrication
- Architectural Sheet Metal Shop Drawings
- Creating Shop Details
- Installing Architectural Sheet Metal Items
- Planning Architectural Installation

HVAC I

- Air and Air Properties
- Cooling
- Heating
- Indoor Air Quality
- Introduction to HVAC Systems
- Refrigerant Cycle
- Servicing HVAC Equipment
- Start-Up and Commissioning Systems
- Ventilation

HVAC II

- Controls
- Electricity
- Fire Smoke Damper
- Refrigerant Cycle
- Servicing HVAC Systems
- Start-Up and Commissioning Systems
- TAB Instrument Use
- TAB Work

Sheet Metal Welding

- Codes and Symbols
- GMAW Process
- GTAW Process
- Introduction to Welding
- SMAW Process
- Welding Equipment Set-Up

Foreman and Project Management Training

- Architectural & General Sheet Metal
- Beginning HVAC
- Blueprints & Specifications
- Duct Cleaning
- EM-385 Training (Engineer Manual - 385 Safety Training)
- Energy Auditing
- EPA Certification
- Fire, Life, Safety Certification (1 & 2)
- Foreman Training
- Human Relations
- Infectious Control Risk Assessment
- Introduction to Supervision
- Introduction to Welding
- Mechanical Acceptance Testing Training (Title 24)
- MIG Welding (GMAW)
- Personnel Records
- Planning and Organizing
- Project Management
- Service & Start-Up
- Stick Welding (SMAW)
- Supervisory Training
- TAB Certification
- TIG Welding (GTAW)
- Trimble GPS Training

Technicians

- Architectural & General Sheet Metal
- Architectural Metal Products
- Architectural Sheet Metal
- Beginning HVAC
- Blueprints and Specifications
- Communication
- Duct Cleaning
- EM-385
- EM-385 Training (Engineer Manual - 385 Safety Training)
- Energy Auditing
- EPA Certification
- Field Installation
- Field Layout
- Fire, Life, Safety Certification (1 & 2)
- Fire, Smoke Damper
- Forklift Operation
- Geometric Construction
- GMAW, SMAW, and TGAW Welding
- Hand Tools
- Heating, Ventilation, Air Conditioning.
- Hoisting, Rigging, and Signaling
- Infectious Control Risk Assessment
- Infectious Control Risk Assessment (ICRA)

- Introduction to Welding
- Mechanical Acceptance Testing Training (Title 24)
- MIG Welding (GMAW)
- Pattern Development (Radial Line, Parallel Line, Triangulation)
- Service & Start-Up
- Sheet Metal and Metal Products
- Sheet Metal Detailing
- Sheet Metal Shop Drawings
- Shop Equipment and Tools
- Shop Layout
- Shop Work
- Stick Welding (SMAW)
- TAB Certification
- Technician Advancement:
- Testing, Adjusting, and Balancing (TAB)
- TIG Welding (GTAW)
- Trimble GPS Training
- Trimble RTS

Commercial Skills

Commercial Skills – Journey Level – DAS-Approved Curriculum

- Architectural & General Sheet Metal
- Beginning HVAC
- Blueprints & Specifications
- Duct Cleaning
- EM-385 Training (Engineer Manual - 385 Safety Training)
- Energy Auditing
- EPA Certification
- Fire, Life, Safety Certification (1 & 2)
- Infectious Control Risk Assessment
- Introduction to Welding
- Mechanical Acceptance Testing Training (Title 24)
- MIG Welding (GMAW)
- Service & Start-Up
- Stick Welding (SMAW)
- TAB Certification
- TIG Welding (GTAW)
- Trimble GPS Training

Computer Skills

Computer Skills – All Trainees – DAS-Approved Curriculum

- AutoCAD (Introduction, Intermediate, Advanced)
- Benchmark Certification (CAD)
- Bluebeam Software
- Building Information Modeling Software
- Revit Detailing Software
- Sheet Metal/HVAC Detailing

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

Safety Skills

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

Safety Skills

- OSHA 30



Training Proposal for:

Sheet Metal Workers' Joint Apprenticeship and Training Trust Fund of Los Angeles

Contract Number: ET25-0926

Panel Meeting of: September 27, 2024

ETP Regional Office: North Hollywood

Analyst: S. Turner

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Inyo, Mono, Los Angeles, Orange, Riverside, San Bernardino	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Association of Sheet Metal, Air, Rail, and Transportation Workers, Local 105		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$364,980		\$25,200 8%		\$390,180

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Computer Skills, Commercial Skills OSHA 10/30	210	8-210	0	\$1,858	\$30.75
				Weighted Avg: 79			

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

Minimum Wage by County: Job Number1 (SET/Priority Industry): \$30.75 per hour
Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: Yes No Maybe
 Up to \$1.32 per hour may be used to meet the Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Apprentice Sheet Metal Worker	\$29.70-\$50.49	210

INTRODUCTION

Established in 2005, the Sheet Metal Workers' Joint Apprenticeship and Training Trust Fund of Los Angeles (Sheet Metal JATTF LA) supports the Southern California counties of Los Angeles, Orange, San Bernardino, Riverside, Inyo, and Mono. The Trust collaborates with the Sheet Metal and Air Conditioning Contractor's National Association and comprises approximately 25 large employers and 50 small employers. It trains 900 apprentices and 3,400 journeyman sheet metal workers in the building and construction trades.

Apprentices in the sheet metal trade receive training in designing, fabricating, and installing sheet metal products, as well as in setting up equipment primarily for the HVAC industry. In practice, they install sheet metal products across various construction surfaces and projects. Sheet Metal Shop Workers specialize in converting flat metal sheets into customized products such as duct systems and roof drainage systems. These workers contribute to a wide range of sectors, including kitchen, commercial, and residential HVAC, service, detailing, industrial applications, testing, adjusting and balancing, metal roofing, and welding.

This will be Sheet Metal JATTF LA's sixth contract in the past five years.

Veterans & Special Trainee Populations

Sheet Metal JATTF LA is committed to recruiting and retaining veterans within its sheet metal apprenticeship program. The organization collaborates with initiatives such as SMART Heroes, an accelerated seven-week program designed for U.S. military personnel transitioning to civilian life, facilitating their entry into a long-term career in the sheet metal industry. Another key partner

is Helmets to Hardhats, a national joint labor-management program that connects military skills with opportunities in the building trades.

Additionally, Sheet Metal JATTF LA conducts a Veterans Boot Camp biannually. Participants who complete the program receive essential tools, tool bags, a voucher for work boots, OSHA certifications, and two months of union dues, ensuring they are prepared to start work immediately. Throughout the year, Sheet Metal JATTF LA also promotes its apprenticeship program by participating in various career fairs at military bases across Southern California. Currently, the program supports approximately 40 veteran apprentices.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

The training outlined in this proposal targets Apprentice Sheet Metal Workers, who will benefit from advanced education in computerizing construction plans and utilizing sophisticated AutoCAD systems for job design and building modeling. This enhanced training is essential for adapting to industry advancements.

To support ongoing professional development, the curriculum will also cover advanced welding techniques, drawing and drafting skills, and specialized electronic and customized work. Given the increasing emphasis on energy efficiency, trainees will receive instruction in green technology to address greenhouse gas emissions and reduce waste during construction. This includes integrating tighter energy efficiency standards into their Energy Management Systems and duct design practices.

Additionally, the evolving industry demands that Sheet Metal Workers operate in smaller, highly-skilled teams. Therefore, apprentices will be trained to effectively use technology, manage projects, and collaborate with other tradespeople. Major construction projects in the Southern California region that employ apprentices include:

- LAX People Mover
- UC Irvine
- Lucas Museum
- IC Vibe
- Houge Hospital

- Harbor UCLA
- Norwalk High School

Training Plan

Training will be provided via Class/Lab in the following:

Commercial Skills: Training will include Advanced Sheet Metal Fabrication, Planning Architectural Installation, Blueprints & Specifications, Geometric Construction, Freehand Sketching, Pictorial Drawings, Sheet Metal Shop Drawings, Servicing HVAC Systems and Energy Auditing.

Computer Skills: Training will focus on developing skills of digital technology in the field and on job sites. Topics include AutoCAD, Bluebeam Software, Building Information Modeling Software, Revit Detailing Software, and Sheet Metal/HVAC Detailing.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

Employers will continue to make contributions to the training trust for every hour worked by Apprentices. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Training Coordinator will oversee all project administration and has retained two administration vendors to assist with administrative tasks. In-house staff will handle class scheduling and completion of training rosters. Training will be in-person and center based at Sheet Metal JATTF LA's training facility located in the City of Industry. This facility houses eight classrooms and six laboratories including; a welding lab, a field installation lab, two shop labs, and a HVAC service lab.

Marketing and Support Costs

Employers are notified of training through their associations, the Sheet Metal and Air Conditioning Contractors' National Association Los Angeles and the Orange Empire Sheet Metal and Air Conditioning Contractors' National Association. Notifications are made through the associations' web sites, mailings and presentations. Workers are notified of training through their union local and directly by the training center through postings on the website and mailings. Sheet Metal Workers JATTF LA requests 8% support costs.

Tuition Reimbursement

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

ACTIVE PROJECTS

The following table summarizes Contractor's performance by Sheet Metal Workers JATTF LA under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0916	\$499,989	10/02/23-10/01/25	609	0	0

*ET24-0916: Based on ETP Systems, Zero reimbursable hours have been tracked of the ETP approved amount of \$499,989. The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through contract closeout.

PRIOR PROJECTS

The following table summarizes Contractor's performance by Sheet Metal Workers JATTF LA under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0900	Southern CA	08/23/21-08/22/23	\$598,675	\$598,675 (100%)
ET21-0907	Southern CA	09/01/20-08/31/22	\$427,350	\$427,350 (100%)
ET20-0933	Southern CA	10/07/19-10/06/21	\$743,280	\$743,280 (100%)
ET19-0918	Southern CA	09/03/18-09/02/20	\$948,480	\$948,480 (100%)

DEVELOPMENT SERVICES

Strategy Workplace Communications in Alameda assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications and the Los Angeles Unified School District in Los Angeles will perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Architectural Installation

- Advanced Roof Drainage Systems
- Advanced Sheet Metal Fabrication
- Architectural Sheet Metal Shop Drawings
- Creating Shop Details
- Installing Architectural Sheet Metal Items
- Planning Architectural Installation

Architectural & General Sheet Metal

- Beginning HVAC
- Blueprints & Specifications
- Communication
- Field Safety
- Geometric Construction
- Hand Tools
- Hoisting and Rigging
- Lines and Lettering
- Safety in Field Installation
- Shop Safety

Core II (Beginning Layout)

- Freehand Sketching
- Introduction to Parallel Lines
- Pictorial Drawings
- Sheet Metal and Metal Products

Core III (Advanced Layout)

- Change Ogee Offsets
- Duct Change Elbows
- Duct S Offsets
- Introduction to Triangulation
- Y Branches

Core IV (Architectural Principles)

- Additional Architectural Sheet Metal Work
- Architectural Drawings
- Architectural Sheet Metal Practices
- Duct Design
- Duct Systems
- Electrical Drawings
- Energy Management Systems
- Flashings

- Introduction to Architectural Sheet Metal
- Mechanical Drawings
- Plans and Specifications
- Roof Drainage Systems
- Sheet Metal Shop Drawings
- Specifications
- Structural Drawings
- The Contract Documents
- Waterproofing Roof Edges & Walls

HVAC I

- Air and Air Properties
- Cooling
- Heating
- Indoor Air Quality
- Introduction to HVAC Systems
- Refrigerant Cycle
- Servicing HVAC Equipment
- Start-Up and Commissioning Systems
- Ventilation

HVAC II

- Brazing and Soldering
- Controls
- Electricity
- Refrigerant Cycle
- Servicing HVAC Systems
- Start-Up and Commissioning Systems
- TAB Instrument Use
- TAB Work

Sheet Metal Welding

- Codes and Symbols
- GMAW Process
- GTAW Process
- Introduction to Welding
- SMAW Process
- Welding Equipment Safety
- Welding Equipment Set-Up
- Welding Safety

Foreman and Project Management Training

- EM-385 Training (Engineer Manual - 385 Safety Training)
- Energy Auditing
- EPA Certification
- Foreman Training
- Infectious Control Risk Assessment
- Introduction to Supervision

- Introduction to Welding
- Mechanical Acceptance Testing Training (Title 24)
- Planning and Organizing
- Project Management
- Service & Start-Up
- Stick Welding (SMAW)
- Supervisory Training
- TAB Certification
- TIG Welding (GTAW)
- Trimble GPS Training
- Smoke Control Systems

Computer Skills

- AutoCAD (Introduction, Intermediate, Advanced)
- Benchmark Certification (CAD)
- Bluebeam Software
- Building Information Modeling Software
- Revit Detailing Software
- Sheet Metal/HVAC Detailing

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

**Sheet Metal Workers' Local 104 and Bay Area Industry
Apprentice and Journeyman Training Fund - North Bay**

Contract Number: ET25-0905

Panel Meeting of: September 27, 2024

ETP Regional Office: PPU-Central Office

Analyst: K.Alexander-Paiva

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, Trinity	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Sheet Metal Workers Local 104		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,080		\$25170 8%		\$390,250

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker	Business Skills, Comm'l Skills, Computer Skills, OSHA 10/30	23	8-200	0	\$718	\$51.05
				Weighted Avg: 24			
2	Retrainee Apprentice	Business Skills, Comm'l Skills, OSHA 10/30	548	8-210	0	\$682	\$41.85
				Weighted Avg: 29			

*Post-Retention Wage is the Contractual Wage

Minimum Wage by County: Job Numbers 1 & 2 SET/Priority Industry wage modification: \$30.75 per hour.

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

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

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

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker Sheet Metal Workers	\$51.05-\$60.26	23
Job Number 2		
Apprentice Sheet Metal Workers	\$41.85- \$53.53	548

INTRODUCTION

Founded in 1903 and headquartered in Livermore, Sheet Metal Workers Local 104 and Bay Area Industry Apprentice and Journeyman Training Fund – North Bay (Sheet Metal Trust – North Bay) (www.smw104training.org), is an “umbrella trust” fund created through a collective bargaining agreement between Local 104 and the Bay Area Association of Sheet Metal Contractors (Bay Area Contractors). Prior to 1992, the signatory employers were members of five different sheet metal trade associations, each with a different trust fund. Following the creation of Bay Area Contractors, these five separate trust funds merged into one. Sheet Metal Trust is administered by ten trustees designated equally by Local 104 and the signatory employers from Bay Area Contractors. These employers are primarily in the construction industry or transportation industries.

Sheet Metal Trust oversees four training centers serving 17 counties and over 7,000 Sheet Metal Workers in Northern California. In this project, the funding requested will serve trainees and

employers in the Livermore and Fairfield areas. Each training site maintains separate groups of trainees from its local dispatch area, but the Training Coordinators from each of the centers collaborate to develop training programs that serve all Northern California employers. However, members from each local area sometimes attend classes in another local facility within the Sheet Metal Trust's jurisdiction. This will be Sheet Metal Trust – South Bay's fifth ETP Contract in the last five years.

Veterans & Special Trainee Populations

The JATC recruits veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the connection between skills acquired in military service and the building trades. On its website it advertises special days for veterans to come in and apply for the apprenticeship program. Additionally, the SMART Heroes program provides sheet metal industry training through an accelerated seven-week course for enlisted U.S. military personnel who plan to enter civilian life within the year. This program assists with their successful transition to the civilian workforce and helps them pursue a satisfying lifelong career in the sheet metal industry. After successfully completing the course, trainees are eligible for entry into a sheet metal apprenticeship.

Sheet Metal Trust-North Bay is also part of the Division of Apprenticeship Standards (DAS) ERiCA program, which aims to increase outreach to both current and new partners, enabling our JATC to enroll more women, non-binary individuals, and members from underserved communities. Additionally, they will continue to collaborate with local schools, Workforce Development Boards, and community organizations.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency which in this project is Foothills College.

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

The JATC is a joint labor-management organization, with trustees meeting regularly with the training director to assess local training needs. The pandemic has created a demand for a more flexible and adaptable workforce, significantly changing employers' requirements. Currently, there is an increased demand for retrofitting buildings to enhance outside air flow and improve ventilation systems for better airflow. Improved airflow creates safer environments in schools, public buildings, and office spaces. One training included in this application is the AB841

Ventilation Requirements class, which teaches the new upgraded heating, air conditioning, and ventilation (HVAC) systems now required in public schools.

Participating employers also require training due to the fact that currently, 40% of journey-level workers are eligible for retirement. Further, there are more stringent clean air codes being implemented that training must address and an increase in out-of-state competition. Finally there is growing demand for sheet metal workers with business and computer skills such as 3-D virtual building modeling, energy assessments, and electronic equipment management. ETP funding will support Sheet Metal Trust in training sheet metal workers for construction projects across Northern California. Additionally, it will help the organization develop and deliver certification classes that ensure workers are equipped with the latest practices and technologies.

During this contract, trainees will be working on the following construction projects University of California San Francisco Benioff Children's Hospital, Bay Area Rapid Transit Transbay Corridor Core Capacity Program New traction Power Facility, San Francisco International Airport Terminal 3.

Training Plan

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

Business Skills: Training will be offered to Journeyworkers and Apprentices and will include Project Management, Leadership Skills, Problem Solving and Teambuilding Skills and Customer Service.

Commercial Skills: Training will be offered to Journeyworkers and Apprentices and will include Advanced Welding, Working with Building Materials, Rigging and Signaling Training and Lean Construction Training.

Computer Skills: Training will be offered to both Journeyworkers and apprentices, including instruction in 3-Dimensional Virtual Construction Software, Automated Systems Applications, Benchmark Software - Lean Construction, Job Tracking System, and Revit Computer-Aided Detailing Software. Additionally, apprentices will receive training in Advanced Welding, Working with Building Materials, Fire and Smoke Damper Technician Training, Proper Machine and Equipment Set-Up, and Detailing

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

Sheet Metal Trust-North Bay’s Training Administrator, supported by a dedicated team of at least three staff members, will handle administration and oversee the project. Additionally, specific individuals are responsible for coordinating training at each training location. The organizational structure includes Administrators, who oversee the day-to-day operations of the entire program, and three Coordinators assigned to the four facilities. The Coordinators manage apprentices in their respective training areas and schedule classes. Strategy Workplace Communications has also been retained to assist with administrative duties.

Marketing and Support Costs

Application announcements for the apprenticeship program will be sent to local, state, and federal agencies, as well as to local high schools, community colleges, community-based organizations, and community events. The JATC is seeking 8% in retrainee support costs to fund its staff for recruiting and qualifying additional participating employers and trainees for this program.

Tuition Reimbursement

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

Electronic Recordkeeping/LMS

Sheet Metal Trust-North Bay utilizes the Total Tracking system to monitor training hours. This system was been reviewed and approved by ETP staff.

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) (\$ %)
ET24-0906 (North & South)	\$499,610	10/02/2023-10/01/2025	603	0	\$0 (0%)
ET23-0921 (North & South)	\$499,935	10/3/2022 - 10/2/2024	633	633	\$366,968 (74%)

ET24-0906: Based on ETP Systems, no reimbursable hours have been uploaded. However, the Contractor projects final earnings of 100% based on scheduled training.

PRIOR PROJECTS

The following table summarizes Contractor’s performance by Sheet Metal Workers' Local 104 and Bay Area Industry Apprentice and Journeyman Training Fund under an ETP Contract that was completed within the last five years

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0952 (South Bay)	Northern California	01/31/2022- 01/30/2024	\$597,821	\$596,655 (99%)
ET22-0946 (North Bay)	Northern California	12/20/2021- 12/19/2023	\$597,766	\$597,273 (100%)
ET21-0916 (North Bay)	Northern California	09/14/2020- 09/13/2022	\$409,288	\$409,288 (100%)
ET21-0941 (South Bay)	Northern California	09/14/2020- 09/13/2022	\$369,452	\$369,452 (100%)
ET19-0923 (South Bay)	Northern California	9/3/2018 – 9/2/2020	\$1,612,671	\$1,612,671 (100%)

DEVELOPMENT SERVICES

Strategy Workplace Communications (Strategy) in Alameda will assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

Apprentice Level

- Bias and Belonging
- Customer Service
- Project Management

Business Skills

Journey Level

- Conflict Resolution
- Customer Service Skills
- Decision Making Skills
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

Commercial Skills

Journey Level

- Advanced Welding Skills
- Aerial Lift Training
- Architecture Designs
- California AB841 Ventilation Requirements
- California Green Building Code Training
- Control System Service
- Detailing
- Duct Pressure Testing
- Energy Auditing: Total Building (Green Training)
- Energy Auditing: Total Heating Ventilation and Air Conditioning (HVAC) Systems
- Fire and Smoke Damper Technician Training
- Fire/Life HVAC System Building Inspection Training
- Fire Life Safety Level 2
- Gas Tungsten Arc Welding (GTAW)
- Grinding and Polishing
- California Home Energy Rating System Program (HERS)
- Job Coordination Training
- Lean Construction Training
- Management and Monitoring of Materials
- Materials and Equipment Testing for Industrial Use
- Proper Machine and Equipment Set-Up
- Rigging and Signal Training
- Safe Working Practices

- Smoke Control System Technician Training
- Survival Skills
 - Layout Review
 - Technology Update
 - Trade Math
- Testing Adjusting and Balancing Bureau Certification Training (TABB)
- Testing Materials and Equipment –Proper Set-Up and Use
- Title 24 Certification
 - California Mechanical Acceptance Testing Technician Certification (MATT)
 - Energy Efficiency
- Understanding Changes to Industry Standards
- Upgrading Lead Handling and Asbestos Removal Skills
- Working with Building Materials Training

Commercial Skills

Apprentice Level

- Advanced Architectural
- Advanced Electricity for Sheet Metal Air Conditioning Service
- Advanced Layout and Fabrication
- Advanced Welding
- Aerial Lift Training
- Air Balance Test Equipment Instruments
- Air Conditioning, Commercial Systems, Heating
- Air Distribution & Manufacturing Systems
- Architectural Metals and HVAC
- Architectural Sheet Metal
- Basic Electricity for Sheet Metal Air Conditioning Service
- Basics of Architectural Sheet Metal
- California AB841 Ventilation Requirements
- Codes and Standards
- Commercial Systems, Heat Loads, Piping
- Computer Aided Drafting (CAD)
- Control System Service
- Direct Digital Control System (DDC Control Systems)
- Detailing
- Electrical Systems Operation, Controls & Devices
- Field Installation
- Field Measuring
- Filters and Filter Housings
- Fire and Smoke Damper Technician Training
- Fire Life Safety Level 2
- Forman Training
- Gas Tungsten Arc Welding (GTAW)
- Grinding and Polishing
- Hazardous Material Recognition for the Test & Air Balance Industry
- Heat Pump, Efficient Operations and Services
- HVAC Air Systems and Duct Design for Energy Efficiency

- HVAC Energy Conservation
- HVAC Systems Installation
- HVAC Testing & Balancing Procedures
- Hydronic Heating
- Industrial and Stainless-Steel Introduction
- Installing Thermostats, Flues and Vents
- Intermediate CAD
- Inverter, Variable Refrigerant Flow & Heat Recovery Technology
- Job Site Fabrication
- Measuring and Sketching
- Metal Roofing
- Parallel Line Layout
- Plans and Specifications
- Project Management, Takeoffs, Estimates
- Properties of Air Distribution
- Radial Line Layout
- Refrigeration for Sheet Metal Air Conditioning Service
- Refrigeration Piping
- Refrigeration Theory for Sheet Metal Air Conditioning Service
- Residential AC Units
- Residential Duct Systems
- Residential Structure and Sheet Metal Work
- Service Basics for Sheet Metal Workers
- Sheet Metal Control Systems
- Submittals and Shop Drawings
- Survival Skills
 - Layout review
 - Technology Update
 - Trade Math
- Systems Installation & Troubleshooting
- Testing, Adjusting, and Balancing Technician Certification (TAB)
- Testing, Adjusting, Balancing 09.2001 Hydronic Systems, Pump and Hydronic Balancing
- Temperature Measurement Instruments & Duct Systems
- Title 24 Certification
 - California Mechanical Acceptance Testing Technician (CA MATT)
 - Energy Efficiency
- Triangulation Layout
- Welding I
 - Process and Safety Overview
 - Shielded Metal Arc Welding (SMAW)
 - Gas Metal Arc Welding (GMAW)
- Welding II
 - Gas Metal Arc Welding (GMAW)
 - Flux-Cored Arc Welding (FCAW)

Computer Skills
Journey Level

- 3-D Modeling – Virtual Construction
- Automated Systems Applications
- Benchmark Software – Lean Construction
- Job Tracking System
- Revit Computer-Aided Design (CAD) Detailing Software
- Scheduling & Planning Jobs

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

**Sheet Metal Workers Local 104 and Bay Area Industry
Apprentice and Journeyman Training Fund - South Bay**

Contract Number: ET25-0902

Panel Meeting of: September 27, 2024

ETP Regional Office: PPU-Central Office

Analyst: K. Alexander-Paiva

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Monterey, Santa Clara, and Santa Cruz	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Sheet Metal Workers Local 104		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,080		\$25,170 8%		\$390,250

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker	Business Skills, Comm'l Skills, Computer Skills, OSHA 10/30	23	8-200	0	\$718	\$51.05
				Weighted Avg: 24			
2	Retrainee Apprentice	Business Skills, Comm'l Skills, OSHA 10/30	548	8-210	0	\$682	\$41.03
				Weighted Avg: 29			

*Post-Retention Wage is the Contractual Wage

Minimum Wage by County: Job Numbers 1 & 2 SET/Priority Industry wage modification: \$30.75 per hour.

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

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

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

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Sheet Metal Workers	\$51.05-\$60.26	23
Job Number 2		
Apprentice - Sheet Metal Workers	\$41.85- \$53.53	548

INTRODUCTION

Founded in 1903 and headquartered in Livermore, Sheet Metal Workers Local 104 and Bay Area Industry Apprentice and Journeyman Training Fund – South Bay (Sheet Metal Trust – South Bay) (www.smw104training.org), is an “umbrella trust” fund created through a collective bargaining agreement between Local 104 and the Bay Area Association of Sheet Metal Contractors (Bay Area Contractors). Prior to 1992, the signatory employers were members of five different sheet metal trade associations, each with a different trust fund. Following the creation of Bay Area Contractors, these five separate trust funds merged into one. Sheet Metal Trust is administered by ten trustees designated equally by Local 104 and the signatory employers from Bay Area Contractors. These employers are primarily in the construction industry or transportation industries.

Sheet Metal Trust South – Bay oversees four training centers serving 17 counties and over 7,000 Sheet Metal Workers in Northern California. In this project, the funding requested will serve trainees and employers in the Castroville and San Jose areas. Each training site maintains separate groups of trainees from its local dispatch area, but the Training Coordinators from each of the centers collaborate to develop training programs that serve all Northern California employers. However, members from each local area sometimes attend classes in another local facility within the Sheet Metal Trust’s jurisdiction. This will be the Sheet Metal Trust’s fifth ETP contract in the last five years.

Veterans & Special Trainee Populations

Sheet Metal Trust – South Bay recruits veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. On its website, it advertises special days for veterans to apply for the apprenticeship program. Additionally, it works with the SMART Heroes program, which offers sheet metal industry training through an accelerated seven-week program for enlisted U.S. military personnel planning to transition to civilian life within the year. This program supports their successful transition to the civilian workforce and a fulfilling career in the sheet metal industry. Upon successful completion of the course, trainees are eligible to enter a Sheet Metal apprenticeship.

Sheet Metal Trust-South Bay is also part of the Division of Apprenticeship Standards (DAS) ERiCA program, which aims to increase outreach to both current and new partners, enabling our JATC to enroll more women, non-binary individuals, and members from underserved communities. Additionally, they will continue to collaborate with local schools, Workforce Development Boards, and community organizations.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Foothill College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Sheet Metal Trust – South Bay’s request for funding is driven by the need to upgrade the skills of sheet metal workers to adapt to changes in the construction industry. There is increasing demand for retrofitting buildings and revamping ventilation systems to improve airflow, which is essential for creating safer schools, public buildings, and office spaces. One of the key trainings included in

this project is the AB841 Ventilation Requirements class, which covers the new standards for heating, air conditioning, and ventilation systems required in public schools.

Participating employers also require training due to the fact that currently, 40% of journey-level workers are eligible for retirement. Further, there are more stringent clean air codes being implemented that training must address and an increase in out-of-state competition. Finally there is growing demand for sheet metal workers with business and computer skills such as 3-D virtual building modeling, energy assessments, and electronic equipment management. ETP funding will support Sheet Metal Trust in training sheet metal workers for construction projects across Northern California. Additionally, it will help the organization develop and deliver certification classes that ensure workers are equipped with the latest practices and technologies.

The following projects are driving employer demand under this proposal: Electric Hydrogen Electric Hydrogen Co Pilot Plant, Tamien Station Affordable Housing, and Monterey Bay Aquarium. ETP funding will support Sheet Metal Trust in training sheet metal workers for construction projects across Northern California. Additionally, it will help the organization develop and deliver certification classes that ensure workers are equipped with the latest practices and technologies.

Training Plan

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

Business Skills: Training will be offered to Journeyworkers and Apprentices and will include Project Management, Leadership Skills, Problem Solving and Teambuilding Skills and Customer Service.

Commercial Skills: Training will be offered to Journeyworkers and Apprentices and will include Advanced Welding, Working with Building Materials, Rigging and Signaling Training and Lean Construction Training.

Computer Skills: Training will be offered to Journeyworkers and will include 3-Dimensional virtual construction software. Other courses include: Automated Systems Applications, Benchmark Software - Lean Construction, Job Tracking System, and Revit Computer-Aided Detailing Software. Training will also be offered to Apprentices and will include Advanced Welding, Working with Building Materials, Fire and Smoke Damper Technician Training, Proper Machine and Equipment Set-Up, and Detailing.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

Sheet Metal Trust’s Training Administrator, supported by a dedicated team of at least three staff members, will handle administration and oversee the project. Additionally, specific individuals are responsible for coordinating training at each training location. The organizational structure includes Administrators, who oversee the day-to-day operations of the entire program, and three Coordinators assigned to the four facilities. The Coordinators manage apprentices in their respective training areas and schedule classes. An administrative subcontractor has also been retained to assist with administrative duties.

Marketing and Support Costs

Application announcements for the apprenticeship program will be sent to local, state, and federal agencies, as well as to local high schools, community colleges, community-based organizations, and community events. Sheet Metal Trust – South Bay is seeking 8% in support costs to fund its staff for recruiting and qualifying additional participating employers and trainees for this program.

Tuition Reimbursement

Sheet Metal Workers Local 104 and Bay Area Industry Apprentice and Journeyman Training Fund represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

Electronic Recordkeeping/LMS

Sheet Metal Trust will utilize the Total Tracking system to monitor training hours. This system has been reviewed and approved by ETP Staff.

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) (\$ %)
ET24-0906 (North & South)	\$499,610	10/02/2023-10/01/25	603	0	\$0 (0%)
ET23-0921 (North & South)	\$499,935	10/03/2022-10/02/24	633	633	\$366,968 (74%)

ET24-0906: Based on ETP Systems, no reimbursable hours have been uploaded. However, the Contractor projects final earnings of 100% based on scheduled training.

PRIOR PROJECTS

The following table summarizes Contractor’s performance by Sheet Metal Workers Local 104 and Bay Area Industry Apprentice and Journeyman Training Fund under an ETP Contract that was completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0952 (South Bay)	Northern California	01/31/2022- 01/30/2024	\$597,821	\$596,655 (99%)
ET22-0946 (North Bay)	Northern California	12/20/2021- 12/19/2023	\$597,766	\$597,273 (100%)
ET21-0916 (North Bay)	Northern California	09/14/2020- 09/13/2022	\$409,288	\$409,288 (100%)
ET21-0941 (South Bay)	Northern California	09/14/2020- 09/13/2022	\$369,452	\$369,452 (100 %)
ET19-0923 (South Bay)	Northern California	9/3/2018 – 9/2/2020	\$1,612,671	\$1,612,671 (100%)

DEVELOPMENT SERVICES

Strategy Workplace Communications (Strategy) in Alameda will assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

Sheet Metal Trust retained Strategy Workplace Communications in Alameda to assist with development of this proposal for a fee, not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

Apprentice Level

- Bias and Belonging
- Customer Service
- Project Management

Business Skills

Journey Level

- Conflict Resolution
- Customer Service Skills
- Decision Making Skills
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

Commercial Skills

Journey Level

- Advanced Welding Skills
- Aerial Lift Training
- Architecture Designs
- California AB841 Ventilation Requirements
- California Green Building Code Training
- Control System Service
- Detailing
- Duct Pressure Testing
- Energy Auditing: Total Building (Green Training)
- Energy Auditing: Total Heating Ventilation and Air Conditioning (HVAC) Systems
- Fire and Smoke Damper Technician Training
- Fire/Life HVAC System Building Inspection Training
- Fire Life Safety Level 2
- Gas Tungsten Arc Welding (GTAW)
- Grinding and Polishing
- California Home Energy Rating System Program (HERS)
- Job Coordination Training
- Lean Construction Training
- Management and Monitoring of Materials
- Materials and Equipment Testing for Industrial Use
- Proper Machine and Equipment Set-Up
- Rigging and Signal Training
- Safe Working Practices

- Smoke Control System Technician Training
- Survival Skills
 - Layout Review
 - Technology Update
 - Trade Math
- Testing Adjusting and Balancing Bureau Certification Training (TABB)
- Testing Materials and Equipment –Proper Set-Up and Use
- Title 24 Certification
 - California Mechanical Acceptance Testing Technician Certification (MATT)
 - Energy Efficiency
- Understanding Changes to Industry Standards
- Upgrading Lead Handling and Asbestos Removal Skills
- Working with Building Materials Training

Commercial Skills

Apprentice Level

- Advanced Architectural
- Advanced Electricity for Sheet Metal Air Conditioning Service
- Advanced Layout and Fabrication
- Advanced Welding
- Aerial Lift Training
- Air Balance Test Equipment Instruments
- Air Conditioning, Commercial Systems, Heating
- Air Distribution & Manufacturing Systems
- Architectural Metals and HVAC
- Architectural Sheet Metal
- Basic Electricity for Sheet Metal Air Conditioning Service
- Basics of Architectural Sheet Metal
- California AB841 Ventilation Requirements
- Codes and Standards
- Commercial Systems, Heat Loads, Piping
- Computer Aided Drafting (CAD)
- Control System Service
- Direct Digital Control System (DDC Control Systems)
- Detailing
- Electrical Systems Operation, Controls & Devices
- Field Installation
- Field Measuring
- Filters and Filter Housings
- Fire and Smoke Damper Technician Training
- Fire Life Safety Level 2
- Forman Training
- Gas Tungsten Arc Welding (GTAW)
- Grinding and Polishing
- Hazardous Material Recognition for the Test & Air Balance Industry
- Heat Pump, Efficient Operations and Services
- HVAC Air Systems and Duct Design for Energy Efficiency

- HVAC Energy Conservation
- HVAC Systems Installation
- HVAC Testing & Balancing Procedures
- Hydronic Heating
- Industrial and Stainless-Steel Introduction
- Installing Thermostats, Flues and Vents
- Intermediate CAD
- Inverter, Variable Refrigerant Flow & Heat Recovery Technology
- Job Site Fabrication
- Measuring and Sketching
- Metal Roofing
- Parallel Line Layout
- Plans and Specifications
- Project Management, Takeoffs, Estimates
- Properties of Air Distribution
- Radial Line Layout
- Refrigeration for Sheet Metal Air Conditioning Service
- Refrigeration Piping
- Refrigeration Theory for Sheet Metal Air Conditioning Service
- Residential AC Units
- Residential Duct Systems
- Residential Structure and Sheet Metal Work
- Service Basics for Sheet Metal Workers
- Sheet Metal Control Systems
- Submittals and Shop Drawings
- Survival Skills
 - Layout review
 - Technology Update
 - Trade Math
- Systems Installation & Troubleshooting
- Testing, Adjusting, and Balancing Technician Certification (TAB)
- Testing, Adjusting, Balancing 09.2001 Hydronic Systems, Pump and Hydronic Balancing
- Temperature Measurement Instruments & Duct Systems
- Title 24 Certification
 - California Mechanical Acceptance Testing Technician (CA MATT)
 - Energy Efficiency
- Triangulation Layout
- Welding I
 - Process and Safety Overview
 - Shielded Metal Arc Welding (SMAW)
 - Gas Metal Arc Welding (GMAW)
- Welding II
 - Gas Metal Arc Welding (GMAW)
 - Flux-Cored Arc Welding (FCAW)

Computer Skills

Journey Level

- 3-D Modeling – Virtual Construction
- Automated Systems Applications
- Benchmark Software – Lean Construction
- Job Tracking System
- Revit Computer-Aided Design (CAD) Detailing Software
- Scheduling & Planning Jobs

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
Tri-Counties Sheet Metal Workers
Joint Apprenticeship Committee

Contract Number: ET25-0936

Panel Meeting of: September 27, 2024

ETP Regional Office: North Hollywood

Analyst: M. Reeves

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Sheet Metal Workers' Local Union No. 104		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$88,880		\$6,160 8%		\$95,040

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice	Commercial Skills, OSHA 10/30	40	8-210	0	\$2,376	\$30.75
				Weighted Avg: 101			

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

Minimum Wage by County:
Job Number(s) 1 (SET/Priority Industry wage modification): \$30.75 per hour.
Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: Yes No Maybe
 Up to \$4.20 per hour may be used to meet the Post-Retention Wage for Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Apprentice - Sheet Metal Worker	\$26.55 - \$45.77	40

INTRODUCTION

Tri-Counties Sheet Metal Workers Joint Apprenticeship Committee (Tri-Counties JAC) (www.tcjatc.org) provides up-to-date industry skills training and secures high-quality job opportunities for its members. Founded in 1941, Tri-Counties JAC was formed jointly by the Sheet Metal Workers’ International Local 104 and the Sheet Metal and Air Conditioning Contractors National Association. The JAC provides training to both Apprentices and Journeyworkers within its membership; however, this proposal targets Sheet Metal Apprentices. Participating employers are located in the counties of Ventura, Santa Barbara and San Luis Obispo.

Tri-Counties JAC is dedicated to developing and improving skills that lead to secure, well-paid job opportunities in the sheet metal construction industry. The JAC also plays a key role in helping California meet its energy efficiency goals through training provided to workers employed by Sheet Metal and Air Conditioning companies and General Contractors. This will be Tri-Counties JAC’s sixth ETP Contract in the last five years.

Veterans & Special Trainee Populations

Tri-Counties JAC is committed to supporting job-related training that helps Veterans transition into the California workforce. The JAC recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. The JAC also does outreach to veteran-specific job fairs directly targeted to veterans.

Tri-Counties JAC works with regional Workforce Investment Boards, Community Based Organizations, and Building Trades Councils, to ensure a diverse workforce that promotes inclusion of women, minorities, non-binary, and underserved individuals into the union.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Ventura County Office of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

The Sheet Metal trade is one of the only trades that designs, manufactures and installs its own products. Tri-Counties JAC has developed a customized training curriculum to address the evolving needs of its members, participating employers, and the construction industry. Participating employers and union representatives indicate the following are driving the need for training:

- Higher demand for sheet metal workers skilled in virtual building modeling, technical drawings, and welding
- Waste reduction in expensive materials, re-work and job delays
- California energy efficiency regulations and changes
- Increased out-of-state and non-union competition
- Customers with higher quality standards

Local construction projects and related specialized skill demands help shape the JAC's training curriculum. Tri-Counties JAC will produce well-trained Sheet Metal Workers to ensure that employers have a skilled labor force to work on the following new projects in the coming months: Diablo Nuclear Power Plant; University of California San Luis Obispo Remodel; Downtown Paso Robles Hotel; Thomas Aquinas College HVAC; Ventura Unified School District Retrofits and Oxnard Unified School District Retrofits.

Training Plan

Training will occur via Classroom/Lab at training center locations in Nipomo, Santa Maria and Ventura.

Commercial Skills: Training will be offered to all occupations and will include Architectural Sheet Metal Practices, Duct Systems, Sheet Metal/HVAC Detailing, Ventilation, Architectural Installation, Hand Tools, Pictorial Drawings, Roof Drainage Systems, Refrigerant Cycle, Servicing HVAC Systems, and Project Management.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours for Job Number 1.

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

Tri-Counties JAC’s Training Coordinator will oversee project administration. Seven dedicated staff members (2 for ETP administration, 2 for needs assessment, 1 for recruitment and 2 for scheduling training) will handle the day-to-day tasks associated with the ETP project. Tri-Counties JAC trainers are former and/or current members of the trade and are experts in the training topics and skills needed on worksites. Training will be tracked via ETP-approved rosters.

Tri-Counties JAC has also retained an administrative subcontractor to assist with ETP program requirements, attendance rosters, enrollments and invoices.

Marketing and Support Costs

Tri-Counties JAC markets its program through its website, trade shows, brochures/flyers, industry contacts, and e-mail announcements. Tri-Counties JAC also promotes this training program at labor-management meetings and industry assemblies.

Application announcements for the apprentice program are sent to local, state and federal agencies as well as to local high schools, community colleges and community-based organizations. The JAC also gives presentations at local high schools, community colleges, community-based organizations and community events.

Tri-Counties JAC requests 8% support costs for Job Number 1 to fund recruitment and assessment of additional participants. While many participants have already been recruited, additional recruitment and assessment activities must occur to support apprenticeship training. The JAC will work with its union locals as they conduct outreach and recruitment of new employers.

Tuition Reimbursement

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

ACTIVE PROJECTS

The following table summarizes Tri-Counties JAC's performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0905	\$102,114	10/02/2023 – 10/01/2025	51	0	*\$32,851 (32%)
ET23-0910	\$129,090	10/03/2022 – 10/02/2024	51	0	\$113,645 (88%)

*ET24-0905: Based on ETP systems, 1,920 reimbursable hours have been tracked for potential earnings of \$32,851 (32% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers. Additional trainee enrollments and hours are pending submission for this contract until the trainees are closed in the ET23-0910 contract.

**ET23-0910: Based on ETP systems, 6,642 reimbursable hours have been tracked for potential earnings of \$113,645 (88% of approved amount). The Contractor projects final earnings of 90-100% based on training delivered to date. The Contractor is in the process of bringing all training data current and adding hours to the system. The Contractor has submitted five invoices to date and final earnings are pending submission of the closeout invoice.

PRIOR PROJECTS

The following table summarizes performance by Tri-Counties JAC under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET22-0926	Ventura	10/04/2021– 10/03/2023	\$211,834	\$210,629 (99%)
ET21-0935	Ventura	09/08/2020– 09/07/2022	\$114,871	\$114,871 (100%)
ET20-0913	Ventura	08/01/2019– 07/31/2021	\$226,830	\$222,896 (98%)

DEVELOPMENT SERVICES

Strategy Workplace Communications in Alameda assisted with development at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Apprentice

- AB841 (Energy efficiency in public schools)
- Additional Architectural Sheet Metal Work
- Advanced Roof Drainage Systems
- Advanced Sheet Metal Fabrication
- Air and Air Properties
- Architectural Drawings
- Architectural Installation
- Architectural Sheet Metal Practices
- Architectural Sheet Metal Shop Drawings
- AutoCAD (Introduction, Intermediate, Advanced)
- Beginning HVAC
- Benchmark Certification (CAD)
- Bluebeam Software
- Building Information Modeling Software
- Change Ogee Offsets
- Codes and Symbols
- Communication
- Controls
- Cooling
- Core 1 (Safety/Tools)
- Core II (Beginning Layout)
- Core III (Advanced Layout)
- Core IV (Architectural Principles)
- Creating Shop Details
- Duct Change Elbows
- Duct Cleaning
- Duct Design
- Duct S Offsets
- Duct Systems
- Electrical Drawings
- Electricity
- Energy Auditing
- Energy Management System
- EPA Certification
- Field Safety
- Flashings
- Foreman and Project Management Training
- Foreman Training
- Freehand Sketching
- Geometric Construction

- GMAW Process
- GTAW Process
- Hand Tools
- Heating
- Hoisting and Rigging
- Human Relations
- HVAC I
- HVAC II
- Indoor Air Quality
- Infectious Control Risk Assessment
- Installing Architectural Sheet Metal Items
- Introduction to Architectural Sheet Metal
- Introduction to HVAC Systems
- Introduction to Parallel Lines
- Introduction to Supervision
- Introduction to Triangulation
- Introduction to Welding
- Lines and Lettering
- Mechanical Acceptance Testing Training
- (Title 24)
- Mechanical Drawings
- MIG Welding (GMAW)
- Personnel Records
- Pictorial Drawings
- Planning and Organizing
- Planning Architectural Installation Architectural & General Sheet Metal
- Plans and Specifications
- Project Management
- Refrigerant Cycle
- Revit Detailing Software
- Roof Drainage Systems
- Safety in Field Installation
- Service & Start-Up
- Servicing HVAC Equipment
- Servicing HVAC Systems
- Sheet Metal and Metal Products
- Sheet Metal Shop Drawings
- Sheet Metal Welding
- Sheet Metal/HVAC Detailing
- Shop Safety
- SMAW Process
- Specifications
- Start-Up and Commissioning Systems
- Stick Welding (SMAW)
- Structural Drawings
- Supervisory Training
- TAB
- TAB Certification

- TAB Instrument Use
- TAB Work
- The Contract Documents
- TIG Welding (GTAW)
- Title 24 MATT Level 1 -- (Mechanical Acceptance Test Technician)
- Trimble GPS Training
- Ventilation
- Waterproofing Roof Edges & Walls
- Welding Equipment Safety
- Welding Equipment Set-Up
- Welding Safety
- Y Branches

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

**California Field Ironworkers Apprenticeship Training and
Journeyman Retraining Fund-Northern CA**

Contract Number: ET25-0947

Panel Meeting of: September 27, 2024

ETP Regional Office: San Francisco Bay Area

Analyst: R. Jackson

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern and Central California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Ironworkers Local 118, 155, 377 and 378		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,352		\$24,918 8%		\$390,270

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Comm'l. Skills, OSHA 10/30	612	8-210	0	\$611	\$30.75
				Weighted Avg: 26			
2	Retrainee Journeyworker Priority Rate	Comm'l. Skills, OSHA 10/30	42	8-200	0	\$389	\$44.75
				Weighted Avg: 13			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry): \$30.75 per hour

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

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

Up to \$1.96 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice Ironworkers	\$28.79 - \$45.58	612
Job Number 2		
Journeyworker Ironworkers	\$44.75 - \$47.98	42

INTRODUCTION

The California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund-Northern CA (NorCal Ironworkers) (www.universityofiron.org) seeks funding to train Journeyworker, Apprentice, and Pre-Apprentice Ironworkers who primarily work in Solano, Contra Costa, San Francisco, San Jose, and Sacramento counties. NorCal Ironworkers operates training centers equipped with the newest training aids and technology. Training will be delivered at its training centers in Sacramento, Fresno, San Francisco, San Jose and Benicia.

This will be NorCal Ironworkers seventh ETP Contract in the last five years. The training centers are a partnership created in collective bargaining between four International Brotherhood of Ironworker local unions (Local 118 in Sacramento, Local 378 in Benicia, Local 155 in Fresno, and Local 377 in San Francisco); and some 600 signatory employers (500 small and 100 large businesses). The four local Joint Apprenticeship Training Committees (JATC) sponsor three Ironworker apprentice programs as funded through the central trust. Journeyworkers will train at the San Francisco and San Jose sites while the Benicia, Sacramento and Fresno training facilities will provide a four-year, 800-hour apprenticeship program to Apprentices.

Veterans & Special Trainee Populations

NorCal Ironworkers works in cooperation with Helmets to Hardhats, a national joint labor-management program. This program helps veterans transition into the civilian workforce. NorCal Ironworkers’ website advertises special days exclusively for veterans to apply for the

apprenticeship program. Veterans who apply for an apprenticeship can skip the first stage (the written assessment) and go to the second stage (the interview). If eligible, veterans will start as first-year Apprentices, not as pre-apprentices.

Additionally, the JATC works with regional workforce-investment boards, community-based organizations, veteran groups like Helmets to Hardhats and Viper Transitions and building-trades councils to ensure a diverse workforce that promotes the inclusion of women, minorities, and underserved individuals into the union.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or E-Learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case American River College and San Jose City College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

ETP funding will expand and upgrade NorCal Ironworkers program which has over \$150K in new technology in the last year including laptops, projectors, create boards, inverters and various technical testing equipment. An estimated 850 certificates for training will be awarded if the training plan is approved. Generally having certified workers means greater ease in placement into high wage high skilled jobs and wage progression is closely correlated to the possession of trade certifications.

NorCal Ironworkers reports customers are turning to out-of-state and non-union labor sources. To reduce this trend, agreements to reduce that practice are being introduced for public work projects. Reportedly, inflation and high interest rates affecting materials costs are driving the need to be ever more efficient to remain competitive. Therefore, training is required to keep up with quality standards in ironwork construction including welding, rigging, reinforcing, post-tensioning, architectural work and the use of new power sources for welding while making those efficiency and cost saving changes.

Training will prepare Ironworkers to work on large construction projects including:

- Walmart Distribution in Sacramento
- Limelight Hotel
- Plumas Hospital
- Weir Widening Project
- High Speed Rail from Madera to Bakersfield
- Tranquility Solar Project
- Edison High School Tech Building

- Hirayama Elementary School
- Refinery Shutdowns

Based on EDD Labor Market Information Division data, shows the need for qualified ironworkers is increasing by 12–13% between 2022 and 2032. NorCal Ironworkers further reports a recent federal bipartisan infrastructure bill is stated to have \$40B earmarked for California alone. This is anticipated to mean more contracts will be available to bid on in the near future and having available Journeyworkers for those projects keeps the union local competitive to these projects.

Training Plan

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

Commercial Skills: Training will be offered to all occupations to ensure Ironworkers have the skills necessary for upcoming projects. Training topics include Blueprint Reading, Layout and Instruments, and Welding and Burning.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10/30 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

The Apprenticeship Director (dedicated administrator) will oversee the project, and an Administrative Assistant with prior ETP Contract experience will assist with administration. Designated staff will coordinate training and review attendance rosters for ETP compliance. Training will be delivered by in-house experts and vendors if needed. It also retained a third-party subcontractor- Strategy Workplace Communications (Strategy) for ETP administration. Rosters will be used to meet ETP’s recordkeeping requirements and track hours.

Marketing and Support Costs

NorCal Ironworkers recruitment process includes direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and its website. Application announcements and class information for the program are disseminated to local, state, and federal agencies as well as to local high schools, community colleges and other community-based organizations throughout the year. NorCal Ironworkers requests 8% in support costs for Job Numbers 1 and 2 to promote training opportunities.

Alternate Recordkeeping

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

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.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET24-0919	\$499,272	10/2/23 – 10/1/25	900	TBD	\$0 (0%)
**ET23-0934	\$471,162	11/1/22 – 10/31/24	559	TBD	\$347,288 (74%)

*ET24-0919: Based on ETP's Cal-E-Force (CEF) system, zero reimbursable hours have been tracked for potential earnings of \$0 (0% of approved amount). Per NorCal Ironworkers, 100% of the hours will be uploaded and 95% of the approved amount will be invoiced for according its administrative subcontractor. The Contractor is in the process of bringing all training data current and loading additional hours in the system.

**ET23-0934: Based on ETP's Cal-E-Force (CEF) system, 19,791.50 reimbursable hours have been tracked for potential earnings of \$347,288 (74%). The Contractor is in the process of bringing all training data current and loading additional hours in the system.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
*ET22-0957	Northern & Central California	3/28/22 – 3/27/24	\$597,543	\$284,274 (48%)
ET21-0945	Northern & Central California	10/5/20 – 10/4/22	\$377,311	\$377,311 (100%)
ET19-0926	Northern & Central California	10/8/18 – 10/7/20	\$948,182	\$948,182 (100%)
ET18-0911	Northern & Central California	10/2/17 – 10/1/19	\$530,457	\$530,457 (100%)

*ET22-0957: Based on ETP's CEF system, 40,401.25 reimbursable hours have been tracked for potential earnings of \$597,668 (100% of approved amount). A final invoice was submitted in June and is currently under review.

DEVELOPMENT SERVICES

Strategy in Oakland assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Journeyworker

Commercial Skills

- Advanced Welding
- Architecture Designs and Advanced Plan Reading
- Army Corps of Engineers
- Blueprint Reading
- Energy Audits
- Forklift Training
- Heat Stress Safety
- Layout and Instruments
- Lead in Construction
- Mine Safety and Health Administration (MSHA)
- OSHA 510
- Post Tensioning Certification
- Proper Equipment Set-Up (Green Training)
- Qualified Rigger
- Rigging Review
- Safe Working Practices
- Scaffold Erector
- Scaffold User
- Subpart R (Steel Erection)
- Understanding New Technologies and Changes to Industry Standards
- Welding and Burning

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

- OSHA 10
- OSHA 30

Apprentice

Commercial Skills

- Architectural
- Architectural Safe Work Practices
- Army Corps of Engineers EM3851-1
- Blueprint Reading
- Cranes (Includes Scaffold Erector / Dismantler)
- Foreman Training
- Green Construction for Ironworkers
- Heat Stress Safety
- Lead In Construction
- Measurement And Math
- Mixed Base (Intro to Blueprint & Math)

- Oxy-Fuel and Welding Safe Work Practices
- Post Tensioning
- Precast / Metal Building (Includes Scaffold User)
- Rebar Detailing
- Reinforcing Safe Work Practices
- Rigging and Forklift Training
- Rigging Safe Work Practices
- Structural
- Structural Safe Work Practices, Subpart R Steel Erection
- Welding

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

- OSHA 10
- OSHA 30



Training Proposal for:

**California Field Ironworkers Apprenticeship Training and
Journeyman Retraining Fund - Southern California**

Contract Number: ET25-0943

Panel Meeting of: September 27, 2024

ETP Regional Office: North Hollywood

Analyst: M. Niquet

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Southern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Ironworkers Locals 433, 416, and 229		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,288		\$24,906 8%		\$390,194

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker Priority Rate	Comm'l. Skills, OSHA 30	20	8-200	0	\$658	\$47.45
				Weighted Avg: 22			
2	Retrainee Apprentice Priority Rate	Comm'l. Skills, OSHA 10/30	573	8-210	0	\$658	\$30.75
				Weighted Avg: 28			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry): \$30.75 per hour

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

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

Up to \$ 2.28 per hour may be used to meet the Post-Retention Wage for Job Number 2.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Ironworker	\$47.45-\$50.38	20
Job Number 2		
Apprentice- Ironworker	\$28.47- \$45.34	573

INTRODUCTION

Founded in 1946, the California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund - Southern CA (SoCal Ironworkers) (www.universityofiron.org) has been serving the building trades industry to ensure that Journeyworker and Apprentice ironworkers have the skills, knowledge, and training necessary to be safe on the jobsite, and competitive in the workplace.

Ironworkers install structural and reinforcing iron and steel to form and support roads, freeways, buildings, rail stations, hospitals, schools, hotels, recreational areas, parking structures, and bridges. SoCal Ironworkers' current projects include the Clippers Arena, Disney Downtown Experience, Solar Project, Antelope Valley, and the San Diego Airport expansion.

The SoCal Ironworkers training centers are a partnership between three International Brotherhood of Ironworker local unions: Local 433 in the City of Industry and San Bernardino, Local 416 in Norwalk, and Local 229 in San Diego. Each program is separately registered with the Division of Apprenticeship Standards (DAS). This will be SoCal Ironworker's eighth ETP

Contract within the last five years. Training will be delivered both in class at SoCal Ironworker's training centers and while on the job site when needed.

Veterans & Special Trainee Populations

SoCal Ironworkers is committed to the recruitment and hiring of Veterans in its program. Veterans are recruited in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades.

Veterans are also recruited through its website where they are invited on special days to visit the training centers and apply for the Apprenticeship program. Veterans who apply for an apprenticeship can skip the first stage (the written assessment) and go the second stage (the interview). Veterans in an Apprenticeship program are eligible to receive Montgomery GI Bill benefits, such as a monthly housing allowance, which are paid directly to the Veteran trainees.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing Apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case, Cerritos Community College District and Grossmont Union High School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

The proposed training will address the ongoing demand for skilled ironworkers. An aging workforce is retiring from the industry, which has created major challenges for staffing unionized workers in the ironwork construction industry. The SoCal Ironworkers anticipate that 40% of its members will be leaving in the next 10 years, creating a need for qualified workers to step into open positions, and generating increasing demand for Apprentices.

The Apprentice training is employer-driven designed to meet the needs of participating employers as determined by customers and changes in the industry. Local projects and participating employers hiring demands help shape the curriculum. Both the participating employers and union representatives have identified the following reasons for training:

- Increase in out-of-state competition
- More aggressive non-union competition
- Implementation of cost reduction measures
- Customer demands for higher quality standards, stay on budget, and on time

The proposed training will help keep up with quality standards in ironwork construction while offering classes in new and emerging technologies that require highly honed ironworker skills. Upcoming projects include the San Diego airport, Chula Vista Gateway, San Marcos North City Project, and Legoland parking structure.

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 order to help develop the skill levels required in the construction industry. Training topics include Architectural Safe Work Practices, Green Construction, Blueprint Reading, Rigging Review, Rebar Detailing, Post Tensioning, and Welding.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

SoCal Ironworkers’ Apprentice Director will oversee the implementation and administration of this project. There will be dedicated staff assigned to various functions of this project: three staff assigned to administration, four to needs assessment, three to recruitment, and six to scheduling training. An outside consultant has also been retained to assist in project administration and to ensure that all training records are in compliance with ETP requirements. Training will be delivered by in-house subject-matter experts and will be documented via ETP roster.

Marketing and Support Costs

SoCal Ironworkers’ marketing efforts are conducted through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, websites, and open houses. Training information is disseminated throughout the year to all apprentice and journey-level ironworkers within its local jurisdictions, ironworker contractors, and to local, state, and federal agencies as well as to local high schools, community colleges and community-based organizations.

Its website provides current information of interest and facilitates communication with members, contractors, community and elected leaders, the general public, and other stakeholders. SoCal Ironworkers is requesting 8% support costs to cover marketing, recruitment, and assessment of additional employers which will continue throughout the contract term.

Tuition Reimbursement

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

ACTIVE PROJECTS

The following table summarizes Contractor’s performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0957	\$499,599	10/2/2023-10/1/2025	1,025	0	\$453,229 (91%)
ET23-0902	\$471,144	10/3/2022-10/2/2024	365	156	\$471,144 (100%)

ET24-0957 - SoCal Ironworkers has trained 476 total trainees for 25,456 hours of training and based on total hours trained and expects to earn 100% of the award amount once all training is completed.

ET23-0902 - SoCal Ironworkers has trained 528 total trainees for 32,576 hours of training and based on total hours trained and expects to earn 100% of the award amount once all training is completed.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
*ET22-0958	Southern California	03/28/2022-03/27/2024	\$597,240	\$555,555 (93%)
ET21-0946	Southern California	10/5/2020-10/4/2022	\$377,543	\$377,311 (100%)
ET20-0935	Southern California	11/4/2019-11/3/2021	\$740,505	\$697,888 (94%)
ET19-0925	Southern California	10/8/2018-10/7/2020	\$948,818	\$948,818 (100%)
ET18-0910	Southern California	10/02/2017-10/01/2019	\$511,010	\$511,010 (100%)

*ET22-0958- SoCal Ironworkers has submitted their final invoice and expects to earn 100%.

DEVELOPMENT SERVICES

SoCal Ironworkers retained Strategy Workplace Communications in Alameda to assist with the development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Journeyworkers:

- Advanced Welding
- Architecture Designs and Advanced Plan Reading
- Army Corps of Engineers EM3851-1
- Blueprint Reading
- Energy Audits
- Forklift Training
- Layout and Instruments
- Lead in Construction
- Mine Safety and Health Administration (MSHA)
- Post Tensioning Certification
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Qualified Rigger
- Rigging Review
- Safe Working Practices (Training is capped at 10% of a trainee's total hours)
- Scaffold Erector
- Scaffold User
- Subpart R (Steel Erection)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Welding and Burning

Commercial Skills

Apprentices:

- Architectural
- Architectural Safe Work Practices
- Army Corps of Engineers EM3851-1
- Blueprint Reading
- Cranes (Includes Scaffold Erector / Dismantler)
- Foreman Training
- Green Construction for Ironworkers
- Lead In Construction
- Measurement And Math
- Mixed Base (Intro to Blueprint & Math)
- Oxy-Fuel and Welding Safe Work Practices
- Post Tensioning
- Precast / Metal Building (Includes Scaffold User)
- Rebar Detailing
- Reinforcing Safe Work Practices
- Rigging and Forklift Training

- Rigging Safe Work Practices
- Structural
- Structural Safe Work Practices, Subpart R Steel Erection
- Welding

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

Apprentice

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

Apprentice/Journeyworker

- OSHA 30



Training Proposal for:

Apprentice & Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry

Contract Number: ET25-0931

Panel Meeting of: September 27, 2024

ETP Regional Office: North Hollywood

Analyst: L. Vuong

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, Inyo, Kern, Mono, Southern Los Angeles, Riverside, San Bernardino, San Luis Obsispo, Santa Barbara, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$364,786		\$25,284 8%		\$390,070

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	Apprentice	Commerial Skills, OSHA 10/30	229	8-210	0	\$1,294	\$30.75
				Weighted Avg: 55			
2	Journeyworker	Commerial Skills, OSHA10/30	108	8-200	0	\$868	\$53.78
				Weighted Avg: 29			

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

Minimum Wage by County:
 Job Numbers 1 & 2 (SET/Priority Industry wage modification): \$30.75 per hour.
Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: Yes No Maybe
 Up to \$3.86 per hour may be used to meet the Post-Retention Wage for Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Plumber/Pipefitter	\$26.89 - \$52.25	229
Job Number 2		
Journeyworker – Plumber/Pipefitter	\$53.78	108

INTRODUCTION

Founded in 1959, Apprentice & Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry (A&J Training Trust) (www.ajtraining.org) operates nine training centers for the plumbing and pipefitting industry in Southern California. It was created by unions and contractors in the industry and is governed by a joint labor-management committee. The A&J Training Trust provides training for apprentices and journeymen in the plumbing and pipefitting industry who work in a variety of settings from bungalows to power stations, doing new construction and maintenance, air conditioning, heating, refrigeration and plumbing service work. They install and service freeway irrigation and drainage systems; preform and assemble marine pipefitting, gas fitting, pipe fabrication, and lead burning; manufacture mechanical parts and equipment; perform air and water balance and pneumatic and electronic control work, startup mechanical equipment; complete quality control and non-destructive testing on all types of jobs, products, and appliances; service and repair; operate in-plant mechanical systems; and service utility plants and systems.

ETP training will be provided for the following JATCs:

- Glendale, Burbank, San Fernando Valley & Antelope Valley Plumber & Steamfitter JATC
- Pomona and San Gabriel Valleys Plumber & Steamfitter JAC
- Kern, Inyo, & Mono Counties Plumbing, Pipefitter & Refrigeration/Air Conditioning Mechanic JATC

- Landscape/Irrigation, Sewer & Storm, Underground Specialty Piping JATC
- San Bernardino & Riverside Counties Plumbing & Steamfitter JAC
- Santa Barbara County Pipe Trades JAC
- San Luis Obispo County Plumbing JAC
- Ventura County Plumbing & Pipefitting JAC

Veterans & Special Trainee Populations

Although there is not a Veteran's component, A&J Training Trust serves veterans and participates in veteran outreach and hiring activities, including Helmets to Hardhats. In addition, it has a program to connect with Marines at Camp Pendleton who are completing their military service. The training takes place at Camp Pendleton during the Marines' last 18 weeks of service. Once completed, trainees are entered as second-year apprentices into the trade. Some of these veterans are placed in jobs outside of California and may not be eligible for ETP funding.

Furthermore, A&J Training Trust works directly with Women in Non-Traditional Employment Roles, an organization that works to train, educate and prepare women for careers in the construction industry. A&J Training Trust also works with Tradeswomen Build Nations, LA Corps for at risk youth, and MC3 ARC for recruiting incarcerated men and women (5% of our incoming apprentice class are women) and offers ERiCA grant for parents needing childcare.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case, Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Program Completion Rates

A&J Training Trust represented that the total number of new apprentices projected to serve this year is 118. Since 2018, the program has served 1,777 new apprentices. The growth percentage in the last 5 years is approximately 5%.

PROJECT DETAILS

This is A&J Training Trust's seventh ETP Contract in the last five years. Training under this proposal will allow A&J Training Trust to meet the challenges of staying competitive by giving workers the skills needed to stay employed in the building trades industry, implement new practices, adopt a high wage-high skill strategy for economic and personal success, keep up with

technological advances, and continue to develop a skilled and productive workforce. Additionally, increasing demand for workers with national certifications in plumbing, pipefitting, medical gas, and welding requires training programs. These certifications ensure employers hire properly trained industry professionals with the necessary skillsets needed to complete complex construction jobs. Training provided through this application will prepare workers to successfully gain these certifications.

ETP training will assist apprentices and journeymen in learning to install, repair, maintain, and service piping and plumbing systems and equipment used for drinking water distribution, sanitary storm water systems, and waste disposal. Further, they work on technical installations for in-floor heating, medical gas, heat pumps, solar panels, cross-connection control, and many other systems. Welding is a key skill for many jobs and apprentices are trained in all welding processes.

Training will prepare them to work on current projects that include Harbor UCLA, Intuit Dome, Compton High School, and Weingarten Towers.

Training Plan

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

Commercial Skills: This training will be offered to all occupations on courses topics that include Building Water Systems, Creating Models and Estimating, Design & Layout, Drainage Systems, Fitting, Pipes, Appliances and Materials, Forklift Training, Rigging, Tube Bending and Valves Certification refresher in order to increase worker skill sets in the plumbing and piping industry.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

Employers will continue to make contributions to the training trust for every hour worked by apprentices and journeymen. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The CEO will oversee project administration with the assistance of an Administrative Staff. The Los Angeles Unified School District and Betat Advisories will partner to perform project administration. A&J Training Trust will schedule classes and complete training rosters. In-house subject-matter experts from A&J Training Trust will provide all training, and these trainers are experienced journey-level workers. The Los Angeles Unified School District and Betat Advisories

will assist with employer liaison, documentation of work hours, and uploading of training and enrollment data.

Marketing and Support Costs

Employers are notified of A&J Training Trust's training through the association web sites, mailings, and presentations. Employers participate as members of the joint committee that operates the A&J Training Trust. Training is designed around employer needs and the general needs of the industry.

A&J Training Trust requests 8% in support costs. Although many participating employers have been recruited, additional recruitment will occur as needed to complete the project and replace any employers whose training needs may change throughout the project. Assessment of employer-specific job requirements will take place during the term of the Contract.

A&J Training Trust also conducts assessments at the conclusion of each class. In addition, trainees provide feedback, through their union representatives on the joint apprenticeship committee and directly to the training centers, regarding their experience in the program and how the program helped to prepare them for work in their industry. Likewise, contractors provide feedback, through their representatives on the joint apprenticeship committee and directly to the training centers, regarding skills needed in their business and on the effectiveness of the training centers in meeting their needs.

Electronic Recordkeeping/LMS

Staff has reviewed and approved the use of a Learning Management System for recordkeeping.

Tuition Reimbursement

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

ACTIVE PROJECTS

The following table summarizes Contractor's performances under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0912*	\$499,913	10/02/2023– 10/01/2025	464	\$0.00	\$0.00
ET23-0951**	\$489,514	10/31/2022– 10/30/2024	311	362	\$489,514 (100%)

*ET24-0912: Of an estimated 464 trainees, 269 have been enrolled and started training. To date, the ETP Systems show 19,667 reimbursable hours have been tracked for potential earnings of \$358,545 (72% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through December 2024.

**ET23-0951: Contract has closed and all funding has been earned.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0901	Van Nuys	8/23/2021- 8/22/2023	\$598,298	\$598,290 (100%)
ET21-0906	Van Nuys	9/1/2020- 8/31/2022	\$427,350	\$427,350 (100%)
ET20-0905	Van Nuys	7/1/2019- 6/20/2021	\$748,440	\$748,440 (100%)
ET19-0901	Van Nuys	7/1/2018- 6/30/2020	\$949,428	\$949,428 (100%)

DEVELOPMENT SERVICES

Betat Advisories in San Francisco assisted with development of this proposal for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Betat Advisories and the Los Angeles Unified School District in Los Angeles will perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

- Arc Welding
- Asbestos Awareness
- Backflow Prevention
- Boilers & Heat Pump Seminar by RAYPAK
- Breslin
- Building Water Systems
- CAD & Job-Site Technology
- Clean Room/Orbital Welding
- Competent Person
- Copper Joining Methods
- Copper/acetylene - Group A
- Crane Signal Person Recertification
- Creating Models and Estimating
- Design & Layout
- Drainage Systems and their Components
- Drawing Sleeves on Structural Backgrounds and without Dimensions
- Electricity, Pneumatics, Hydraulics, Electrical safety
- EPRI I Tech Preparation
- Failure Analysis
- Fittings, Pipes, Appliances and Materials
- Flame Cut and Bevel Pipe
- Flat, Vertical and Overhead Positions with 6 and 8Welding Rod on Plate
- Foreman Training
- Forklift Training
- Fuel Gas Systems
- Gas Distribution Systems and their Components
- General Knowledge of Oxy Fuel and ARC Welding Safety
- Graphic Symbols for Pipe Fittings and Valves
- Green Awareness
- Grinding, Beveling, Fit Up, Alloy Cutting Awareness
- High Hazard Facility Safety Training
- Hot Water Supply & Water Sizing
- How to Strike and Maintain an Arc with S.M.A.W. Process
- Hydronics
- Industrial Pipefitter Refinery
- Interpretation of Technical Diagrams and Piping Drawings
- Isometric Drawings
- JCAD Modules 1 - 8: From Mechanical Code Refresher to Annotation & Dimensioning
- Landscaping
- Laying Out Trenches, Figure Grade and Backfill

- Lixil Product Knowledge and Awareness Training
- Maintaining Standardization and Safety Mind
- Material Handling
- Materials, Hardware and Tools Associated with Rigging
- Mathematics
- Mechanical Codes
- Medical Gas
- NITC Certifications and Exams
- Ordering Material for the Job Site and Maintain an Inventory
- Pipe Fabrication & Layout
- Plan Reading & Isometric Drawing Fundamentals
- Plan View Drawing of Water, Gas Waste and Vent Systems
- Plumbing Code
- Plumbing Fixtures & Appliances
- Plumbing Modules
- Project Estimation
- Proper use of Grinders for Welding Preparation
- Pumps, Valves & Regulators
- Qualities and Role of a Leader
- Quality Assurance & Control
- Refinery Safety: Working in High Hazard Facilities
- Refrigeration & NITC Pipefitter Prep
- Review other Trades Drawings
- Rigging in the Piping Trades
- Risk Assessment & Communication Skills & Customer Service
- Safe Bolting & Pressure Testing
- Safe working conditions
- Scaffold Safety
- Service & Repair Fixtures & Controls
- Servicing of Gas and Electrical Appliances
- Stairways and Ladders
- Steam Systems
- Storm Drain / Rain Water Harvest Makeup
- Three View, Plan View and Elevation View Drawings
- Tool Safety
- Trimble & Sokkia Robotic Total Training Station
- Tube Bending
- Tube Bending & Electricity
- UA Crane Signal
- Underground Installation & Utilities
- Units of Measurement
- UPC and other Administrative Authorities
- Use of Copper and Acetylene Torches
- Using the Uniform Plumbing Code
- Valves Certification Refresher
- Water Heaters and Venting
- Water Mains & Water Sizing
- Water Supply Systems

- Water Treatment
- Weld Rod Designations, AMP Settings and Polarity
- Welding

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

Local 228 - Pipe Trades District Council No. 36 Journeyman and Apprenticeship Training Trust Fund

Contract Number: ET25-0954

Panel Meeting of: September 27, 2024

ETP Regional Office: Sacramento

Analyst: J. Dongallo

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Shasta, Trinity, Lassen, Siskiyou, Modoc, Tehama, Plumas, Butte, Glenn, Colusa, Yuba, Sutter, Sierra	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No UA Local Union 228		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$94,800		\$6,591 8%		\$101,391

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Comm'l. Skills, OSHA 10/30	24	8-210	0	\$4,000	\$30.75
				Weighted Avg: 170			
2	Retrainee Journeyworker Priority Rate	Comm'l. Skills, OSHA 10/30	9	8-200	0	\$599	\$44.75
				Weighted Avg: 20			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry): \$30.75 per hour

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

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

Up to \$6.85 per hour may be used to meet the Post-Retention Wage for Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Plumbers, Steamfitters	\$23.90 - \$40.70	24
Job Number 2		
Journeyworker – Plumbers, Steamfitters	\$44.75 - \$59.15	9

INTRODUCTION

Founded in 1997 and headquartered in Marysville, Local 228 - Pipe Trades District Council No. 36 Journeyman and Apprenticeship Training Trust Fund (Local 228 Pipe Trades) (<http://lu228.org/yuba-shasta-jatc-training/>) has trained Apprentices and Journeyworkers from 13 Northern California counties in plumbing, pipefitting, welding, Heating, Ventilation and Air Conditioning (HVAC). Committee members are jointly appointed by Local 228 and the Mechanical Contractors Council of Northern California. The JATC works with the Yuba County Office of Education as its Local Educational Agency (LEA), and UA Local 228 Training Center to deliver Related and Supplemental Instruction for each trade.

Local 228 Pipe Trades Apprentices and Journeyworkers install, repair, maintain, and service piping and plumbing systems and equipment used for drinking (potable) water distribution, sanitary storm water systems, and waste disposal. Their work is on technical installations for medical gas, hydronic In-floor heating, heat pumps, cross-connection control and many other systems. This is mostly found in industrial commercial construction sectors, including hospitals, schools and other institutional buildings.

This is Local 228 Pipe Trades' fifth ETP Contract in the last five years. Local 228 Pipe Trades will work with its current signatory group of employers to ensure placement.

Veterans & Special Trainee Populations

Any potential Veterans that are participating in this contract have been incorporated into both Job Number 1 and 2 population. Local 228 Pipe Trades recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. In addition, the Veterans in Piping Program, offered by the National UA (UA), offers high-quality skills training and jobs in the pipe trades to active duty military personnel preparing to leave the service. The UA provides participants with additional skills training opportunities after Veterans complete the program by connecting them to established apprenticeship training programs. When they enter a local UA, Veterans are given credit for the classes they have already taken.

In addition, the program works to serve underserved populations in the industry, such as women in construction, economically disadvantaged and formerly incarcerated.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated LEA (in this case, the Yuba County Office of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Training will cover plumbing and piping equipment, updated industrial commercial building standard and green business practices necessary to meet commercial interest. Training will expand workers' skills in preparation for new multimillion dollar projects such as, Redding's Mercy Medical Center (\$70 million), Chico's Enloe Medical Comprehensive Cancer Center (\$120 million), Colusa County Detention and Treatment Facility (\$20 million), Sutter's Calpine Sutter Decarbonization Project (\$270 million), Beale Air Force Base and Butte College. Plumbers must learn installation skills in accordance with plumbing codes and health and safety regulations. Steamfitters are responsible for designing and installing complex heating systems, special piping for acid, gas, oil, air, oxygen, nitrogen, ultra-high-purity water and gas systems, and other substances. These Journeyworkers and Apprentices are responsible for the service, repair, installation and retrofit of all types of refrigeration equipment. As technology and the industry changes, they must be trained in installing and maintaining hydronic systems and temperature regulation.

With the infusion of funding from the Biden Bipartisan Infrastructure bill for the construction and rebuilding of the nation's infrastructures, the JATC needs to keep developing the pipeline for qualified construction workers. California will receive \$40 billion dollars for highways, roadways, and supportive maintenance structures. This will result in the need for more building sites, which creates opportunities to train more Journeyworkers and Apprentices. Training will also allow for

workers to support California's initiative to become more energy efficient, as much of the plumber, pipe fitter, and refrigeration work revolves around energy management, new and more efficient operation of building components/materials, and meeting California's water waste reduction goals.

Many commercial and industrial businesses seek Leadership in Energy and Environmental Design certification and want to work with contractors that have workers who understand and support energy efficient and green initiatives. Local 228 Pipe Trades Apprentices and Journeyworkers will receive training in plumbing and piping equipment, updated building standards, and green business practices necessary to meet commercial interest and demand to develop, retrofit and maintain greener energy and water flow into and out of buildings.

Training Plan

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

Commercial Skills: Training for Apprentices will include Basic Electricity, Drainage Systems, Financial Literacy for Apprentices, Gas Installation, Gas Tungsten Arc Welding, Industrial Rigging 410, Medical Gas Brazer Certification, Oxyfuel Practices, Pipe Fabrication/Layout, Plumbing Code Applications, Pumps, Steam Systems, Tube Bending and Water Supply.

Training for Journeyworkers will include A Guide to Service Work, Advanced Plan Reading and Drawing, Conservation Safe Handling of Refrigerants, HVAC and Refrigeration Systems 1, Hydronic Heating and Cooling, Medical Gas Brazer Certification, Pipe Fittings Valves Fasteners, Steam Systems and Water Supply.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

The Training Coordinator and an Administrative Assistant, directly involved in the previous ETP Contract, will oversee training and be responsible for coordinating training and reviewing attendance rosters for ETP compliance. Local 228 Pipe Trades employs former and current members of the trade who bring first-rate credentials and vast field experience to deliver training. Local 228 Pipe Trades has also contracted with a third party subcontractor to assist with administrative services. Local 228 will use and retain ETP approved rosters.

Marketing and Support Costs

Local 228 Pipe trades disseminates class information throughout the year to potential trainees within JATC jurisdictions as well as to contractors who employ them through personal contact, telephone calls, emails, and its website. The JATC is also active in the local workforce investment board and is a partner in its community workforce development work.

Local 228 Pipe Trades requests 8% support costs for Job Numbers 1 and 2 to fund its staff in recruiting and qualifying additional participating employers for this program. While Local 228 Pipe Trades already recruited many participating employers, additional and continuous recruitment and assessment will take place. The projected budget costs for personnel will exceed the ETP support cost funding and the JATTF will cover the additional expenses.

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) (\$ %)
ET24-0928	\$58,561	10/1/2023 – 9/30/2025	43	0	\$25,584 (44%)
ET23-0938*	\$26,255	10/3/2022 – 10/2/2024	30	0	\$22,786 (87%)

*ET24-0928 is currently 11 months into this Contract. Based on ETP Systems, 1,496 reimbursable hours have been tracked for potential earnings of \$25,584 (44% of approved amount).

*ET23-0938 is currently 22 months into the Contract and is close to closing out in the system. Based on ETP Systems, 1,327 reimbursable hours have been tracked for potential earning of \$22,786 (87% of approved amount).

PRIOR PROJECTS

The following table summarizes Contractor's performance by Local 228 Pipe Trades under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0954*	Yuba City	3/1/2022- 2/29/2024	\$141,800	\$0 (0%)
ET19-0935	Yuba City	12/31/2018- 3/30/2021	\$242,424	\$182,883 (75%)

*ET22-0954: Contractor is currently completing and closing out this contract. Currently, the Potential Earnings for ET22-0954 is listed at \$111,754, which equals approximately 79% of the \$141,800 Approved Amount. The Payment Earned will be updated once the Final Close-Out invoice is approved.

DEVELOPMENT SERVICES

Strategy Workplace Solutions in Alameda assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Solutions will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Apprentice Training

Commercial Skills

- A Guide to Service Work
- Advanced Plan Reading and Drawing
- Basic Electricity
- Conservation Safe Handling of Refrigerants
- Drainage Systems
- Drawing & Blueprint Reading
- Financial Literacy for Apprentices
- Gas Installations
- Gas Tungsten Arc Welding
- Green Awareness/Technology
- HVAC and Refrigeration Systems 1
- HVAC and Refrigeration Systems 2
- Hydronic Heating and Cooling
- Industrial Rigging 410
- Industrial Rigging/Crane Signalperson Certification
- Job Stewart/Understanding MLA
- Medical Gas Brazer Certification
- Medical Gas Installer Certification
- Oxyfuel Practices
- Pipe Fabrication/Layout
- Pipe Fitting Valves Fasteners
- Plumbing Code Applications
- Plumbing Fixtures and Appliances
- Plumbing Service Maintenance and
- Pumps
- Refrigerants
- Refrigeration Service/AC Mechanics
- Related Mathematics
- Related Science
- Repairs
- Soldering and Brazing
- Steam Systems
- Training & Certification
- Tube Bending
- Use and Care of Tools
- Water Supply
- Welding Practices and Procedures

Journeyworker Training

Commercial Skills

- A Guide to Service Work
- Advanced Plan Reading and Drawing
- Basic Electricity
- Conservation Safe Handling of Refrigerants
- Drainage Systems
- Drawing & Blueprint Reading
- Gas Installation
- Gas Tungsten Arc Welding
- Green Awareness/Technology
- HVAC and Refrigeration Systems 1
- HVAC and Refrigeration Systems 2
- Hydronic Heating and Cooling
- Industrial Rigging 410
- Industrial Rigging/Crane Signalperson Certification
- Medical Gas Brazer Certification
- Medical Gas Installer Certification
- Oxyfuel Practices
- Pipe Fabrication/Layout
- Pipe Fittings Valves Fasteners
- Plumbing Code Applications
- Plumbing Fixtures and Appliances
- Plumbing Service Maintenance and
- Pumps
- Refrigerants
- Refrigeration Service/AC Mechanics
- Related Mathematics
- Related Science
- Repairs
- Soldering and Brazing
- Steam Systems
- Tube Bending
- Water Supply
- Welding Practices and Procedures

Apprentice/Journeyworker

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

**Local 246 Pipe Trades District Council No. 36 Journeyman and
Apprenticeship Training Trust Fund**

Contract Number: ET25-0953

Panel Meeting of: September 27, 2024

ETP Regional Office: Sacramento

Analyst: J. Dongallo

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Fresno, Kings, Madera, Tulare	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No UA Local Union 246		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$204,040		\$14,140 8%		\$218,180

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills, Computer Skills, OSHA 10/30	92	8-210	0	\$2,235	\$30.75
				Weighted Avg: 95			
2	Retrainee Journeyworker Priority Rate	Commercial Skills, Computer Skills, OSHA 10/30	20	8-200	0	\$628	\$50.00
				Weighted Avg: 21			

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

<p>Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry): \$30.75 per hour.</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 \$3.25 per hour may be used to meet the Post-Retention Wage for Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.</p>
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Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentices - Plumbers, Refrigeration Fitters	\$27.50 - \$45.00	92
Job Number 2		
Journeyworkers – Plumbers, Refrigeration Fitters	\$50.00 - \$60.00	20

INTRODUCTION

Founded in 1942, Local 246 Pipe Trades District Council No. 36 Journeyman and Apprenticeship Training Trust Fund (Local 246 Pipe Trades) (www.ualocal246.com) trains Apprentices and Journeyworkers for the piping industry. As technology and industry changes so does the need for qualified individuals with pipe trades training and experience. Apprentices and Journeyworkers work in residential, commercial, industrial, and refrigeration/air conditioning services and repair in transit, healthcare, education, housing, water treatment and technology industries.

Local 246 Pipe Trades serves union members across four counties in the San Joaquin Valley (Fresno, Madera, Kings, Tulare), and consists of three management representatives from the Mechanical Contractors Association and three members from UA Local 246 representing labor. There are 21 signatory employers, 90% of which are small business. Currently, there are approximately 92 Apprentices and 20 Journeyworkers enrolled in the program.

Local 246 Pipe Trades’ mission is to ensure union plumber, pipe, and refrigerator fitters gain the skills, knowledge, and experience necessary to build and service commercial and residential buildings. Local Pipe Trades provides training, training materials, experienced instructors, and leadership to uphold union values and principles of service and professionalism.

This is Local 246 Pipe Trades sixth ETP Contract in the last five years.

Veterans & Special Trainee Populations

Local 246 Pipe Trades is committed to recruiting and supporting job-related training that helps Veterans transition into the California workforce. The JATTF actively recruits Veterans through programs such as Helmets to Hardhats and the Veterans in piping program. Local 246 Pipe Trades is also an approved GI Bill site. All Veterans in the apprenticeship program receive monthly Montgomery GI Bill benefits, such as a monthly housing allowance.

In addition, the program works to serve underserved populations in the industry, such as women in construction, economically disadvantaged and formerly incarcerated.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case, Fresno County Superintendent of Schools CTE/ROP).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Local 246 Pipe Trades has partnerships with contractors in the San Joaquin Valley areas and places Pipe Trades program graduates with these contractors. Training location will be conducted at the main JATC headquarters in Fresno. Plumbers must learn installation skills in accordance with plumbing codes and health and safety regulations. Refrigeration fitters are responsible for the service, repair, installation and retrofit of all types of refrigeration equipment. As technology and the industry changes, they must be trained in installing and maintaining hydronic systems and temperature regulation.

Equipment used incorrectly can lead to breakdowns, expensive re-work, and delays in schedules. Trainees will learn to work more efficiently with the materials, thus reducing scrap and re-work. The commercial training listed below will help unionized contractors manage their costs by sending well-prepared workers out on jobs. Trainees will receive training in the use of various plumbing and piping equipment, updated building standards and green business practices necessary to meet commercial interest and demand to develop, retrofit and maintain greener energy and water flow into and out of buildings. Many commercial and industrial businesses seek Leadership in Energy and Environmental Design (LEED) certification and want to work with contractors who have workers who understand and support energy efficient and green initiatives. Local 246 Pipe Trades Apprentices and Journeyworkers will receive training in the use of plumbing and piping equipment, updated building standards, and green business practices necessary to meet commercial interest and demand to develop, retrofit and maintain greener energy and water flow into and out of buildings.

Local 246 Pipe Trades graduates work in residential, commercial, industrial, refrigeration/air conditioning services, and repair in industries that include energy, biopharmaceutical, healthcare, education, housing, food and beverage processing, and water treatment. Local 246 Pipe Trades will support construction in San Joaquin Valley by providing highly skilled plumbers and steamfitters for new and current projects such as Fresno State Central Plant project, Heritage Youth Center, Lemoore Naval Airbase (Housing & Hanger Project), two Kaiser Medical Office Buildings, Sanger Education Complex/High school Chiller Plant, Cherry Crossing Affordable Housing, La Joy Commons Affordable Housing, Court right Reservoir ID Structure Gates, HVAC service work, Fresno Airport, Madera Casino, Terry Bradley Educational Complex.

Training Plan

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

Apprentice Level Training

Commercial Skills: Training will be offered to all Apprentices to enhance process efficiency and general knowledge of industry equipment. Training will include Advanced Drawing, Auto-Cad, Backflow Prevention, Drainage, Gas Installations, Green Systems, Layout, Pipe Fitting, Medical Gas, Pumps, Rigging, Tube Bending, Valve Repair, Water Supply, Welding for Certification, Advanced Electricity, Boilers, Calibration, Chillers, Controls II, Customer Service, Hydronics, Motor Alignment, and Refrigeration.

Computer Skills: Training will ensure that workers are up-to-date with new and emerging technologies and software. Topics include Computer-Aided Drafting (CAD) and 3-D Drawings Software.

Journeyworker Level Training

Commercial Skills: Training will be offered to all Journeyworkers to enhance process efficiency and advanced knowledge of industry equipment. Training will include Aerial Lift Certification, Air Water Analysis, Backflow Prevention, Brazing, Building Controls, Crane Signal Person Certification, Foreman, G-PRO, Direct Digital Controls, Electric Motors, LEED Standards, Medical Gas Installation, Orbital Welding, Plumbing Code, Rigging, Scaffolding, Solar Installation, Title 24, Tremble, Trade Math, and Welding.

Computer Skills: Training will ensure that workers are up-to-date with new and emerging technologies and software. Topics include CAD and 3-D Drawings Software.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

The Training Coordinator is the dedicated administrator and overseer of ETP-funded training. The Administrative Assistant will also assist with project administration. Training will take place in Fresno and staff will review and coordinate training and attendance rosters for ETP compliance. There are 11 part-time trainers who will conduct and deliver training in accordance with ETP regulations. These trainers are former or current Plumber and Steamfitters and are experts in the areas that they teach. The training rooms for on-site training are fitted with the latest equipment and tools. A third party administrator will provide Local 246 Pipe Trades with administration services. Local 246 Pipe Trades will use and retain ETP approved rosters.

Marketing and Support Costs

Local 246 Pipe Trades markets through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website. The JATTF will disseminate class information throughout the year to all apprentice and journey-level plumber and steamfitters within the local’s jurisdictions, as well as to the contractors who employ them. Local 246 Pipe Trades is also active in the local workforce investment board and is a partner in its community workforce development work. Additionally, the JATTF sends out application announcements for the apprentice program to local, state and federal agencies as well as to local high schools, community colleges and community-based organizations. Classes for the journey-level and apprentice trainees are offered January through May and August through December. Local 246 Pipe Trades employs two administrators to conduct the marketing, recruitment, needs assessments, and scheduling of training.

Local 246 Pipe Trades requests 8% support costs for Job Numbers 1 and 2 to fund its staff in recruiting and qualifying additional participating employers for this program. While Local 246 Pipe Trades has already recruited many participating employers, additional and continuous recruitment and assessment will take place. The projected budget costs for personnel will exceed the ETP support cost funding and the JATTF will cover the additional expenses.

Tuition Reimbursement

Local 246 Pipe Trades represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

ACTIVE PROJECTS

The following table summarizes Contractor’s performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0915*	\$225,990	10/2/2023 – 10/1/2025	123	0	\$35,215 (16%)

ET23-0944**	\$216,567	10/1/2022 – 9/30/2024	104	0	\$156,263 (72%)
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*The prior active project is close to closing out in the system. Due to the pending close-out process, the training population (i.e. Apprentices) data has not been entered into this active contract. Once the close out of the prior project (ET23-0944) has been completed, then the trainee population can be entered, along with the tracked hours. This will provide an accurate total of Potential Earnings and Performance Percentage. In addition, this project will have the assistance of a 3rd party administrative vendor to support the tracking and upload of data, once the close out is complete.

**This project is currently 24 months into the contract and is in the Close-Out process. Once this process is completed, the program is expected to earn over 100% of the approved contract amount.

PRIOR PROJECTS

The following table summarizes Contractor's performance by Local 246 Pipe Trades under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0930	Fresno, Madera, Kings, Tulare	9/08/20 – 9/07/22	\$151,728	\$151,728 (100%)
ET20-0918	Fresno, Madera, Kings, Tulare	8/05/19 – 8/04/21	\$298,590	\$298,590 (100%)
ET19-0909	Fresno, Madera, Kings, Tulare	8/06/18 – 8/05/20	\$335,612	\$335,612 (100%)

DEVELOPMENT SERVICES

Strategy Workplace Solutions in Alameda assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Solutions will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills**Apprentices - DAS Approved Curriculum****Plumbing and Pipefitters**

- Advanced Drawing
- Advanced Pipefitting
- Advanced Plan Reading
- Advanced Plumbing
- Advanced Valve Repair
- Auto-Cad
- Backflow Prevention
- Code/Water Supply
- Crane Signal Person Certification
- Drainage
- Drawing II
- Drawing Interpretation & Plan Reading
- Foreman Training
- Gas Installations
- Green Systems
- Hydronics/ Steam
- Instrumentation & Process Control
- Layout
- Medical Gas
- Medical Gas Certification
- Oxy Fuel Cut & Weld
- Pipe Fitting
- Pipefitting and Service
- Pipefitting Layout
- Pipefitting, Valves, Supports
- Plumbing Code
- Plumbing Fixtures
- Plumbing Service
- Pumps
- Related Science
- Revit and Trimble RTS
- Rigging
- Rigging for Certification
- Steam Systems
- Tube Bending
- Valve Repair
- Water Supply
- Welding
- Welding for Certification

Refrigeration

- Advanced Electricity
- Advanced Pneumatics
- Air Water Analysis
- Basic Computers
- Basic Electricity
- Boilers
- Building Controls
- Calibration
- Chillers
- Controls I
- Controls II
- Customer Service
- Drawing Interpretation and Plan Reading
- Electro Pneumatics
- Energy Audits
- G-PRO
- Hydronics
- Motor Alignment
- Pneumatic DDC Introduction
- Pneumatics
- Refrigerant Controls
- Refrigeration
- Soldering and Brazing
- Start Test and Balance

All Trades

- Advanced Valve Repair
- Aerial Lift Certification
- Backflow Certification
- Backflow Prevention
- Basic Welding
- Building Controls
- Compressor Overhaul
- Direct Digital Controls
- Drawing Interpretation and Plan Reading
- Electric Motors
- Foreman Certification
- Forklift Certification
- HVAC Star Certificate
- HVAC Star Prep
- HVAC STAR-Heating Ventilation Air Conditioning Refrigeration Star
- HVACR Performance & Compliance
- HVACR STAR Mastery and Certification
- HVACR UA Star Certification
- Hydronics Systems and Refrigeration
- Industry Math
- Mechanical Acceptance Test Technician Certification
- Medical Gas Certification
- Medical Gas Install

- Medical Gas Refresher
- Rigging
- Rigging Certification
- Soldering and Brazing
- Standards for Excellence
- Title 24
- Trade Math
- Tremble
- Use/Care/Tool
- Valve Repair
- Water Quality Program
- Welding

Commercial Skills

Journeyworker - DAS Approved Curriculum

- Aerial Lift Certification
- Air Water Analysis
- Backflow Certification
- Backflow Prevention
- Backflow Prevention Certification
- BACnet Programming
- Basic Welding
- Brazing
- Building Controls
- Chillers/Boilers Certification
- Compressor Overhaul
- Crane Signal Person Certification
- Design & Installation of New Energy Efficient Equipment & Materials
- Direct Digital Controls – Principals of Operation, Calibration, Documentation, Shutdowns
- Drawing Interpretation and Plan Reading
- Electrical Safety
- Energy Efficiency in Existing Equipment and Materials
- Foreman
- Foreman and Worker Responsibility
- G-PRO
- Drawing Interpretation
- Direct Digital Controls
- Drawing Interpretation and Plan Reading
- Electric Motors
- Foreman Certification
- Forklift Certification
- Green Compliance
- HVACR UA Star Certification
- HVAC Star Certificate
- HVAC Star Prep
- HVAC STAR-Heating Ventilation Air Conditioning Refrigeration Star
- HVACR Performance & Compliance
- HVACR STAR Mastery Certification
- Hydronics Systems and Refrigeration
- Industry Math

- Industrial Rigging Certification
- Johnson Controls Courses
- Johnson DX9100 (Brand of Digital Controller)
- LEED Standards
- Mechanical Acceptance Test Technician
- Medical Gas Certifications
- Medical Gas Installation
- Medical Gas Installation, System Testing, Maintenance, Repair, Standards and Brazing Certification
- Medical Gas Refresher
- National Environmental Balancing Bureau (NEBB) Commissioning Certification
- Orbital Welding
- Orbital Welding Certification
- Pipefitting
- Plumbing Code
- Revit and Trimble RTS
- Rigging
- Rigging Certification
- Robotic Total Station
- Safe Working Practices
- Scaffolding
- Solar Installations
- Specialty Seminars for Service Work
- Start Test and Balance
- Soldering and Brazing
- Title 24
- Tremble
- Trade Math
- Water Quality Program
- Welding
- Welding and Burning
- Working Around Pipelines
- Working in Confined Spaces

Computer Skills

- 3-D Drawings Software
- Computer-Aided Drafting (CAD)

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

Local 250 - Apprentice and Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry

Contract Number: ET25-0944

Panel Meeting of: September 27, 2024

ETP Regional Office: North Hollywood

Analyst: L. Vuong

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	MEC Construction Mining, Oil Gas Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Local 250 - Apprentice and Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$364,786		\$25,284 8%		\$390,070

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills OSHA 10/30	229	8-210	0	\$1,294	\$30.75
				Weighted Avg: 55			
2	Retrainee Journeyworker Priority Rate	Commercial Skills OSHA 10/30	108	8-200	0	\$868	\$53.78
				Weighted Avg: 29			

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

Minimum Wage by County:

Job Numbers 1 & 2 (SET/Priority Industry wage modification): \$30.75 per hour.

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

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

Up to \$3.86 per hour may be used to meet the Post-Retention Wage for Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Plumber/Pipefitter/Steamfitter	\$26.89 - \$52.28	229
Job Number 2		
Journeyworker - Plumber/Pipefitter/Steamfitter	\$53.78	108

INTRODUCTION

Founded in 1945, Local 250 - Apprentice and Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry (Local 250) (www.ajtraining.org) was created by Local 250 and contractors in the industry, and is governed by a joint labor and management members. Located in Gardena, Local 250 provides training for Apprentices and Journeyworkers who primarily work in oil refineries in Southern California. Apprentices learn to lay out, fabricate, assemble, install, maintain and repair piping systems that transport oil and other fluids, including fluids under high temperatures and high pressures; and Journeyworkers learn skills in specialty areas. These workers must also learn all-around skills as pipefitters and steamfitters so they can safely work in oil refineries and other available projects. This will be Local 250's seventh ETP Contract in the last five years. Training will be conducted at Gardena facility.

Veterans & Special Trainee Populations

Although there is not a Veteran's component, Local 250 is committed to integrating Veterans into its program by supporting the Veterans in Piping (VIP) program at Camp Pendleton. The VIP consists of a group of Marines who are completing their service and preparing for civilian life in the pipe trade. The training takes place at Camp Pendleton during the Marines' last 18 weeks of service. Upon completion, they are placed as second-year Apprentices in the trade. Since the Marines come from different parts of the United States and are subsequently positioned all over the country, the majority are ineligible for ETP funding. Presently, the program accommodates 25 veteran apprentices.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case, Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Program Completion Rates

Local 250 represented that the total number of new apprentices projected to serve this year is approximately 172. Since 2018, the program has served 605 new apprentices. The growth percentage in the last 5 years is between 27%.

PROJECT DETAILS

The proposed training is in response to Senate Bill 54 (SB 54) enacted after the 2012 Chevron Oil Refinery disaster in Richmond injuring several employees and thousands of people in the surrounding communities. Following the disaster, the Legislature enacted SB 54 that found the use of unskilled and untrained workers in chemical manufacturing and processing facilities including oil refineries was a risk to public health and safety.

Under SB 54, contractors working in such facilities are required to employ Apprentices and skilled Journeyworkers who are graduates of Apprentice programs. In addition, all workers must complete special high hazard training to work in refineries. This bill applies to any trade working for contractors in a refinery, including plumbers, pipefitters, and steamfitters. This resulted in two major changes to the industry. First, there is a demand for more registered Apprentices and Journeyworkers. Second, training has changed to add high hazard safety training to existing programs.

In this proposal, Local 250 will primarily focus on specific Apprentice trainees to qualify them for refinery work under SB 54. Other trainees are regular Apprentices starting out in the trade. Training for Apprentices will allow them to advance in pay levels in accordance with the collective bargaining agreement for the industry. Furthermore, participating employers require more apprentices to perform refinery work. They also require specific training in refinery operations and safety for apprentices and journeyworkers. These workers must learn all-around skills as pipefitters and steamfitters so they can work in refineries as well as other jobs when the availability of work shifts. Current projects include Marathon (three locations: Marine Terminal, Carson and Wilmington), Philips 66 (two locations: Carson and Wilmington), Valero Wilmington and Valero Asphalt Plant.

Training Plan

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

Commercial Skills: This training will be offered to all occupations and will focus on increasing skills and techniques in piping systems and oil refineries. Training focuses on installation, understanding piping and oil flow, Refinery practices, equipment operations and working in high hazard facilities. Class topics will include Refinery Gaskets, Energy Control, Flame Cut and Bevel Pipe, and Isometric Drawings.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

The Training Coordinator will oversee the implementation of the proposed training with one in-house staff member dedicated to ETP administration, needs assessment, recruitment, and scheduling of training. Two outside administrative vendors have been retained to assist in the project administration and to ensure that all training records are in compliance with ETP requirements. Training will be delivered by in-house trainers who are journey level workers with extensive practical and training experience in the trade.

Marketing and Support Costs

Local 250’s marketing efforts are conducted through the association web sites, mailings, and presentations. Training information is disseminated throughout the year to all Apprentice within the local justification as well as to the contractors who employ them. Local 250 requests and staff recommends 8% support costs to assist with marketing, recruitment, and assessment of additional employers which will continue throughout the contract term.

Electronic Recordkeeping/LMS

Staff has reviewed and approved the use of a Learning Management System for recordkeeping.

Tuition Reimbursement

Local 250 represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

ACTIVE PROJECTS

The following table summarizes Contractor’s performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET24-0922	\$499,941	10/02/23 – 10/01/25	484	TBD	0
ET23-0931	\$494,479	10/03/22 – 10/01/24	289	457	\$494,479 (100%)

*ET24-0922: Of an estimated 484 trainees, 87 have been enrolled and started training. To date, the ETP Systems show 4,698 reimbursable hours have been tracked for potential earnings of \$96,686 (19% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through July 2025.

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 (\$ %)
ET22-0922	Multiple Locations	10/04/21 - 10/03/23	\$598,290	\$598,290 (100%)
ET21-0910	Multiple Locations	10/05/20 - 10/04/22	\$427,350	\$427,350 (100%)
ET20-0941	Multiple Locations	12/23/19 - 12/22/21	\$376,310	\$376,310 (100%)
ET19-0921	Multiple Locations	11/01/18- 10/31/20	\$582,999	\$582,999 (100%)

DEVELOPMENT SERVICES

Betat Advisories in San Francisco assisted with development of this proposal for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Betat Advisories and the Los Angeles Unified School District in Los Angeles will perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

- Arc Welding
- Building Water Systems
- Classes of Refinery Processes and Refinery Configurations
- Competent Person
- Creating Models and Estimating
- Crude Oil and its Pipelines
- D1.1 Code Portion
- D1.1 Performance
- D1.1 Performance Makeup
- Design & Layout
- Drainage Systems and their Components
- Drawing & Plan Reading
- Drawing (Metal Trades/Provisional Eligible), structural and Sleeves
- Electrical Safety
- Electricity, Pneumatics, Hydraulics and Servicing of Gas and Electrical Appliances
- Energy Control
- Failure Analysis
- Fittings, Pipes, Appliances and Materials
- Flame Cut and Bevel Pipe
- Flat, Vertical and Overhead Positions with 610 and 7018 Welding Rod on Plate
- Foreman Training
- Fundamentals of the Petroleum Refining Industry
- Gas Distribution Systems and their Components
- General Knowledge of Oxy Fuel and Arc Welding Safety
- Graphic Symbols for Pipe Fittings and Valves
- Hearing Conservation
- High Density Polyethylene (HDPE) -
- High Hazard Facility Safety Training -
- High Tech Work Process
- Hot water Supply & Water Sizing
- How to Strike and Maintain an Arc with Shielded Metal Arc Welding. Process
- Hydronics
- Incorporate Units of Measuring and Mathematical Formulas with "Rigging"
- Instrumentation
- Interpretation of Isometric Drawings
- Interpretation of Technical Diagrams and Piping Drawings
- Introduction to Drawing Tools, Measuring Tools and Lettering Skills
- Isometric Drawings
- Laying out Trenches, Figure Grade and Backfill
- Layout/Take Off/ EE (Metal Trades/Provisional Eligible)

- Lokring Training Cert
- Material Handling
- Material Take-Off List for Installation
- Materials, Hardware and Tools Associated with "Rigging"
- Mathematics used in the Piping Trades
- Medical Gas Installer & Brazing
- NITC Certification and Exam
- Ordering Material For The Job Site and Maintain an Inventory
- Pipe Fabrication, Layout & Installation Fundamentals
- Pipe Machine (Metal Trades/Provisional Eligible)
- Piping Math and Related Science
- Plan Reading & Isometric Drawing Fundamentals
- Plan View Drawing of Water, Gas Waste and Vent Systems
- Plumbing Code
- Plumbing Fixtures & Appliances
- Prevention of Heat Stress
- Project Estimation Awareness & Productivity
- Proper Use of Grinders for Welding Preparation
- Properties of the Refinery-Produced Streams
- Qualities and Role of a Leader
- Quality Assurance & Control
- Refinery Gaskets
- Refinery Process Overview
- Refinery Safe Working Practices
- Refinery Systems
- Refrigeration & NITC Pipefitter Prep
- Respiratory Protection
- Review Other Trades Drawings
- Rigging in the Piping Trades
- Risk Assessment & Communication Skills
- Safe Bolting & Pressure Testing
- Safety Monitor Training
- Scaffold Safety
- Service & Repair/Fixtures & Controls
- Stairways and Ladders
- Steam Systems
- Three View, Plan View and Elevation View Drawings
- Tig Testing
- Tool Safety
- Toxicology
- Trade Related Technologies
- UA Crane Signal
- Understanding Oil Flows
- Uniform Plumbing Code and other Administrative Authorities
- Units of Measurement
- Use of Copper and Acetylene Tarches
- Water Supply Systems
- Water Treatment & Water Sizing

- Weld Rod Designations, Amp Settings and Polarity
- Welding

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

**Local 442 - Pipe Trades District Council No. 36 Journeyman and
Apprentice Training Trust Fund**

Contract Number: ET25-0956

Panel Meeting of: September 27, 2024

ETP Regional Office: Sacramento

Analyst: J. Dongallo

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alpine, Amador, Calaveras, Mariposa, Merced, San Joaquin, Stanislaus, Tuolumme	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No UA Local Union 442		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$111,848		\$7,736 8%		\$119,584

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills, OSHA 10/30	44	8-210	0	\$2,658	\$30.75
				Weighted Avg: 113			
2	Retrainee Journeyworker Priority Rate	Business Skills, Commercial Skills, OSHA 10/30	4	8-200	0	\$658	\$51.05
				Weighted Avg: 22			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry): \$30.75 per hour

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

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

Up to \$4.02 per hour may be used to meet the Post-Retention Wage for Job Number 1. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Plumber, Pipefitter, Refrigeration Fitter	\$26.73 - \$45.65	44
Job Number 2		
Journeyworker - Plumber, Pipefitter, Refrigeration Fitter	\$51.05 - \$67.27	4

INTRODUCTION

Founded in 1955, Local 442 - Pipe Trades District Council 36 Journeyman and Apprentice Training Trust Fund (Local 442) www.lu442.com is located in Modesto. Signatory employers fund the JATC, pursuant to the collective bargaining agreement. Local 442 operates in San Joaquin and Stanislaus counties, supplying employers with qualified employees in the plumbing, pipe, and refrigeration fitter industry. Local 442 serves union members across eight counties - Alpine, Amador, Calaveras, Mariposa, Merced, San Joaquin, Stanislaus and Tuolumne.

Local 442’s mission is to ensure union plumber, pipe, and refrigerator fitters gain the skills, knowledge, and experience necessary to build and service commercial and residential buildings. Local Pipe Trades provides training, training materials, experienced instructors, and leadership to uphold union values and principles of service and professionalism.

This will be Local 442 seventh ETP Contract in the last five years.

Veterans & Special Trainee Populations

Local 442 Pipe Trades is committed to recruiting and supporting job-related training that helps Veterans transition into the California workforce. JATF actively recruits Veterans through programs such as Helmets to Hardhats and the Veterans in Piping program. Local 442 Pipe Trades is also an approved GI Bill site. All Veterans in the apprenticeship program receive monthly Montgomery GI Bill benefits, such as a monthly housing allowance. JATF Trades has three Veteran trainees participating in the previous ETP Contract (ET24-0914).

In addition, the program works to serve underserved populations in the industry, such as women in construction, economically disadvantaged and formerly incarcerated.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements the cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory, or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency, in this case San Joaquin Office of Education and San Joaquin Delta College

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Local 442 has partnerships with employers in the Modesto and Stockton areas and places Pipe Trades program graduates with these employers. Graduates work in residential, commercial, industrial, refrigeration/air conditioning services and repair, in industries that include: energy, biopharmaceutical, healthcare, education, housing, food and beverage processing, and water treatment. Local 442 will support construction in the Central Valley by providing highly skilled plumber, pipe, and refrigeration fitters for current projects such as River Islands High School, Modesto Courthouse, and Aemetis Jet Biofuel Facility, as well as, new projects for the VA Hospital Phase 2, California State University Sacramento q2Dormitories, and University of California Merced Science building.

The apprentice curriculum meets the needs of the participating employers because it is employer driven. It is designed to address employer needs as determined by customers and changes in the industry. Local projects and their hiring demands help to shape the curriculum during the apprentice earn and learn program. Participating employers and union representatives have identified the following additional reasons for training:

- California's zero carbon goals require workers to use new materials and skills.
- More aggressive non-union and out-of-state bidding requires unionized contractors to show a track record of meeting, not exceeding, labor and materials costs.
- Customers have higher quality standards, but they want projects to stay on budget and on time.

Training will also allow for workers to support California's initiative to become more energy efficient, as much of the plumber, pipe fitter, and refrigeration work revolves around energy management, new and more efficient operation of building components/materials, and meeting California's water waste reduction goals. Many commercial and industrial businesses seek Leadership in Energy and Environmental Design certification and want to work with contractors who have workers who understand and support energy efficient and green initiatives. Local 442 Apprentices and Journeyworkers will receive training in the use of plumbing and piping equipment, updated building standards, and green business practices necessary to meet commercial interest and demand to develop, retrofit and maintain greener energy and water flow into and out of buildings.

Training Plan

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

Apprentice and Journeyworker Training

Commercial Skills: Training will be offered to Apprentices and Journeyworkers in energy efficiency training to help participating employers meet local work demand. These courses include DC Electronics, Shielded Metal Arc Welding, and Detail & Layout of Piping/Advanced Welding.

Journeyworker Training

Business Skills: Training will provide Journeyworkers with the skills needed to complete jobs quickly and with high quality workmanship. Class topics will include Advanced Time Management, Conflict Resolution, Creating Project Bids, Green Awareness Training and Green Certifications, Customer Service, Decision Making, Leadership, and Project Management.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

The Training Coordinator Administrator will oversee the ETP-funded training. The Training Coordinator will have an Administrative Assistant that will also assist in project administration.

Training will take place in Modesto and staff will review and coordinate training and attendance rosters for ETP compliance. Twelve part-time trainers will conduct and deliver training in accordance with ETP regulations. These trainers are former or current plumber, pipe and refrigeration fitters, and are experts in the areas that they teach. The training rooms for on-site training are remodeled with the latest equipment and tools. Strategy Workplace Communications will also assist with administration services. Local 442 will use and retain ETP approved rosters.

Marketing and Support Costs

Local 442 markets through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website. The JATC will disseminate class information throughout the year to all apprentice and journey-level plumber, pipe and refrigeration fitters within the local's jurisdictions, as well as to the contractors who employ them. Local 442 is also active in the local workforce investment board and is a partner in its community workforce development work. Additionally, the JATC sends out application announcements for the apprentice program to local, state and federal agencies as well as to local high schools, community colleges and community-based organizations. Local 442 employs two administrators to conduct the marketing, recruitment, needs assessments, and scheduling of training.

Local 442 is requesting 8% support costs for all Job Numbers 1 & 2 to fund its staff in recruiting and qualifying additional participating employers for this program. While Local 442 already recruited many participating employers, additional and continuous recruitment and assessment will take place. The projected budget costs for personnel will exceed the ETP support cost funding and the JATC will cover the additional expenses.

Tuition Reimbursement

Local 442 Pipe Trades represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0914*	\$84,976	10/2/2023 – 10/1/2025	50	0	\$12,294 (14%)
ET23-0941**	\$128,880	10/3/2022 – 10/2/2024	58	0	\$128,880 (100%)

*ET24-0914: This active project is 11 months into the contract. Based on ETP Systems, 632 reimbursable hours have been tracked for potential earnings of \$12,294 (14% of approved amount).

**ET23-0941: The prior active project is close to closing out in the system. Based on ETP Systems, 8,332 reimbursable hours have been tracked for potential earnings of \$128,880 (100% of approved amount).

PRIOR PROJECTS

The following table summarizes Contractor's performance Local 442 Pipe Trades under ETP Contracts that have been completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0929	Modesto/Stockton	10/4/2021 – 10/3/2023	\$293,598	\$217,769 (74%)
ET21-0901	Modesto/Stockton	7/27/2020-7/26/2022	\$196,083	\$196,083 (100%)
ET20-0903	Modesto/Stockton	7/1/2019 – 6/30/2021	\$387,330	\$373,361 (96%)
ET19-0908	Modesto/Stockton	08/6/2018-08/5/2020	\$227,799	\$227,799 (100%)

DEVELOPMENT SERVICES

Strategy Workplace Solutions in Alameda assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Solutions will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

Journeyworker

- Advanced Time Management
- Conflict Resolution
- Creating Master Plan for Future Improvements
- Creating Project Bids
- Customer Service
- Decision Making
- Filing Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership
- Problem Solving
- Project Management
- Teambuilding

Commercial Skills

Journeyworker and Apprentice

- 1st Period Class; OSHA 30, Soldering, Tools & Materials
- 2nd Period Class; Math & Beginning Rigging
- 3rd Period Class; Drawing Interp. Science, Basic Electricity
- 4th Period Class; Shielded Metal Arc Welding
- 5th Period Class; Pipe Fitting & the Calculator, G-PRO Cert
- HVAC 3rd Refrigeration (Volume I & II), Customer Service
- HVAC 4th AC & Refrigerants
- HVAC 5th Electronics for MES
- HVAC 6th DC Electronics
- HVAC 7th Refer II & Pneumatics
- HVAC 8th Motor Alignment & AC
- HVAC 9th Air & Water Balance
- Pipe Fitter 6th Patterns, Pumps, Hydronic, & Steam Systems
- Pipe Fitter 7th Fitter Advanced Plan Reading, CAD & Math Chapter 6
- Pipefitter 8th Instrumentation, Tube Bending & Rigging Cert
- Pipefitter 9th Detail & Layout of Piping/Advanced Welding
- Pipe Fitter 10th Valve Repair & Foreman's Class
- Plumber 6th Plumbing Code Application & Drainage
- Plumber 7th Plumbing Service & Gas Installations
- Plumber 8th Advanced Plan Reading, CAD & Math Chapter 6
- Plumber 9th Water Supply, Backflow Prevention & Pumps
- Plumber 10th Medical Gas/Foreman's Class

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

Journeyworker and Apprentice

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

Journeyworker and Apprentice

- OSHA 30



**Training Proposal for:
Napa and Solano Counties Plumbers and Steamfitters JATC**

Contract Number: ET25-0965

Panel Meeting of: September 27, 2024

ETP Regional Office: Sacramento

Analyst: K. Mam

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Solano, Napa	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Plumbers and Steamfitters Local 343 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, AFL-CIO UA Local 343		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$139,392		\$9,680 8%		\$149,072

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills, OSHA 10	44	8-210	0	\$3,388	\$36.85
				Weighted Avg: 144			

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

<p>Minimum Wage by County: <u>Job Number1:</u> (SET/Priority Industry wage modification): \$30.75 per hour. 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 <input type="checkbox"/> Maybe Although employer provides health benefits, they are not being used to meet Post-Retention Wage.</p>
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Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Plumber and Steamfitter	\$36.85 - \$60.30	30

INTRODUCTION

Founded in 1906 and headquartered in Vacaville, Napa and Solano Counties Plumber and Steamfitters JATC (U.A. Local 343) (www.local343.org) serves over 600 Apprentices and Journeyworkers throughout Solano and Napa Counties. U.A. Local 343 trains workers for 79 contractors who work in local construction industries, such as heavy industrial, commercial, and residential sectors. Plumber and Steamfitter Apprentices and Journeyworkers build and maintain biotech research and manufacturing facilities, oil refineries, educational institutions, food and beverage processing facilities, residential homes and developments, power plants, and water and waste treatment facilities. The U.A. Local 343 works in collaboration with the Mechanical Contractors Council of Central California. This is U.A. Local 343's first ETP project.

Veterans & Special Trainee Populations

U.A. Local 343 is committed to supporting job-related training that helps veterans transition into the California workforce. Veterans in an apprenticeship are eligible to receive Montgomery GI Bill benefits, such as a Monthly Housing Allowance. These benefits are paid directly to the Veteran trainees. U.A. Local 343 also recruits veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades.

The Veterans in Piping (VIP) program offered by the National UA, offers high-quality skills training and jobs in the pipe trades to active-duty military personnel preparing to leave the service. The U.A. Local 343 provides participants with additional skill training opportunities after the veterans complete this program by connecting them to established apprenticeship training programs. When they enter a local U.A., the veterans are given credit for the classes they have already taken. The U.A. Local 343 VIP Program has been recognized as one of the leading programs in the country for assisting veterans. The U.A. Local 343 recently served one VIP participant.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case San Joaquin Office of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

For over 100 years, UA Local 343 Plumbers and Steamfitters have been protecting the health of the community through plumbing and pipefitting service work. The complicated medical gas installations are a vital piece of life saving equipment, along with equally important commodities such as steam systems, potable water systems, and comfort piping systems. These systems are necessary to support the facilities which ensures public safety and saves lives.

The U.A. Local 343 follows High Road Apprenticeship standards: (1) work as you learn model, (2) guaranteed wage increases, (3) industry, not company or private certifications, (4) DAS-approved curriculum, (5) paid job placement during training and after training, and (6) healthcare and benefits during the training and after training.

The requested funding will help the training center prepare workers for new projects in the area and backfill the hole left by retiring journeymen. Trainees will receive training in the use of plumbing and piping equipment, updated building standards and green business practices necessary to meet commercial interest and demand to develop, retrofit and maintain greener energy and water flow into and out of buildings. Equipment not used correctly can lead to breakdowns, expensive re-work, and delays in schedules. Trainees will learn to work more efficiently with materials, thus reducing scrap and re-work. Training will help unionized contractors manage their costs by sending well-prepared workers out on jobs. The funding for training will allow the U.A. Local 343 to prepare workers for the following projects:

- Napa Jail – Napa County
- Veterans Home New Building - Napa County
- Costco - Napa County
- Fairfield High School - Solano County, CA
- Solano College New Building - Solano County, CA

Training Plan

Training will be delivered via class/lab and E-Learning in the following:

Commercial Skills: Training will be offered to all occupations to ensure Plumbers and Steamfitters have the skills necessary for upcoming projects. Training topics include Pipefitting/Layout, Steam Systems, and Instrumentation & Tube Bending.

Certified Safety Training

OSHA 10 This training is a series of courses “bundled” by industry sector and occupation. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

The Director of Training with the assistance of three support staff will be responsible for coordinating training, recordkeeping, and reviewing attendance rosters for ETP compliance. Training will be provided by in-house subject matter-experts in the trade. U.A. Local 343 has also retained Strategy Workplace Communications to provide administrative services.

Marketing and Support Costs

U.A. Local 343 requests 8% in support costs to fund its staff in recruiting and qualifying additional participating employers and trainees for this program. The projected budget costs for personnel alone will exceed the ETP support cost funding and the JATC will cover these additional expenses.

U.A. Local 343 publishes the training schedule online, through flyers, and emails. Application announcements for the apprentice program will be sent to local, state, and federal agencies as well as to local high schools, community colleges and community-based organizations. The U.A. Local 343 representatives will also give presentations at local high schools, community colleges, community-based organizations, and community events.

Tuition Reimbursement

U.A. Local 343 represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

DEVELOPMENT SERVICES

Strategy Workplace Communications in Alameda assisted with development of this proposal for no fee.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills**Plumbing and Steamfitters****SECOND YEAR**

- Basic Computers
- Basic Electricity /Safety
- Drawing II
- Gas Installation
- Related Science
- Rigging & Signaling
- Welding I

THIRD YEAR

- Auto CAD
- Code I, II, & III
- Drainage
- Elective Welding
- Fixtures
- Green Plumbing

FOURTH YEAR

- Elective Welding
- Hydronics
- Leadership/Foreman Training
- Pipefitting /Layout
- Pumps
- Refrigeration / HVAC
- Signalpersons Certification
- Steam Systems

FIFTH YEAR

- Drawing III
- Elective Welding
- EPRI Industrial Rigging Certification
- Instrumentation & Tube Bending
- Medical Gas Installations & Certification
- Review & Turn Out Exam
- Trade Test
- Water Supply

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10



Training Proposal for:

Pipe Trades Apprentice and Journeyman Training Trust Fund of Santa Clara and San Benito Counties

Contract Number: ET25-0968

Panel Meeting of: September 27, 2024

ETP Regional Office: San Diego

Analyst: P. Duarte

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Santa Clara, San Benito	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Association of Journeymen & Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (UA Local 393)		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$364,848		\$25,237 8%		\$390,085

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker Priority Rate	Comm'l. Skills, Computer Skills, OSHA 10/30	50	8-200	0	\$329	\$70.93
				Weighted Avg: 11			
2	Retrainee Apprentice Priority Rate	Comm'l. Skills, Computer Skills, OSHA 10/30	361	8-210	0	\$1,035	\$40.75
				Weighted Avg: 44			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry): \$30.75 per hour

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

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

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

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Plumber, Pipefitter, Steamfitter	\$70.93 - \$81.63	50
Job Number 2		
Apprentice - Plumber, Pipefitter, Steamfitter	\$40.75 - \$70.80	361

INTRODUCTION

Pipe Trades Apprentice and Journeyman Training Trust Fund of Santa Clara and San Benito Counties (Pipe Trades JATC) (<http://www.pipetradestraining.org/>) opened the Lloyd E. Williams Pipe Trades Training Center in 1961 in San Jose. The Training Center serves 2,200 union members represented by the Plumbers, United Association Local Union 393. The Pipe Trades JATC was created in collective bargaining between Local 393 and management represented by the South Bay Piping Industry and the Santa Clara Valley Contractors Association. The Training Center, where training will take place, is a modern, 100,000 square-foot facility with 48 classrooms and welding and computer laboratories.

This will be Pipe Trades JATC’s fifth ETP Contract in the last five years. ETP funds will help create a stable, flexible and skilled workforce for the local construction industry to meet continued demand for pipe-trades’ workers generated by new construction projects and backfilling jobs created by retiring Journeyworkers.

Through partnerships with different contractors in the San Jose area, graduates of the Pipe Trades program work in residential, commercial, industrial, and refrigeration/air conditioning services and

repair industries that include: semiconductor, energy, biopharmaceutical, healthcare, aerospace, education, housing, water treatment, and technology industries.

Veterans & Special Trainee Populations

The Pipe Trades JATC is committed to supporting job-related training that helps Veterans transition into the California workforce by recruiting Veterans in cooperation with Helmets to Hardhats, a national joint labor- management program that recognizes the link between skills acquired in military service and the building trades. On its website, the Pipe Trades JATC advertises special days just for the veterans to come in and apply for the apprenticeship program. The Pipe Trades JATC is currently part of the DAS's Equal Representation in Construction Apprenticeship program to increase outreach to current and new partners so that our JATC can enroll more women, non-binary, and members from underserved communities. In addition, they will continue to work with our local schools, WIBs, and community organizations.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Foothill College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Demand for apprentices has continued to climb over the past few years. Graduates of this program work in construction and repair for industries that include: semiconductor, energy, biopharmaceutical, healthcare, aerospace, education, housing, water treatment, and technology. There is currently also a high demand for welders in the area. EDD's Employment Projections estimate a 12.4% increase in demand for Plumbers, Pipefitters and Steamfitters from 2018–2028. It is critical that the Pipe Trades JATC provide apprentice training to keep up with quality standards in plumber, pipe, and refrigeration fitter construction while offering classes in new and emerging technologies that require highly honed plumber, pipe, and refrigeration fitter skills. After taking journey level classes, plumber, pipe, and refrigeration fitters can be tested to be designated a certified welder.

The estimated number of participating employers for this proposed program is comprise of 40 large businesses and 60 small businesses located throughout Silicon Valley. ETP funding has helped Pipe Trades JATC prepare workers for new projects in the area, as well as backfill the jobs created by retiring journeymen.

Pipe Trades JATC list of projects for this proposal include: Edgecore (data center), Santa Clara Valley Medical Center, Stanford Bridge Building, Butterfield Fire Station and Bascom Station.

Training Plan

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

Commercial Skills: Training will be offered to Apprentices and Journeyworkers and include Blueprint Reading, Advanced Trade Math for Steamfitters Steam Technology, Project Management, and Industrial Safety, which will help the trainees keep projects moving forward and upgrade skills relevant to construction projects. In addition, some trainees may receive the following certifications: HVAC Star; Medical Gas Installer; Medical Gas Brazer; Foreman's Certificate; Industrial Signal Persons Certification; and, Welding.

Computer Skills: Training will be offered to Apprentices and Journeyworkers and include Computer-Aided Drafting (CAD) and 3-D Drawings Software that have been identified in training needs assessments with employers and the participating union.

Certified Safety Training

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours

Commitment to Training

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

➤ Training Infrastructure

Pipe Trades JATC's Training Director and its administrative staff will oversee the program. Training will be delivered by 50 in-house trainers. Additionally, an administrative subcontractor has been retained to assist with the project's administration.

Marketing and Support Costs

Pipe Trades JATC requests 8% in support costs to fund recruiting additional participating employers for this program. The Training Coordinator, along with two assistant coordinators and five administrative assistants, will be responsible for marketing, recruiting, and conducting needs assessments. While many participating employers have already been recruited, the JATC still needs to perform additional recruitment and assessment activities with employers to support apprenticeship training.

Pipe Trades JATC will disseminate class information throughout the year to all apprentices and journeyworkers within the local's jurisdiction, as well as to the contractors who employ them through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website.

Tuition Reimbursement

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

Electronic Recordkeeping/LMS

ETP staff reviewed and approved the use of a Learning Management System for recordkeeping. The system is Union Manager produced by Integrated Software to track training data for apprentices programs.

Alternate Recordkeeping

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0938	\$499, 587	10/2/2023-10/1/2025	334	197	\$287,305 (58%)
ET23-0913	\$499, 962	10/3/2022-10/2/2024	341	348	\$499,962 (100%)

ET24-0938: Based on ETP Systems, 14,287 reimbursable hours have been tracked for 197 enrollees out of 334 estimated trainees. The Contractor projects final earnings of 100% based on currently committed training.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0925	San Jose	09/21/20 – 09/20/22	\$363,462	\$331,238 (91%)
ET20-0923 (Covid)	San Jose	09/03/19 – 09/02/21	\$749,470	\$749,470 (100%)

DEVELOPMENT SERVICES

Strategy Workplace Communications in Alameda assisted with development of this proposal at no additional cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

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

Trainees may receive any of the following:

Commercial Skills**Apprentices****Plumbing & Pipefitters/Steamfitters****2nd year**

- Beginning Drawing and Design
- Industrial Safety
- Beginning Welding
- Steamfitter Fit Up Tacking
- Steamfitter Science; Elect & Air Cond
- Steamfitting, Cutting & Welding

3rd year

- Advanced Trade Math for Plumbers
- Plumbing Codes
- Plumbing Fixtures
- Advanced Trade Math for Steamfitters
- Steam Technology

4th year

- Advanced Draw & Blueprint Read
- Applied Welding
- Water Systems
- Advanced Drawing & Blueprint Read
- Hydronic Systems
- Industrial Rigging

5th year

- Industry Install
- Special Topics
- Med Gas Install
- Review & Turnout
- Special Topics

Refrigeration**2nd year**

- Electrical Controls Fundamentals
- Mechanical Systems

3rd year

- Advanced Electric Controls
- HVAC Pneumatic & Elect Control Systems

4th year

- Advanced Refrigeration & Chillers
- Industrial Refrig & Air-Cond Service

5th year

- Special Topics
- Start, Test & Balance, HVAC Systems

Commercial Skills**Journeyman Level/All Trainees in All Years**

- Autocad – Tricks and Tools of Fabrication
- Backflow Certification
- Bluebeam/BIM 360
- Blueprint Reading
- Compressor Overhaul
- Construction Technology Credential
- PlanGrid
- Comprehensive Layout and Design Test Out
- NavisWorks/BIM360
- Robotic Total Station
- UA Foreman Training
- Cutting
- Daikin VRV Installation and Commissioning
- Daikin VRV IV Installation and Commissioning
- Daikin VRV Service and Troubleshooting
- Direct Digital Controls
- Drawing
- Energy Audit
- EPRI Rigging
- Foreman Certification
- HVAC Control Basics
- Industrial Install
- Industrial Safety
- Industry Math
- Intro to Virtual Technology
- Math for Residential Plumbers
- MedGas Installer Refresher Course
- Medical Gas Install
- Mitsubishi VRF Training
- PEX Piping
- Plumbing Service
- Project Management
- R78 Brazing
- Residential Blueprint Reading & Drawing
- Residential Drainage/Water System
- Residential Fixtures/Layout
- Residential Plumbing
- Residential Plumbing Code
- Residential Waste, Water, Gas Systems
- Rigging
- Rigging Certification
- STAR Certification HVACR

- Title 24
- Start, Test & Balance
- GPro Certification
- STAR Certification
- Energy Audit Certification
- Title 24 MATT Certification
- Title 24 Requirements
- Trade Math
- UA Foreman
- UA Foreman Certification
- Vertiv DSE Thermal Management
- VFD Training (Variable Frequency Drive)
- Virtual Design and Technology
- Welding

Computer Skills

Journeyworker and Apprentice

- Computer-Aided Drafting (CAD)
- 3-D Drawings Software

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

Journeyworker and Apprentice

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

Journeyworker and Apprentice

- OSHA 30



Training Proposal for:
Pipe Trades Apprenticeship and Journeymen Training Trust Fund for
San Mateo County

Contract Number: ET25-0962

Panel Meeting of: September 27, 2024

ETP Regional Office: San Diego

Analyst: P. Duarte

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Mateo	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (UA Local 467)		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$363,228		\$25,150 8%		\$388,378

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Comml. Skills, Computer Skills, OSHA 10/30	197	8-210	0	\$1,929	\$39.71
				Weighted Avg: 82			
2	Retrainee Journeyworker Priority Rate	Comml. Skills, Computer Skills, OSHA 10/30	35	8-200	0	\$239	\$79.41
				Weighted Avg: 8			

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

Minimum Wage by County:

Job Numbers 1 and 2 (SET/Priority Industry wage modification): \$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

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

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Plumber, Pipefitter	\$39.71-\$67.50	82
Job Number 2		
Journeyworker - Plumber, Pipefitter	\$79.41-\$99.26	8

INTRODUCTION

Founded in 1955 and headquartered in San Mateo, the Pipe Trades Apprentice and Journeymen Training Trust Fund for San Mateo County (Plumbers JATC of San Mateo) (www.ualocal467.org) has provided workers in the plumbing, pipefitting, and HVAC (heating, ventilation and air conditioning) trades. Today, around 180 signatory contractors cover the area from South San Francisco to East Palo Alto. They employ the Local 467 members in many construction industries from heavy industrial, commercial, and residential sectors. ETP training will be delivered at Plumbers JATC of San Mateo's 30,935 square-foot training center in Burlingame with 15 classrooms and laboratories equipped for training. This will be Plumbers JATC of San Mateo's seventh ETP Contract and it's seventh in the last five years.

Veterans & Special Trainee Populations

Plumbers JATC of San Mateo recruits veterans in cooperation with Helmets to Hardhats, which is a national (joint-labor-management) program that recognizes the link between skills acquired in military service and employment opportunities in the building trades.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Foothill College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

ETP funds are being requested due to the following factors: older workers are retiring and qualified plumbers and pipefitters are needed to fill the gap; state-energy initiatives related to Title 24 requires workers to use new materials and skills; and, bidding processes on competitive jobs in the field require contractors to stay current with the most up-to-date innovations.

Trainees will also receive training in the use of plumbing and piping equipment, updated building standards and energy efficient business practices necessary to meet commercial interest and demand to develop, retrofit, and maintain better energy and water flow into and out of buildings. Equipment not installed or used correctly can lead to high-energy use, breakdowns, expensive re-work, and delays in schedules. Trainees will learn to work more efficiently with the materials, thus reducing energy usage, scrap, accidents, and re-work.

Plumbers JATC of San Mateo reports that the projects driving the employer demand under this proposal include, The Brisbane Baylands, 3000-3500 Marina Blvd, 9000 Marina Hotel and Life Science Tower, Sierra Point Biotech Campus, SFO Terminal 3 West Project, Harbor View 320-350 Blomquist Street, Hyatt Place Project, Stanford Precise Plan Block E 440, Stanford Precise Plan Block C, Redwood Life 800 and 10 Twin Dolphin Drive.

Training Plan

The following training will be conducted using Class/Lab and E-Learning delivery methods:

Computer Skills: this training will be offered to Journeyworkers and Apprentices in courses such as 3-D Drawings Software, Laser Scanning, PlanGrid, and Robotic Total Station.

Commercial Skills: This training will be offered to Journeyworkers on courses such as ARC Welding, Brazing, Design and Installation of New Energy Efficient Equipment and Materials, and Energy Efficiency in Existing Equipment and Materials. Apprentice Plumbing and Pipefitter/Steamfitter trainees will receive courses such as Code/Water Supply, Oxygen/Acetylene Training, Pipefitting and Service, and Advanced Drawing/Layout, while

Apprentice Pipefitter/HVACR trainees will receive training on courses such as Advanced Electricity, Calibration, Start, Test, and Balance, and Chillers.

Certified Safety Training

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

Commitment to Training

Signatory employers will continue to make contributions to the training trust for every hour worked by apprentices and journey-level workers. Safety training is provided by participating employers in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Plumbers JATC of San Mateo’s Training Director will oversee this project along with five administrative staff who will assist in ETP-project administration including scheduling of training and collection of rosters. Training will be delivered by 24 in-house subject-matter experts. Additionally, an administrative subcontractor has been retained to assist with ETP administration.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Marketing and Support Costs

Plumbers JATC of San Mateo conducts marketing through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and its website. Class information will be disseminated throughout the year to all Apprentice and Journeyworkers within the jurisdiction, as well as to the pipe trades’ contractors who employ them. Application announcements for the Apprentice program will be sent to local, state, and federal agencies as well as to local high schools, community colleges, and community-based organizations. The Training Director will be working with an assistant who will be responsible for marketing, recruiting, needs assessments, and scheduling. Thus, it is requesting 8% in support costs to fund recruiting, qualifying, and assessing participating employers for this program.

Tuition Reimbursement

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

Alternate Recordkeeping

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

ACTIVE PROJECTS

The following table summarizes Contractor’s performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0952	\$499,339	10/2/2023–10/1/2025	223	114	\$131,749 (26%)
ET23-0936	\$452,361	10/3/2022–10/2/2024	192	185	\$452,361 (100%)

*Based on ETP’s Cal-E-Force system for ET24-0952, Plumbers JATC of San Mateo’s reimbursable hours have been tracked for potential earnings of \$131,749 (26% of approved amount). The Contractor projects 100% performance based on hours delivered and projected amount earned.

*Based on ETP’s Cal-E-Force system for ET23-0936, Plumbers JATC of San Mateo’s reimbursable hours have been tracked for an earned amount of \$439,374 (97% of approved amount). The Contractor has submitted the final invoices with \$3101.47 for processing closeout.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET22-0910	Burlingame	10/4/21 – 10/3/23	\$588,468	\$588,468 (100%)
ET21-0905	Burlingame	8/17/20 – 8/16/22	\$272,768	\$272,768 (100%)
ET20-0900	Burlingame	7/1/19 – 6/30/21	\$538,290	\$538,290 (100%)
ET19-0904	Burlingame	8/1/18 – 7/31/20	\$556,832	\$556,832 (100%)

DEVELOPMENT SERVICES

Plumbers JATC of San Mateo has retained Strategy Workplace Communications in Alameda to assist with development of this proposal at no additional cost.

ADMINISTRATIVE SERVICES

Plumbers JATC of San Mateo has retained Strategy Workplace Communications in Alameda to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined.

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Apprentices

Plumbing and Pipefitter/Steamfitter

2nd Year

- Code/Water Supply
- Drawing I
- Plumbing I
- Plumbing II

3rd Year

- Drawing II
- Hydronics I
- Hydronics II
- Oxygen / Acetylene Training
- Pipe Fitting
- Welding

4th Year

- Hydronics/Steam
- Medical Gas Certification
- Pipefitting and Service
- Pipe Fitting Technologies I
- Pipe Fitting Technologies II
- Rigging
- Signal Person Certification
- Steam Systems

5th Year

- Advanced Drawing/Layout
- Code II
- Gas/Rigging Signal Person
- Junior Mechanics
- Refrigeration
- UA Foreman Training and Piping Industry

Pipefitter/HVACR

2nd Year

- Advanced Electricity
- Basic Electricity
- Electrical Technologies I
- Electrical Technologies II
- Pneumatic DDC Introduction

3rd Year

- Advanced Pneumatics
- Calibration

- Controls I
- Controls II
- Direct Digital Controls I
- Direct Digital Controls II
- Electro Pneumatics
- Hydronics

4th Year

- Start, Test and Balance I
- Start, Test and Balance II

5th Year

- All Trades
- ARC Welding
- Backflow Certification
- Blueprint Reading
- Chillers
- Compressor Overhaul
- Cutting
- Direct Digital Controls
- Drawing
- Foreman Certification
- HVAC Aspects
- HVAC Star Certificate
- HVACR Industry Review
- Industrial Install
- Industrial Safety
- Industry Math
- Medical Gas Install
- NITC Medical Gas Recertification
- Rigging
- Rigging Certification
- Special Systems
- Special Systems/VRF/Split Systems

Commercial Skills

Journeyworker

- ARC Welding
- Backflow
- BACnet Programming
- Basic Boiler
- Brazing
- Compressor Overhaul
- Design and Installation of New Energy Efficient Equipment and Materials
- Direct Digital Controls – Principals of Operation, Calibration, Documentation, Shutdowns
- Electrical Safety
- Energy Efficiency in Existing Equipment and Materials

- Fall Protection
- Falling Objects
- Foreman and Worker Responsibility
- Foreman Training
- Gas System Personnel
- Georg Fischer Certification Class
- HVACR Brazing Certification
- Industrial Rigging
- Johnson DX9100 (Brand of Digital Controller)
- LEED Standards Johnson Controls Courses
- Medical Gas - installation, System Testing, Maintenance, Repair,
- Medical Gas -- Installation, System Testing, Maintenance, Repair, Standards and Brazing
- Mitsubishi City Multi VRF Basics
- Motor Bearing, Pump Seal, & Laser Alignment
- National Environmental Balancing Bureau Commissioning
- NFPA99 2015/ASSE 6000 (National ITC Corporation- NTC Medical
- NITC Medical Gas Recertification
- NITC Medical Gas Re-Certification Refresher Course
- Open and Inspect/Teardown of a Carrier 5H Series Compressor
- Orbital Welding
- Robotic Total Station
- Safe-Working Conditions (supplements Cal-OSHA)
- Scaffolding
- Signalperson
- Solar Installations
- Specialty Seminars for Service Work
- Stainless Steel TIG & Orbital Welding Certification
- Standards and Brazing
- Star Overview
- Start Test and Balance
- Tradesman Auto & Controls
- Transmen Introduction to Building Automation & Controls
- Tungsten Inert Gas Welding
- Welding
- Working Around Pipelines
- Working in Confined Spaces

Computer Skills

Apprentices & Journeyworker

- 3-D Drawings Software
- Basic Computer Skills
- BIM360/Navis
- Bluebeam
- Computer-Aided Drafting
- Laser Scanning
- Online FABmep
- PlanGrid

- Procore
- Revit 1
- Revit 2
- Robotic Total Station

Safety Skills - OSHA 10 (Certified-OSHA Instructor)
Apprentices & Journeyworker

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)
Apprentices & Journeyworker

- OSHA 30



Training Proposal for:

Southern California Pipe Trades District Council 16

Contract Number: ET25-0907

Panel Meeting of: September 27, 2024

ETP Regional Office: San Diego

Analyst: L. Hughes

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego, Orange, Los Angeles	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Plumbers and Pipefitter Union Local 230, Local 582, and Local 761		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,124		\$25,119 8%		\$390,243

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker Priority Rate	Commercial Skills OSHA 10/30	87	8-200	0	\$599	\$53.78
				Weighted Avg: 20			
2	Retrainee Apprentice Priority Rate	Commercial Skills OSHA 10/30	306	8-210	0	\$1,105	\$30.75
				Weighted Avg: 47			

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

Minimum Wage by County:

Job Numbers 2: (SET/Priority Industry wage modification): \$30.75 per hour.

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

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

Up to \$3.86 per hour may be used to meet the Post-Retention Wage in Job Number 2. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Plumber and Pipefitter	\$53.78 - \$64.28	87
Job Number 2		
Apprentice - Plumber and Pipefitter	\$26.89 - \$53.52	306

INTRODUCTION

The Southern California Pipe Trades District Council 16 (District Council 16) (www.dc16.org), was founded in 1889. The District Council 16 represents unions in Southern California, with jurisdiction spanning from San Diego, Orange and Los Angeles counties. District Council 16 is made up of thousands of talented plumbing and pipe tradesmen in the construction industry. District Council 16 is committed to providing the opportunities and protection their members and their families can rely on to build long, rewarding careers. District Council 16 provides training for apprentices and journeymen in the plumbing and pipefitting industry who work in a variety of settings. Their apprentices and Journeyworkers perform marine pipefitting, gas fitting, pipe fabrication and assembly, lead burning, manufacturing of mechanical parts and equipment, air and water balance, pneumatic and electronic control work, install and service freeway irrigation and drainage systems, startup of all mechanical equipment, quality control and non-destructive testing on all types of jobs or products, appliance service and repair, in-plant operation of mechanical systems, servicing utility plants and systems.

District Council 16 also learns to install, repair, maintain and service piping and plumbing systems and equipment used for drinking water distribution, sanitary storm water systems and waste disposal. This is District Council 16's Second ETP Contract and Second in the last 5 years.

Veterans & Special Trainee Populations

District Council 16 is continuing its program at Camp Pendleton for a group of Marines transitioning out of military service and preparing for careers in the pipe trades. The training occurs at Camp Pendleton during the Marines' final 18 weeks of service. Upon completion, they are placed as second-year apprentices in District Council 16's trade. Since the Marines come from various parts of the country and are placed nationwide, many are not eligible for ETP funding. District Council 16 remains dedicated to integrating veterans into their regular program and actively participates in Veterans' outreach and hiring initiatives, including Helmets to Hardhats. District Council 16 currently has 38 Veteran apprentices. However, District Council 16 is not seeking a separate job number for Veterans at this time.

District Council 16 collaborates directly with Women in Non-Traditional Employment Roles (WINTER), an organization dedicated to training, educating, and preparing women for careers in the construction industry. They also partner with Tradeswomen Build Nations, offer the ERiCA grant for parents needing childcare, work with LA Corps to support at-risk youth, and engage with MC3 ARC for recruiting incarcerated men and women.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

This project will help workers and employers continue to develop a skilled and productive workforce. Like other trades, the pipe trades are being changed by new technology and new production demands. Employers have reported to the District Council 16 the need for workers trained in specialty areas due to general shortages of skilled workers. Apprentices need specialty skills focused on welding, green building systems, and medical gas installation to complete complex construction jobs.

In an increasingly competitive market place for the signatory contractors, they must meet demand for projects by training Apprentices and hiring additional Apprentices. Training for Apprentices will allow them to advance in pay levels in accordance with the collective bargaining agreement for the industry. Trainees in this project will be working on construction and project renovations that

include: Gaylord – High Rise Residential, retail and 5 star resort – San Diego, San Diego Airport, IQHQ – Core and Shell Pharmaceutical – San Diego, Amgen Pharmaceutical – Newbury Park, Continued work on LAX.

Training Plan

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

Commercial Skills: Training will be offered to Journeyworker and Apprentice Plumbers and Pipefitters to increase workers skill set in the piping and plumbing industry. Course topics include but are not limited to Material Handling, Rigging Techniques, Design & Layout, Drainage Systems and their Components, Water Treatment, Tube Bending, and Welding.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

The Plumbing Training Coordinator and office staff will be responsible for overseeing all training aspects of this project including scheduling training and completion of training rosters in their LMS. District Council 16 has also retained the services of two third-party administrators, LAUSD and Betat Advisories, which have extensive ETP experience to assist with administration.

Marketing and Support Costs

District Council 16 is requesting, and staff recommends, 8% support costs for Job Numbers 1 & 2 to fund recruiting and qualifying additional participating employers for this program. While many participating employers have already been recruited, additional recruitment will take place to complete the project and replace any employers whose training needs change since the project planning process began. Assessment of employer-specific job requirements will all take place during the term of the contract. Recruitment includes: Flyers, E-mail, and Advertisement. Employers are notified of training through the association web sites, mailings, and presentations. Employers participate as members of the joint committee that operates the District Council 16. Training is designed around their needs and the general needs of the industry. District Council 16 will cover additional costs beyond the ETP-funded support costs.

Tuition Reimbursement

District Council 16 represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

Electronic Recordkeeping/LMS

District Council 16 has requested to utilize electronic recordkeeping. ETP staff has reviewed and approved the Company's learning management system.

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) (\$ %)
ET24-0951	\$499,730	10/2/23 – 10/1/25	275	0	\$463,215 (92%)

*Based on ETP Systems, District Council 16 reimbursable hours have been uploaded for potential earnings of \$499,730 (100% of approved amount), and an earned amount of \$463,215 (92% of approved amount). District Council 16 projects 100% performance based on hours delivered, and amount earned.

DEVELOPMENT SERVICES

District Council 16 retained Betat Advisories in San Francisco to assist with development of this proposal at a flat rate of \$10,000.

ADMINISTRATIVE SERVICES

District Council 16 retained LAUSD and Betat Advisories in San Francisco to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Apprentice

- Material Handling
- Stairways and Ladders
- Units of Measurement
- Rigging in the Piping Trades
- Rigging
- Use of Copper and Acetylene Torches
- Gas Distribution Systems
- UPC and other Administrative Authorities
- Fittings, Pipes, Appliances and Materials
- Drainage Systems and their Components
- Water Treatment
- Water Mains & Water Sizing
- Building Water Systems
- Hot Water Supply & Water Sizing
- Three View, Plan View and Elevation View Drawings
- Graphic Symbols for Pipe Fittings and Valves
- Interpretation of Technical Diagrams and Piping Drawings
- Service & Repair Fixtures & Controls
- Servicing of Gas and Electrical Appliances
- Failure Analysis
- Isometric Drawings
- Review other Trades Drawings
- Design & Layout
- Plan View Drawing of Water, Gas Waste and Vent Systems
- Laying Out Trenches, Figure Grade and Backfill
- Ordering Material for the Job Site and Maintain an Inventory
- Using the Uniform Plumbing Code
- Maintaining Standardization and Safety Mind
- How to Strike and Maintain an Arc with S.M.A.W. Process
- Flat, Vertical and Overhead Positions with 6 and 8
- Welding Rod on Plate
- General Knowledge of Oxy Fuel and ARC Welding Safety
- Flame Cut and Bevel Pipe
- Proper use of Grinders for Welding Preparation
- Weld Rod Designations, AMP Settings and Polarity
- Creating Models and Estimating
- Qualities and Role of a Leader
- Arc Welding
- Boilers & Heat Pump Seminar by RAYPAK
- Breslin

- CAD & Job-Site Technology
- Computers & Technology
- Copper Joining Methods
- Copper/acetylene
- Drawing Sleeves on Structural Backgrounds and without Dimensions
- Electricity, Pneumatics, Hydraulics, Electrical safety
- EPRI I Tech Preparation
- Foreman Training
- Fuel Gas Systems
- Grinding, Beveling, Fit Up, Alloy Cutting Awareness
- Hydronics
- JCAD Modules 1 - 8: Mechanical Code Refresher to Annotation Dimensioning
- Landscaping
- Lixil Product Knowledge and Awareness Training
- Mathematics
- Mechanical Codes
- Medical Gas
- NITC Certifications and Exams
- Pipe Fabrication & Layout
- Plan Reading & Isometric Drawing Fundamentals
- Plumbing Code
- Plumbing Fixtures & Appliances
- Plumbing Modules
- Project Estimation
- Pumps, Valves & Regulators
- Quality Assurance & Control
- Refrigeration & NITC Pipefitter Prep
- Risk Assessment & Communication Skills & Customer Service
- Safe Bolting & Pressure Testing
- Steam Systems
- Storm Drain / Rain Water Harvest Makeup
- Tube Bending & Electricity
- UA Crane Signal
- Underground Installation & Utilities
- Water Heaters and Venting
- Water Supply Systems
- Welding

Commercial Skills

Journey Level

- Asbestos Awareness
- Backflow Prevention
- Basic Computers
- Clean Room/Orbital Welding
- Competent Person
- Crane Signal Person Recertification
- Forklift Training
- Green Awareness

- Industrial Pipefitter Refinery
- Breslin: Survival of the Fittest
- Breslin: The Partnership
- Medical Gas Installer
- Medical Gas Recertification
- NITC Fitter Certification
- NITC Plumber Certification
- Rigging Techniques
- Trimble & Sokkia Robotic Total Training Station
- Tube Bending
- UA Rigging Recertification
- Valves Certification Refresher
- Welding

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

U.A. Local 342 Joint Apprenticeship and Training Trust

Contract Number: ET25-0911

Panel Meeting of: September 27, 2024

ETP Regional Office: San Diego

Analyst: L. Hughes

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda, Contra Costa	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 342		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$364,792		\$25,281 8%		\$390,073

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Comm'l Skills, OSHA 10/30	34	8-200	0	\$928	\$78.00
				Weighted Avg: 31			
2	Retrainee Priority Rate Apprentice	Comm'l Skills, OSHA 10/30	127	8-210	0	\$2,823	\$39.00
				Weighted Avg: 120			

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

<p>Minimum Wage by County: Job Number 1&2: (SET/Priority Industry wage modification): \$30.75 per hour.</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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Maybe</p> <p>Although employer provides health benefits, they are not being used to meet Post-Retention Wage.</p>

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journey Level – Plumber , Pipefitter, and HVAC	\$78.00	34
Job Number 2		
Apprentice – Plumber, Pipefitter, and HVAC	\$39.00 - \$66.30	127

INTRODUCTION

Founded in 1914, U.A. Local 342 Joint Apprenticeship and Training Trust (UA Local 342) (www.ua342.org/training), trains Apprentices and Journeyworkers for the plumbing and pipefitting industries in Northern California. The UA Local 342 serves Journeyworkers and Apprentices working primarily in Alameda and Contra Costa counties. Employers are represented by the Industrial Contractors UMIC, Inc., the Northern California Piping Contractors, the Mechanical Contractors Association of Northern California, the Air Conditioning & Refrigeration Contractors Association of Northern California, and the Residential Plumbing and Mechanical Contractors Association of Northern California. The trainees are employed by various firms, including plumbing and mechanical contractors, utility contractors, refineries, building and industrial plant owners, and utility and pipeline companies. UA Local 342 operates a 95,000 square-foot training center in Concord, where all in-person training will take place. This will be UA Local 342's seventh ETP Contract within the last five years.

Veterans & Special Trainee Populations

UA Local 342 is dedicated to supporting job-related training that helps Veterans transition into California's workforce. It collaborates with Helmets to Hardhats, a national labor-management program that recognizes the connection between skills gained in military service and those needed in the building trades, to recruit Veterans.

In addition to Helmets to Hardhats, UA Local 342 partners with the Veterans in Piping (VIP) program, offered by the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada. The VIP program provides high-quality skills training and job opportunities in the pipe trades for active duty military personnel preparing to transition to civilian life. The program includes 18 weeks of specialized, intensive training in marketable skills such as welding; heating, ventilating, air conditioning, and refrigeration; and sprinkler fitting. Upon completion, trainees are connected with established apprenticeship programs like UA Local 342. The VIP program plays a significant role in recruiting Veterans, and UA Local 342 currently has Veterans who were recruited through this initiative.

UA Local 342 also actively recruits, hires, and incentivizes women to join its apprenticeship program. It partners with local organizations like the Oakland Chapter of Tradeswomen Inc. and the Rising Sun Center for Opportunity, and has sponsored delegates to attend National Women in Construction events in the past. UA 342 has had good results with recruiting Veterans and special populations. UA Local 342 has 34 Veterans, 23 female Apprentices, and 6.4% of their incoming Apprentice class is female which is significantly above the average for the trades.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Diablo Valley College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Apprentices and Journeyworkers in the pipe trades are responsible for building and servicing a wide range of systems, from sanitary plumbing in homes to ultra-pure process piping in semiconductor and biotech plants. The plumbing, pipefitting, and HVAC contractors involved in this project are in high demand for their expertise in "green" energy systems and requirements. These skilled workers are essential to replacing retiring personnel and meeting the growing demand for labor in the San Francisco area.

The proposed training will equip Journeyworkers and Apprentices with skills such as medical gas installation, welding, industrial rigging, foreman skills, green awareness, instrumentation, field computer systems, AutoCAD, and compliance with Title 24 requirements. This specialized training leads to certifications that are nationally recognized within the pipe trades industry.

Projects included in this contract are: People's Park, Berkeley - an 18-story, 200-unit student housing building; Merritt University, Oakland - a 10-story health sciences education building; Phillips 66 - Renewable Fuels Project; and Quanta B5 Fremont - Lam Research Fremont.

Additional work projects include design, build, installation, and service of high-purity process piping for semiconductor, biotechnology, and pharmaceutical manufacturing; construction, service, and replacement of pipeline systems, including pumps and other installations; installation, service, and repair of piping systems that supply hospital patients with oxygen and other medical gases; and construction, service, and repair work at oil refineries.

Training Plan

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

Commercial Skills: Training will be provided to all occupations. Journeyworkers will receive training in topics such as Blueprint Reading, Plumbing Code, Construction Management, Downhill Welding, and Instrumentation. Apprentices will receive training in topics such as Compressor and Motor Theory, Trade Mathematics, Water Supply Systems, and Mechanical Refrigeration Theory.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

Signatory employers will continue to make contributions to the Trust for every hour worked by Apprentices. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Training will be overseen by the Training Director. Four staff will assist with administration, coordinate the training schedule, and assist with training attendance. A third party administrator has been retained to assist with administrative duties.

Marketing and Support Costs

All training is marketed through the various participating employer associations and through the U.A. Local 342’s newsletters, public service announcements, personal contacts, telephone calls, the Internet, emails, and the U.A. Local 342’s website. While many participating employers have already been recruited, additional recruitment and assessment activities with employers must occur.

U.A. Local 342 requests 8% support costs to assist in trainee recruitment, employer outreach, and assessment of employer-specific job requirements.

Tuition Reimbursement

U.A. Local 342 trainees enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

Electronic Recordkeeping/LMS

Staff has reviewed and approved the U.A. Local 342’s use of a Learning Management System for recordkeeping.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0920	\$499,965	10/2/2023-10/01/2025	580	0	\$499,965 (100%)
ET23-0955	\$493,433	10/31/22-10/30/24	311	224	\$493,433 (100%)

ET24-0920: Based on ETP Systems, U.A. Local 342 reimbursable hours have been tracked for potential earnings of \$499,965 (100% of approved amount), and 35,693 hours tracked. U.A. Local 342 projects 100% performance based on hours delivered.

ET23-0955: Based on ETP Systems, U.A. Local 342 reimbursable hours have been tracked for potential earnings of \$493,433 (100% of approved amount), and 28,527 hours tracked. U.A. Local 342 projects 100% performance based on hours delivered.

PRIOR PROJECTS

The following table summarizes Contractor’s performance by U.A. Local 342 under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET22-0925	Concord	10/4/21-10/3/23	\$599,251	\$599,251 (100%)

ET21-0938	Concord	12/14/20- 12/13/22	\$427,560	\$427,560 (100%)
ET20-0938	Concord	11/4/19- 11/3/21	\$723,600	\$723,600 (100%)
ET19-0906	Concord	8/1/2018- 7/31/2020	\$839,800	\$839,800 (100%)

DEVELOPMENT SERVICES

Betat Advisories in San Francisco assisted with development of this proposal for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Betat Advisories will also perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Apprentice Training

- . Adv. Isometric Drawing
- . Adv. Math
- . Adv. Plan Reading/Drafting
- . Advanced AutoCAD (Computer Aided Design)
- . Advanced Detailing
- . Backflow Prevention
- . Beginners Detailing
- . Beginning AutoCAD (Computer Aided Design)
- . Boilers
- . Brazing & Soldering
- . Certification Preparation
- . Compressor and Motor Theory
- . Computer 4 The Field
- . Construction Management in Plumbing
- . Construction Management in Steam Fitting
- . Detailing for Welders
- . Direct Digital Controls
- . Drawing and Plan Reading for the Piping Trades
- . Electrical Theory/Beginning Schematics
- . Electrical Troubleshooting I & II
- . Electricity for Plumbers
- . Electricity for Steam Fitting
- . Gas Installation in Plumbing
- . HVAC Boilers
- . HVAC Co2 Systems
- . HVAC Direct Digital Controls
- . HVAC Electrical
- . HVAC Mechanical
- . HVAC Start Test Balance: Water Side
- . HVAC STB Air
- . HVAC STB Water
- . HVAC Supermarket
- . HVAC Title 24
- . HVAC VFD
- . HVAC VRF
- . Industrial Rigging
- . Instrument Theory
- . Instrumentation
- . Intermediate Electrical
- . Intermediate Mechanical Refrigeration
- . Layout & Fabrication
- . Market Refrigeration Systems
- . Mechanical Refrigeration Theory

- . Med Gas Brazing
- . Medical Gas Systems
- . Offset & Mitre
- . Orbital Hand Fusion
- . Orbital Welding
- . Oxygen/Acetylene Cutting
- . Pipe Shop
- . Plumbing Advanced Drawing
- . Plumbing Advanced Plumbing Shop
- . Plumbing Beginners Plumbing Shop
- . Plumbing Beginning Drawing
- . Plumbing Code I & II
- . Plumbing Construction Management
- . Plumbing Drainage
- . Plumbing Fixtures
- . Plumbing Green Awareness
- . Plumbing Med Gas 6010 Certification
- . Plumbing Shop
- . Plumbing System Service and Repair
- . Plumbing Tool Workshop
- . Plumbing Trade Related Math
- . Plumbing Water Supply
- . Pneumatic Controls
- . Pumps
- . Related Science in the Piping Trades
- . Residential Plumbing
- . Rigging Awareness
- . Safety Attendant
- . Sewage Disposal
- . SF Turn Out Test
- . Star Certification
- . Star Exam Plumbing
- . Start Test Balance: Air Side
- . Start Test Balance: Water Side
- . Steam Systems
- . T-24 Energy Audit
- . The Refrigeration Cycle
- . Trade Mathematics
- . Tube Bending
- . Turn Out Test Plumbing
- . UA Foreman Training
- . Use and Care of Tools
- . Variable Frequency Drivers
- . Water Supply systems
- . Welding

Commercial Skills

Journey Level Training

- . Adv. Isometric Drawing
- . Adv. Math
- . Adv. Plan Reading/Drafting

- . Advanced Detailing
- . Advanced Drawing (Pipe Drafting)
- . Advanced Plan Reading
- . Auto CAD (Computer Aided Design)
- . Basic Electricity
- . Beginners Detailing
- . Beginning Instrumentation
- . Blueprint Reading
- . Boiler
- . Brazing
- . Brazing & Soldering
- . CCO Certification (Certified Crane Operator)
- . CFC Certification (Chlorofluorocarbon)
- . Computer 4 The Field
- . Construction Management
- . Detailing
- . Detailing for Welders
- . Diametrics
- . Downhill Welding
- . Drawing
- . Foreman Training
- . Gas
- . Gas Installations (Plumbing)
- . Hand Fusion
- . HVAC Boilers
- . HVAC Co₂ Systems
- . HVAC Direct Digital Controls
- . HVAC Electrical
- . HVAC Mechanical
- . HVAC Start Test Balance: Water Side
- . HVAC STB Air
- . HVAC STB Water
- . HVAC Supermarket
- . HVAC Theory
- . HVAC Title 24
- . HVAC VFD
- . HVAC VRF
- . Industrial Instrumentation (Tube Bending)
- . Industrial Rigging
- . Instrument Theory
- . Instrumentation
- . Layout & Fabrication
- . Med Gas
- . Med Gas Brazing
- . Med-Gas Installer/Brazer (For UA Certification)
- . MIG (Metal Inert Gas)
- . Offset & Mitre
- . Orbital Hand Fusion
- . Orbital Welding
- . Oxy/Acet Cutting
- . Pipe Shop

- . Plumbing Advanced Drawing
- . Plumbing Advanced Plumbing Shop
- . Plumbing Beginners Plumbing Shop
- . Plumbing Beginning Drawing
- . Plumbing Code
- . Plumbing Code I & II
- . Plumbing Construction Management
- . Plumbing Drainage
- . Plumbing Fixtures & Appliances (Plumbing)
- . Plumbing Green Awareness
- . Plumbing Med Gas 6010 Certification
- . Plumbing Shop
- . Plumbing Trade Related Math
- . Plumbing Water Supply
- . PVDF (Polyvinylidene Fluoride) Piping
- . Residential Plumbing
- . Rigging
- . Rigging Awareness
- . RSO (Refinery Safety Overview)
- . Safety Attendant
- . SF Turn Out Test
- . Signal Person
- . Star Certification
- . Star Exam Plumbing
- . T-24 Energy Audit
- . Tig & Fusion Welding
- . Title 24
- . Trade Mathematics
- . Trimble
- . Tube Bending
- . Turn Out Test Plumbing
- . UA Foreman Training
- . Use and Care of Tools
- . Variable Speed
- . Water Supply
- . Welding

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

OSHA 30



**Training Proposal for:
United Association Plumbers Local 78**

Contract Number: ET25-0920

Panel Meeting of: September 27, 2024

ETP Regional Office: San Diego

Analyst: L. Hughes

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, Los Angeles, Orange, Riverside, San Bernardino	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Association Plumbers Local 78		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$364,812		\$25,261 8%		\$390,073

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	Journeyworker	Comm'l. Skills, OSHA 10/30	67	8-200	0	\$808	\$53.78
				Weighted Avg: 27			
2	Apprentice	Comm'l. Skills, OSHA 10/30	119	8-210	0	\$2,823	\$30.75
				Weighted Avg: 120			

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

Minimum Wage by County: Job Number 1&2: (Priority Industry wage modification): \$30.75 per hour.
Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: Yes No Maybe
 Up to \$3.86 per hour may be used to meet the Post-Retention Wage in Job Number 2. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker – Plumber, Pipefitter	\$53.78 - \$64.28	67
Job Number 2		
Apprentice – Plumber, Pipefitter	\$26.89 - \$53.52	119

INTRODUCTION

Founded in 1892, United Association Plumbers Local 78 (Local 78) (www.uaplumber78.com) provides training for Apprentices and Journeyworkers in the plumbing and pipefitting industry installing and servicing freeway irrigation and drainage systems, performing marine pipefitting, gas fitting, pipe fabrication and assembly, and manufacturing of mechanical parts and equipment. Trainees are employed by a variety of firms, including plumbing and mechanical contractors, shipbuilders, utility companies, instrumentation companies, air and water balance companies, food processing companies, paper mills, power plants, hospitals, manufacturing companies, recreational centers, fabricating shops, refineries, and casinos. Local 78 serves members throughout Imperial, Los Angeles, Orange, Riverside, and San Bernardino counties. This is Local 78's second ETP Contract and second in the last five years.

Veterans & Special Trainee Populations

Local 78 continues a program at Camp Pendleton for Marines transitioning to civilian life and preparing for careers in the pipe trades. The training occurs during the Marines' final 18 weeks of service. Upon completion, Local 78 places them as second-year apprentices. Since these Marines are from various parts of the country and are placed nationwide, many do not qualify for ETP

funding. Additionally, Local 78 is dedicated to integrating veterans into its regular program and actively participates in Veterans' outreach and hiring initiatives, including Helmets to Hardhats.

Local 78 also actively recruits, hires, and incentivizes women to join its apprenticeship program. It partners with Women in Non-Traditional Employment Roles, an organization that works to train, educate and prepare women for careers in the construction industry. Local 78 also works with Tradeswomen Build Nations, offer ERiCA grant for parents needing childcare, LA Corps for at risk youth, and MC3 ARC for recruiting incarcerated men and women. Local 78 has had good results with recruiting veterans and special populations. Local 78 currently has 38 veterans and 14 female apprentices.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Local 78 provides training for Apprentices and Journeyworkers in the plumbing and pipefitting industry. The pipe trades are being changed by new technology and new production demands. Today's worker must have broader skills than past workers to be able to work in a variety of types of construction. In addition, workers with specialty skills including medical gas and welding are in demand so employers have workers with specific skills needed to complete complex construction jobs. Trainees require extensive training in new construction and maintenance including fabricating, assembling, installing, and repairing piping systems. Current projects include the Intuit Dome in Los Angeles, the 8th and Hill 60-story residential high-rise in Los Angeles, the Harbor UCLA Hospital in West Carson, and the 1069 Expo low-income housing in Los Angeles.

Training Plan

Training will be delivered via Class/Lab and E-Learning at the training facility by in-house experts in the following:

Commercial Skills: Training will be offered to Journeyworkers in the following training topics including Industrial Pipefitter Refinery, Tube Bending, and Welding. Training will be offered to Apprentices in the following training topics including Plumbing Code, Welding, and Steam Systems.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

The Plumbing Training Coordinator and office staff will be responsible for overseeing all training aspects of this project including scheduling training and completion of training rosters into the LMS. Local 78 has also retained the services of two Administrative subcontractors, LAUSD and Betat Advisories.

Marketing and Support Costs

Local 78 markets to association members through association web sites, mailings, and presentations.

Local 78 is requesting 8% support costs for the cost associated with employer recruitment; employer worksite visits to determine training needs; curricula design, scheduling of training; and assisting employers with training plan implementation. Although the “core” group of employers has been identified, additional employers will be added during the course of this project.

Tuition Reimbursement

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

Electronic Recordkeeping/LMS

ETP has reviewed and approved the use of Local 78’s electronic record keeping system.

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) (\$ %)
ET24-0930	\$499,438	10/2/2023– 10/1/2025	274	0	\$499,438 (100%)

*Based on ETP Systems, Local 78’s reimbursable hours have been tracked for potential earnings of \$499,438 (100% of approved amount). Local 78 projects 100% performance based on hours delivered.

DEVELOPMENT SERVICES

Betat Advisories in San Francisco assisted with development for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Betat Advisories and the Los Angeles Unified School District will perform administrative services for a fee not to exceed 13% of payment earned (6.5% each).

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Apprentice

- Material Handling
- Stairways and Ladders
- Units of Measurement
- Rigging in the Piping Trades
- Rigging
- Use of Copper and Acetylene Torches
- Gas Distribution Systems
- UPC and other Administrative Authorities
- Fittings, Pipes, Appliances and Materials
- Drainage Systems and their Components
- Water Treatment
- Water Mains & Water Sizing
- Building Water Systems
- Hot Water Supply & Water Sizing
- Three View, Plan View and Elevation View Drawings
- Graphic Symbols for Pipe Fittings and Valves
- Interpretation of Technical Diagrams and Piping Drawings
- Service & Repair Fixtures & Controls
- Servicing of Gas and Electrical Appliances
- Failure Analysis
- Isometric Drawings
- Review other Trades Drawings
- Design & Layout
- Plan View Drawing of Water, Gas Waste and Vent Systems
- Laying Out Trenches, Figure Grade and Backfill
- Ordering Material for the Job Site and Maintain an Inventory
- Using the Uniform Plumbing Code
- Maintaining Standardization and Safety Mind
- How to Strike and Maintain an Arc with S.M.A.W. Process
- Flat, Vertical and Overhead Positions with 6 and 8 Welding Rod on Plate
- General Knowledge of Oxy Fuel and ARC Welding Safety
- Flame Cut and Bevel Pipe
- Proper use of Grinders for Welding Preparation
- Weld Rod Designations, AMP Settings and Polarity
- Creating Models and Estimating
- Qualities and Role of a Leader
- Arc Welding
- Boilers & Heat Pump Seminar by RAYPAK
- Breslin
- CAD & Job-Site Technology

- Computers & Technology
- Copper Joining Methods
- Copper/acetylene
- Drawing Sleeves on Structural Backgrounds and without Dimensions
- Electricity, Pneumatics, Hydraulics, Electrical safety
- EPRI I Tech Preparation
- Foreman Training
- Fuel Gas Systems
- Grinding, Beveling, Fit Up, Alloy Cutting Awareness
- Hydronics
- JCAD Modules 1 - 8: Mechanical Code Refresher to Annotation Dimensioning
- Landscaping
- Lixil Product Knowledge and Awareness Training
- Mathematics
- Mechanical Codes
- Medical Gas
- NITC Certifications and Exams
- Pipe Fabrication & Layout
- Plan Reading & Isometric Drawing Fundamentals
- Plumbing Code
- Plumbing Fixtures & Appliances
- Plumbing Modules
- Project Estimation
- Pumps, Valves & Regulators
- Quality Assurance & Control
- Refrigeration & NITC Pipefitter Prep
- Risk Assessment & Communication Skills & Customer Service
- Safe Bolting & Pressure Testing
- Steam Systems
- Storm Drain / Rain Water Harvest Makeup
- Tube Bending & Electricity
- UA Crane Signal
- Underground Installation & Utilities
- Water Heaters and Venting
- Water Supply Systems
- Welding

Commercial Skills

Journeyworker

- Asbestos Awareness
- Backflow Prevention
- Basic Computers
- Clean Room/Orbital Welding
- Competent Person
- Crane Signal Person Recertification
- Forklift Training
- Green Awareness
- Industrial Pipefitter Refinery

- Breslin: Survival of the Fittest
- Breslin: The Partnership
- Medical Gas Installer
- Medical Gas Recertification
- NITC Fitter Certification
- NITC Plumber Certification
- Rigging Techniques
- Trimble & Sokkia Robotic Total Training Station
- Tube Bending
- UA Rigging Recertification
- Valves Certification Refresher
- Welding

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

**U.A. Local 38 Apprentice and Journeyman
Training Trust Agreement**

Contract Number: ET25-0964

Panel Meeting of: September 27, 2024

ETP Regional Office: San Diego

Analyst: P. Duarte

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Francisco, Marin, Sonoma, Medocino, Lakes	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada.		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$314,120		\$21,836 8%		\$335,956

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills OSHA 10/30	134	8-210	0	\$2,353	\$44.00
				Weighted Avg: 100			
2	Retrainee Journeyworker Priority Rate	Commercial Skills OSHA 10/30	23	8-200	0	\$898	\$88.00
				Weighted Avg: 30			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry): \$30.75 per hour
Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: Yes No Maybe
 Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Plumber, Pipefitter, Steamfitter, Refrigeration	\$44.00 - \$73.80	134
Job Number 2		
Journeyworker – Plumber, Pipefitter, Steamfitter, Refrigeration	\$88.00 - \$123.20	24

INTRODUCTION

U.A. Local 38 Apprentice and Journeyman Training Trust Agreement (JATC Local 38) (www.ualocal38.org), was founded in 1947. JATC Local 38 currently represents approximately 1464 journey workers and 273 apprentices in San Francisco, Marin, Sonoma, Mendocino and Lake Counties. Local 38 is a proud member of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada. The United Association is made up of more than 350,000 pipe tradesmen in the construction industry across the U.S. and Canada.

JATC Local 38 provides training for Apprentice and Journeyworkers in the plumbing and pipefitting industry who work in a variety of settings. This includes performing technical installations for Medical Gas, Hydronic In-Floor Heating, Solar Panels, Heat Pumps, Cross-Connection Control, and many other systems necessary for the health and safety of the general public. Trainees in this project are employed by a variety of firms, including plumbing and mechanical contractors, construction projects that include high rises, hospitals, schools and other institutional buildings.

Training will take place at the San Francisco Training Center and the Santa Rosa Training Center. This is JATC Local 38's first ETP Contract.

Veterans & Special Trainee Populations

JATC Local 38 outreach, and Veterans' hiring activities including Helmets to Hardhats, which is a national (joint-labor-management) program that recognizes the link between skills acquired in military service and employment opportunities in the building trades. The JATC currently has 47 Veteran apprentices.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Santa Rosa Community College and City College of San Francisco).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Training will help workers and employers continue to develop a skilled and productive workforce. Pipe trades continuously change by new technology and new production demands. Training will help their employers meet the quickly changing needs of the highly competitive construction industry.

Additionally, ETP funds are being requested due to the following factors: older workers are retiring and a pipeline of qualified plumbers, pipefitters, and refrigeration workers to fill the gap locally is needed; state-energy initiatives related to Title 24 requires workers to use new materials and skills; and, bidding processes on competitive jobs in the field requires contractors to stay current with the most up-to-date innovations.

Trainees will receive training in the use of plumbing and piping equipment, updated building standards and energy efficiency business practices necessary to meet commercial interest and demand in order to develop, retrofit and maintain better energy and water flow into and out of buildings. Incorrect installation or use of equipment can result in excessive energy consumption and malfunctions. Training will also focus on minimizing these errors to prevent costly expenses and schedule delays.

Upcoming projects that the JATC Local 38 reports are driving employer demand under this proposal:

- UCSF Hospital Parnassus
- Potrero Power Station

- Biosolids Digester Plant
- Building 600 SEWPP
- Treasure Island Reclaim Water Facility
- University High
- 82 Middlepointe

Training Plan

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

Commercial Skills: Training will be offered to all occupations to increase workers skill set in the piping and plumbing industry. Course topics include, Plumbing Design and Installation, Advanced Layout, Hydronics, Rigging/Signaling, Electrical Controls and Foreman Training.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

JATC Local 38’s Curriculum Coordinator (dedicated administrator) and one administrative staff will assist in ETP-project administration including scheduling of training and collection of rosters. Training will be delivered by 25 in-house subject-matter experts. Additionally, an administrative subcontractor has been retained to assist with ETP administration.

Marketing and Support Costs

JATC Local 38 conducts marketing through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and its website. Application announcements for the Apprentice program will be sent to local, state, and federal agencies as well as to local high schools, community colleges, and community-based organizations. The JATC’s Curriculum Coordinator will work with an assistant who will be responsible for marketing, recruiting, needs assessments, and scheduling. JATC Local 38 requests 8% in support costs to fund recruiting, qualifying, and assessing participating employers for this program. The JATC will cover additional costs beyond the ETP-funded support costs.

Tuition Reimbursement

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

Alternate Recordkeeping

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

DEVELOPMENT SERVICES

Strategy Workplace Communications in Alameda assisted with development of this proposal at no additional cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

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

Trainees may receive any of the following:

Commercial Skills**Apprentice****Plumbing****2nd Year**

- Cast Iron Shop
- Plumbing Fixtures
- Water Supply
- Plumbing Math

3rd Year

- Plumbing Code
- Drainage
- Gas Installations
- Plumbing Service

4th Year

- Plumbing Shop Review
- Plumbing Design & Installation
- Systems Code
- Plumbing Review
- Plumbing Layout

5th Year

- Plumbing Shop Review 2
- Plumbing Review 2
- Medical Gas
- Advanced Layout

Steamfitter**2nd Year**

- Intro to Piping
- Piping Math
- Intro to Weld Shop
- Copper Shop

3rd Year

- Hydronics
- Rigging/Signaling
- Piping Shop
- Brazing/Soldering Shop
- Steamfitting Shop
- Steam and Refrigeration

4th Year

- Steamfitting Shop
- Welding Shop

- Piping Shop
- Mechanical Code
- Steam and Refrigeration

5th Year

- Steamfitting Shop
- Welding Shop
- Piping Shop
- Mechanical Code
- Steam and Refrigeration

HVAC

2nd Year

- Heating Systems
- Air Conditioning and Heat Pumps
- Commercial Refrigeration 1
- HVAC Shop
- Intro to Star, Test and Balance

3rd Year

- Hydronics and Steam
- Service and Troubleshooting
- HVAC Controls
- A2L, GPRO & Energy Audit

4th Year

- DDC Basics
- Commercial Refrigeration 2
- Pneumatics
- HVAC Design
- Start, Test and Balance

5th Year

- HVAC Star Certificate
- Special Systems
- Star, Test and Balance
- DDC and VFDs
- HVAC Shop

Journeyworker

- A/C Systems and Heat Pumps
- Backflow Certification
- Detailing I and II
- Electrical Controls
- Electricity II
- Foreman Training
- HVAC/R Controls
- Industrial Rigging
- Medical Gas Certification
- Online Plumbing Code
- PEX
- Stainless Welding

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



**Training Proposal for:
UA Local 447 Joint Apprentice Training Center**

Contract Number: ET25-0951

Panel Meeting of: September 27, 2024

ETP Regional Office: Sacramento

Analyst: M. Sladewski

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Sacramento	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$364,650		\$25,194 8%		\$389,844

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills, OSHA 10/30	221	8-210	0	\$1,764	\$30.75
				Weighted Avg: 75			

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

<p>Minimum Wage by County: Job Number 1 (SET/Priority Industry) \$30.75 per hour</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 \$0.19 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		
Apprentice - Plumbers, Pipe Fitters, Refrigeration Fitters	\$30.56-\$51.95	221

INTRODUCTION

Established in 1905, the UA Local 447 Joint Apprenticeship Training Center (UA Local 447) (<http://www.ualocal447.org>) trains Apprentices and Journeyworkers for the plumbing and pipefitting industry in Northern California. The UA Local 447 serves over 1,500 Journeyworkers and 280 Apprentices working largely in the Sacramento region. Employers are represented by multi-craft unions whose members are engaged in the fabrication, installation, and servicing of piping systems. There are approximately 340,000 highly-skilled United Association members across North America.

In this proposal, Apprentices (Plumbers, Pipefitters, and Refrigeration Fitters) will receive training on design, building, installing, and repairing plumbing and sanitary systems, water and gas piping, refrigeration, and HVAC systems. Trainees are employed by a variety of firms, including plumbing and mechanical contractors, utility contractors, refineries, building and industrial plant owners, and utility and pipeline companies. The UA Local 447 operates a 30,000 square-foot training center located in Sacramento where all in-person training will occur. This will be UA Local 447’s second ETP Contract in the last five years.

Veterans & Special Trainee Populations

UA Local 447 is committed to supporting job-related training that helps Veterans transition into California’s workforce. The JATC recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Currently, there are 25 Veterans enrolled in the apprenticeship program.

In addition to Helmets to Hardhats, UA Local 447 also works with the Veterans in Piping (VIP) program offered by the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada. The VIP program offers high-quality skills training and jobs in the pipe trades to active duty military personnel preparing to leave military service. The VIP program consists of 18 weeks of highly specialized, intensive training in marketable skills such as welding; heating, ventilating, air conditioning and refrigeration; and sprinkler fitting. Upon completion of the VIP program, the trainees are connected to established apprenticeship training programs such as with UA Local 447.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Rios Community College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Apprentices in the pipe trades build and service everything from sanitary plumbing in homes to ultra-pure process piping systems in semiconductors and biotech plants. Plumbing, pipefitting, and HVAC contractors participating in this proposal are in demand for highly-skilled workers in “green” energy requirements and systems. These skilled workers are needed to replace retiring workers. Apprentices will receive training in the use of plumbing and piping equipment, updated building standards, and energy efficient practices. This will help meet commercial interest and demand to develop, retrofit, and maintain greener energy and water flow into and out of buildings.

UA Local 447 will support construction in the Sacramento area by providing highly skilled Plumbers, Pipe, and Refrigeration Fitters for current projects such as 48X Street State Building, Kaiser Permanente Downtown Medical Office Building, Bosh Chip Plant in Roseville, and the UC Davis Tower in downtown Sacramento.

Training Plan

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

Commercial Skills: Training will be offered to all Apprentices to enhance process efficiency and general knowledge of industry equipment. Training will include Basic Arc Welding, Soldering/Brazing, Supermarket Refrigeration, Basic Drawing, and Water/Gas Supply.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training, this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

The Training Coordinator will oversee the project with two staff dedicated to ETP administration. There will be 17 Instructors who are subject matter experts in the field that will take attendance and forward training documentation to the designated administrators for input into the Cal-E-Force system. UA Local 447 will use ETP approved rosters for recordkeeping and has retained Strategy Workplace Communications to assist with ETP administration.

Marketing and Support Costs

UA Local 447 is requesting 8% in support costs to conduct marketing through direct mailings, informational flyers, personal contacts, public-service announcements/presentations, emails, telephone calls and its website. Application announcements for the Apprenticeship program will be sent to local, state, and federal agencies as well as local high schools, community colleges, and community-based organizations.

Tuition Reimbursement

UA Local 447 represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0935	\$499,604	10/2/2023 – 10/1/2025	196	0	\$482,051.27 (96%)

Based on ETP Systems, 28,174.50 reimbursable hours have been tracked, resulting in potential earnings of \$482,051 (96% of approved amount). The first progress invoice was submitted on 5/8/24. The Contractor projects final earnings of 100% based on training currently committed to by employers.

DEVELOPMENT SERVICES

UA Local 447 retained Strategy Workplace Communications in Alameda to assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

UA Local 447 retained Strategy Workplace Communications in Alameda to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Commercial – Apprentice DAS-Approved Curriculum

3rd Period

- Oxy-Acc, Arc, and Plastic Welding, Level I
- Soldering/Brazing Certification- Machinery, Level I
- Supermarket Refrigeration

4th Period

- Basic Arc Welding
- Basic Drawing
- Oxy-Acc, Arc, and Plastic Welding, Level II
- Soldering/Brazing Certification – Machinery, Level II

5th Period

- Water/Gas Supply
- Advanced Refrigeration
- Customer Relations

6th Period

- Draining
- Advanced Drawing
- Electrical Troubleshooting
- Refrigeration Controls

7th Period

- Steam Fitting/Pipe Fitting
- Asbestos Awareness
- Computer Literacy
- Pneumatic Controls

8th Period

- Advanced Arc Welding
- Electronic Controls
- DDC Controls

9th Period

- Code and Code Exam
- Med-Gas
- Refrigeration and Hydronic Piping

10th Period

- Basic Computer
- Job Supervision

- Service and Repair
- Start
- Test and Balance
- STAR Certification

All Trainees in All Years

- CO₂ Training (New)
- Hands-On Outdoor Plumbing Top Out Lab (New)
- Grocery Store Refrigeration Mock Up Hands-On Lab (New)
- Orbital Welding Certifications (New)

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
**Northern California Elevator Industry Joint Apprentice
 Training Committee Trust Fund**

Contract Number: ET25-0969

Panel Meeting of: September 27, 2024

ETP Regional Office: San Francisco Bay Area

Analyst: N. Shafqat

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Union of Elevator Constructors Local Union No. 8		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,288		\$24,906 8%		\$390,194

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commerical Skills OSHA 10/30	308	8-210	0	\$517	\$44.42
				Weighted Avg: 22			
2	Retrainee Priority Rate Journeyworker	Commerical Skills OSHA 10/30	351	8-200	0	\$658	\$80.76
				Weighted Avg: 22			

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

<p>Minimum Wage by County: <u>Job Numbers 1 & 2</u> (SET/Priority Industry): \$30.75 per hour.</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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Maybe</p> <p>Although employer provides health benefits, they are not being used to meet Post-Retention Wage.</p>
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Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice Elevator Constructor	\$44.42 - \$64.61	308
Job Number 2		
Journeyworker Elevator Mechanic	\$80.76	351

INTRODUCTION

Founded in 2004, Northern California Elevator Industry Joint Apprenticeship and Training Committee Trust Fund (NorCal Elevator JATC) (www.iuec8.org) serves over 500 Apprentices and 800 Journey-level Elevator Constructors and Mechanics. Workers are represented by the International Union of Elevator Constructors Local Union No. 8, which covers 46 Northern California counties. Employers are represented by the National Elevator Bargaining Association and the Elevator Contractors of America. Workers are employed by companies that build, install, repair, modernize, and service elevators and escalators. Training will be delivered at the Joint Apprenticeship and Training Committee (JATC) headquarters in San Francisco and other facilities in Vallejo and Santa Clara. This will be NorCal Elevator JATC’s seventh ETP Contract in the last five years.

Veterans & Special Trainee Populations

NorCal Elevator JATC has committed to training veterans, it participates in the Helmets to Hardhats program, and it gives veterans an accelerated admission to its apprenticeship program.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or E-Learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Training in this proposal will continue to focus on the growing volume of new construction and need for long-term service modernization and repair of elevators and related equipment in Northern California. Training will be in basic and advanced instruction in theory and practical application of skills needed by elevator constructors, which will train workers to install, service, and maintain the increasingly complex computer systems that manage elevators. Training will also include types and models of equipment, safety, electricity, electronics, hydraulics, troubleshooting, maintenance, and service. Lastly, this training will help the JATC transition its training program to include more hands-on tests and expand the use of virtual elevators and escalators with computer programs that help trainees install and troubleshoot equipment. NorCal Elevator JATC reports that the following projects are driving employer demand under this proposal:

- Chroma West Building Construction in Fremont
- The Lair construction in Berkley
- UC Davis in Sacramento
- SFO International Airport Terminal 2

Training Plan

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

Commercial Skills: this training will be offered to Journeyworkers on topics such as Door Operating Series, Hydraulic Theory and Troubleshooting, and Traveling Cable to ensure proper knowledge and safety while operating equipment. Apprentices will receive this training on topics such as Alternating Current Theory, Components of DC Motors and Generators, and Elevator Rope and Roping to ensure proper knowledge and safety while operating equipment.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10/30 training, this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

NorCal Elevator JATC’s Chairman (dedicated administrator) will oversee the project with two staff dedicated to ETP-project administration. All trainers are qualified Journey-level workers with extensive practical and training experience in the elevator industry. Additionally, it has retained a third-party subcontractor- Betat Advisories to help in overseeing training and assist with ETP administration.

Marketing and Support Costs

NorCal Elevator JATC requests 8% in support costs to assist in trainee recruitment, employer outreach and assessment of employer-specific-job requirements, and promote training opportunities for Journeyworkers and Apprentices with signatory employers. All training is marketed through the various participating employer associations in Northern California and through the JATC’s newsletters, public service announcements, personal contacts, telephone calls, emails, and NorCal Elevator JATC’s website.

ETP-funded training will be discussed at all labor/management meetings and pertinent trade and Apprenticeship events. Marketing and training evaluations are conducted via face-to-face meetings, email, and regular contact with trainees, employers, and the union. Additional feedback is received in writing from trainee class assessments and employer and union trustee reports to NorCal Elevator JATC.

Tuition Reimbursement

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

Electronic Recordkeeping/LMS

Staff has reviewed and approved NorCal Elevator JATC’s use of a Learning Management System (LMS) for recordkeeping.

ACTIVE PROJECTS

The following table summarizes Contractor’s performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET24-0948	\$495,618	10/2/23 – 10/1/25	654	0	\$0 (0%)
**ET23-0960	\$494,000	11/1/22 – 10/31/24	304	0	\$494,000 (100%)

*ET24-0948: NorCal Elevator JATC has started training; however, no hours have been uploaded to ETP’s Cal-E-Force system. The Contractor projects final earnings of 100% based on scheduled training.

**ET23-0960: The contractor uploaded training hours to potentially earn the approved funding amount of \$494,000.

PRIOR PROJECTS

The following table summarizes Contractor’s performance by NorCal Elevator JATC under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET22-0914	NorCal	10/4/21 – 10/3/23	\$599,872	\$599,586 (100%)
ET21-0918	NorCal	7/1/20 – 6/30/22	\$427,952	\$427,952 (100%)
ET20-0909	NorCal	8/1/19 – 7/31/21	\$749,420	\$749,420 (100%)
ET18-0921	NorCal	4/2/18 – 4/1/20	\$742,742	\$742,742 (100%)

DEVELOPMENT SERVICES

NorCal Elevator JATC retained Betat Advisories in San Francisco to assist with development of this proposal for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Apprentice

- AC Motors
- Advanced Topics in Elevators
- Alternating Current Theory
- Analog Integrated Circuits
- Asbestos Awareness
- Basic Components and Series and Parallel Resistance
- Basic Electrical Circuit Components
- Basic Electricity Orientation
- Basic Hydraulic Theory
- Basic Mathematic Concepts
- Capacitors and Capacitance
- Car and Counterweight Assembly and Roping
- Care Studies
- Competent Person Training
- Components of DC Motors and Generators
- Constant Pressure Push Button Systems and Single Automatic Push Button Systems
 - Collective Systems, Hydraulic Controller Theory and Troubleshooting
- Crosby Fasteners
- Customer Relations
- Dc Generator and Motor Theory
- Detail Drawings and Material Specifications
- Digital Integrated Circuits
- Diodes
- Dumbwaiters
- Electrical Fundamentals
- Electrical Safety
- Electrical Theory and Application
- Elevator Cab Assembly and Door Operators
- Elevator Cab Modernization, Refinishing and Floor Covering
- Elevator Control Equipment Installation
- Elevator Rope and Roping
- Equations and Formulas
- Escalator Components and Installation Process
- Freight Door Operators
- Freight Elevator Doors and Gates
- Hoistway Maintenance
- Hoistway Structures
- Hydraulic Elevator Maintenance

- Inductors and Inductance
- Installation
- Installation of Guide Rails
- Installing and Servicing the Jack
- Introduction to Analog and Digital Meters
- Introduction to Circuit Tracing
- Introduction to Guide Rails
- Introduction to Installation Drawings
- Logic Controls
- Machine and Sheave Installation
- Machine Room Maintenance
- Magnetism and Electromagnetism
- Magnetism, Electromagnetism, AC Theory and Transformers
- Maintenance and Service
- Makeup Class
- Materials Handling
- Mathematics for OHM's Law
- Measurement
- Moving Walk Components and Installation Procedures
- Passenger Elevator Door and Entrance Installation
- Piping and Temporary Operation
- Piping and Wiring the Car
- Piping and Wiring the Machine Room and Hoistway
- Pit Structure
- Planning, Piping and Wiring
- Power and Logic
- Power and Power Control
- Rack and Pinion Hoists
- Ratio and Proportion
- Relays and Timers
- Re-Roping
- Residential and Limited Use/Limited Acquisition Elevators
- Residential and Limited Use/Limited Acquisition Platforms and Chair Lists
- Rigging and Hoisting
- Series and Parallel DC Resistive Circuits
- Service Maintenance and Repair
- Signed Numbers and Powers of 10
- Solid State
- Stairways and Ladders
- Start-Up Procedures
- Testing Traction Elevators
- The Metric System
- Tools and Material Handling
- Trade Skills
- Training Program for Suspended Scaffolds
- Transformers
- Transistors and Thyristors
- Types of DC Motors and Generators

- Understanding the Relationship between Voltage, Current and Resistance
- Variable Voltage Selective Collective Systems
- Welding

Journeyworkers

- AC Motor Starters
- Advanced Hydraulic Valve Operating Adjustment and Troubleshooting
- Aerial Lift Certification
- Arc Flash Safety in the Workplace
- Asbestos
- Customer Relations
- DC Generators and Motors
- Door Operator Series
- Escalators Series
- Financial Tools for the Trades
- Forklift Certification
- Hoistway Maintenance
- Hydraulic Theory and Troubleshooting
- Introduction to Automated People Movers
- Limited Use/Limited Acquisition Series
- Maintenance
- Mechanic Review Eligibility
- Meters
- Microprocessor Based Control
- Rack and Pinion
- Re-Roping
- Safety Testing for Code Compliance
- Scaffolding Competent Person Course
- Signaling and Rigging
- Solid State Motor Control
- Solid State Theory and Application
- Solid State Theory and Application II
- Traveling Cable
- Virtual Escalator
- Welding Training

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

Apprentice and Journeyworker

- OSHA 10
- OSHA 30



Training Proposal for:
Southern California Elevator Constructors Apprenticeship and Training Trust

Contract Number: ET25-0903

Panel Meeting of: September 27, 2024

ETP Regional Office: North Hollywood

Analyst: J. Garcia

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Union of Elevator Constructors Local 18		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,208		\$25,172 8%		\$390,380

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker Priority Rate	Commercial Skills OSHA 10	8	8-200	0	\$1,048	\$66.63
				Weighted Avg: 35			
2	Retrainee Apprentice Priority Rate	Commercial Skills OSHA 10	262	8-210	0	\$1,458	\$36.65
				Weighted Avg: 62			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry): \$30.75 per hour
Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: Yes No Maybe
 Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journey Level Elevator Constructors	\$66.63 - \$66.63	8
Job Number 2		
Apprentice Elevator Constructors	\$36.65 - \$53.30	262

INTRODUCTION

Founded in 2001, the Southern California Elevator Constructors Apprenticeship and Training Trust (SoCal Elevator JATC) (www.iuec18.org) is a joint-labor management organization serving over 600 Apprentices and 1,300 Journey-level Elevator Constructors. Workers are represented by the International Union of Elevator Constructors Local 18 and employers are represented by the National Elevator Bargaining Association and the Elevator Contractors of America. The Local Education Agency for the JATC is the Los Angeles Unified School District (LAUSD).

Elevator constructors specialize in installation, maintenance, modernization, or repair work. Maintenance and repair workers generally require greater knowledge of electronics, hydraulics, and electricity than installers, because a large part of maintenance and repair work is troubleshooting. Most elevators have computerized control systems, resulting in more complex systems and troubleshooting than in the past.

After an elevator is installed, workers must regularly maintain and service it to keep the elevator working properly. They generally perform preventive maintenance, such as oiling and greasing moving parts, replacing worn parts, and adjusting equipment for optimal performance. They also

troubleshoot and may perform emergency repairs. Workers who specialize in elevator maintenance typically service many of the same elevators on multiple occasions over time.

A repair crew handles major repairs—for example, replacing cables, elevator doors, or machine bearings. These tasks may require the use of cutting torches or rigging equipment. Repair crews also perform major modernization and alteration work, such as replacing electric motors, hydraulic pumps, and control panels.

Elevator modernization is the process of upgrading the critical parts of the elevator in order for it to be able to handle new technology, have better performance, improve safety, and even give the aesthetics an up-to-date appeal. Typically, a modernization will affect the controller equipment, the hoist machines, and electrical wiring.

This will be SoCal Elevator JATC's seventh ETP Contract and the seventh within the last five years. Training will take place in Glendora.

Veterans & Special Trainee Populations

Although there is no Veterans component in this proposal, SoCal Elevators JATC participates in Helmets to Hardhats and gives veterans accelerated admission to its apprenticeship program. There are currently forty-four veterans in the program. SoCal Elevator JATC has had success recruiting women at high schools and job fairs over the past few years, doubling the number of female apprentices in its program from four to eight over the past few years.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case LAUSD).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

The competitive advantages union workers and union contractors have are skills and experience. To maintain these advantages, highly trained apprentice and journey level workers are required. This training program will help contractors and workers install, service and maintain the increasingly complex computer systems that run elevators today. Additionally, this funding will continue to help the trust transition its training program to include more hands-on tests and expand the use of virtual elevators and escalators—computer programs that help trainees install and troubleshoot equipment.

Training will include basic and advanced instruction in theory and practical application of skills needed by elevator constructors such as safety, electricity, electronics, hydraulics, troubleshooting, maintenance, service, and types and models of equipment.

Employer needs are communicated to the JATC directly through employers who serve as trustees. Employer needs, including the need for workers trained in specialty skills, general shortages of workers and other needs also are reported through local unions to the JATC.

The apprentices will be working on elevator related projects that include The Clippers/Intuit Arena, LAX, Mateo Street, Hoover Apartments, and California Science Center.

Training Plan

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

Commercial Skills: Training will be offered to all occupations and will include course topics such as Trade Skills, Hoistway Structures, Reroping, Electrical Fundamentals, AC Motors, Startup Procedures, Logic Controls, and Service Maintenance and Repair.

Certified Safety Training

OSHA 10: This training is a series of courses “bundled” by industry sector and occupation. The coursework is geared to construction work. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

First Year Apprentices

The training program for Apprentice Elevator Constructors is 12 months in length. As such, the Applicant is requesting to train first year apprentices in this project.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. Employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeyworkers. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Chairman of SoCal Elevator JATC will oversee the training program. The JATC and LAUSD representatives will assist with the training program. The JATC will coordinate scheduling of training. All training will take place in Glendora and will be delivered by in-house experts who are trained to teach and train apprentices in the Elevator Construction trades. Training attendance will be kept by each instructor and passed to the JATC. Training, demographic, and work hour data will be forwarded to LAUSD, which will ensure the accuracy of the data. LAUSD will forward

data to Betat Advisories who will put it into the form required by ETP and upload the data to the ETP website.

Marketing and Support Costs

Marketing of its training programs are conducted through e-mail, flyers, and other advertisements. SoCal Elevator JATC requests 8% support costs for continued recruitment, employer outreach, and assessment of employer-specific job requirements. Although many participants have already been recruited, additional outreach and needs assessments will take place throughout the contract term.

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0910	\$499,827	10/2/2023-10/1/2025	257	0	\$0 (0%)
ET23-0907	\$492,768	10/3/2022-10/2/2024	288	0	\$492,768 (100%)

The JATC submitted the final invoice for 100% of the contract ET23-0907 on March 11, 2024 and are currently waiting on the ETP Fiscal Unit to approve and close out that contract. Once that contract is closed out, the JATC will then upload the training hours for contract ET24-0910. The JATC is at 100% of training completed to meet 100% of ET24-0910 as of May 31, 2024. This includes 38,965 training hours across 417 apprentices. With the retention period of June 1, 2024 thru September 30, 2024, this gives a new start to the 2024 application contract start on October 1, 2024.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET22-0906	Multiple Locations	09/01/21 - 08/31/23	\$597,720	\$597,720 (100%)
ET21-0922	Multiple Locations	10/26/20 - 10/25/22	\$427,350	\$416,801 (98%)
ET20-0947	Multiple Locations	02/03/20 - 02/02/22	\$374,112	\$374,112 (100%)

ET19-0936	Multiple Locations	12/10/18 - 12/09/20	\$832,590	\$832,590 (100%)
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DEVELOPMENT SERVICES

Betat Advisories in San Francisco assisted with the development of this proposal for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Betat Advisories in San Francisco and the Los Angeles Unified School District in Los Angeles will perform administrative services for a combined fee not to exceed 13% of payment earned.

TRAINING VENDORS

None

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

- Trade Skills
- Introduction to Safety
- Safety During Construction and Modernization
- Safety During Maintenance and Repairs
- Introduction to OSHA
- Materials Handling
- Electrical Safety
- Tool Safety
- Fall Protection
- Stairways and Ladders
- Motor Vehicle Safety
- Fire Safety
- Scaffold Safety
- Competent Person Training for Framed Scaffolds
- Training Program for Suspended Scaffolds
- Diversity and Success
- Care Studies
- Customer Relations
- Basic Mathematic Concepts
- Measurement
- Introduction to Installation Drawings
- Detail Drawings and Material Specifications
- Hoistway Structures
- Tools and Material Handling
- Rigging and Hoisting
- Crosby Fasteners
- Pit Structure
- Introduction to Guide Rails
- Installation of Guide Rails
- Machine and Sheave Installation
- Elevator Control Equipment Installation
- Car and Counterweight Assembly and Roping
- Elevator Rope and Roping
- Reropeing
- Elevator Cab Modernization, Refinishing, and Floor Covering
- Electrical Fundamentals
- Signed Numbers and Powers of 10
- The Metric System
- Equations and Formulas
- Ratio and Proportion
- Basic Electricity Orientation
- Understanding the Relationship Between Voltage, Current, and Resistance
- Basic Electrical Circuit Components
- Series and Parallel DC Resistive Circuits

- Alternating Current Theory
- Magnetism and Electromagnetism
- Electrical Theory and Application
- Introduction to Analog and Digital Meters
- Transformers
- DC Generator and Motor Theory
- Components of DC Motors and Generators
- Types of DC Motors and Generators
- Maintenance and Service
- AC Motors
- Installation
- Planning, Piping and Wiring
- Piping and Wiring the Machine Room and Hoistway
- Piping and Wiring the Car
- Start-Up Procedures
- Passenger Elevator Door and Entrance Installation
- Elevator Cab Assembly and Door Operators
- Freight Elevator Doors and Gates
- Freight Door Operators
- Dumbwaiters
- Machine Room Maintenance
- Hoistway Maintenance
- Asbestos Awareness
- Solid State
- Mathematics for Ohm's Law
- Basic Components and Series and Parallel Resistance
- Magnetism, Electromagnetism, AC Theory, and Transformers
- Capacitors and Capacitance
- Inductors and Inductance
- Diodes
- Transistors and Thyristors
- Analog Integrated Circuits
- Digital Integrated Circuits
- Power and Logic
- Introduction to Circuit Tracing
- Relays and Timers
- Power and Power Control
- Logic Controls
- Constant Pressure Push Button Systems and Single Automatic Push Button Systems
- Collective Systems, Hydraulic Controller Theory, and Troubleshooting
- Variable Voltage Selective Collective Systems
- Advanced Topics in Elevators
- Installing and Servicing the Jack
- Piping and Temporary Operation
- Basic Hydraulic Theory
- Hydraulic Elevator Maintenance
- Escalator Components and Installation Process
- Moving Walk Components and Installation Procedures
- Service Maintenance and Repair
- Residential and Limited Use/Limited Acquisition Elevators

- Residential and Limited Use/Limited Acquisition Platforms and Chair Lists
- Rack and Pinion Hoists
- Welding

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10



Training Proposal for:
**Sprinkler Fitters Local 483 Journeyman
 & Apprenticeship Training Fund**

Contract Number: ET25-0919

Panel Meeting of: September 27, 2024

ETP Regional Office: San Diego

Analyst: D. Alvarez

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Sprinkler Fitters Local 483		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$266,944		\$18,420 8%		\$285,364

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Comm'l Skills, OSHA 10	128	8-210	0	\$1,388	\$31.11
				Weighted Avg: 59			
2	Retrainee Priority Rate Journeyworker	Comm'l Skills, OSHA 30	150	8-200	0	\$718	\$72.59
				Weighted Avg: 24			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry): \$30.75 per hour
Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: Yes No Maybe
 Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice Sprinkler Fitters	\$31.11 - \$65.06	128
Job Number 2		
Journeyworker Sprinkler Fitters	\$72.59 - \$83.59	150

INTRODUCTION

Since 1952, Sprinkler Fitters Local 483 Journeyman & Apprenticeship Training Fund (Sprinkler Fitters JATF) (<http://www.sprinklerfitters483.org/>) has been committed to providing the best trained and most qualified Sprinkler Fitters in North America. Through partnerships with the United Association of Plumbers, Pipe Fitters and Sprinkler Fitters (United Association), the National Fire Sprinkler Association, and all of its Signatory Contractors, provides and maintains a training facility that all members of Local Union 483 can access and utilize. It trains apprentices to install, inspect, test, and service sprinkler systems in residential and commercial buildings. ETP training will be conducted at its training center in Hayward. This will be Sprinkler Fitters JATF’s third ETP Contract in the last five years.

Veterans & Special Trainee Populations

Sprinkler Fitters JATF recruits veterans in cooperation with Helmets to Hardhats, which is a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Through the United Association’s program, it participates in Veterans In Piping (VIP), a national program to link more veterans to the United Association’s trades and locals.

Apprenticeship Program

The Panel funds Apprentice training supporting existing apprenticeship programs approved by the Division of Apprenticeship Standards (DAS). ETP funding also supplements the cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Chabot College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Employers and union representatives have identified the following specific reasons for the need for more training: older workers are retiring and the need to create a pipeline of qualified Sprinkler Fitters to fill the gap; state safety initiatives require workers to use new materials and standards; and, out-of-state bidding requires local unionized contractors to stay up to date with the most current innovations happening in the industry that are often setting the standard.

This proposal's curriculum meets the needs of employers, because it is employer driven and designed to address employer needs as determined by customers and changes in the industry. Local projects and hiring demands help to shape the curriculum. Sprinkler Fitters JATF will provide a source of well-trained construction workers so that employers have a strong workforce to draw from.

Sprinkler Fitters JATF reports that the following projects are driving employer demand under this proposal:

- Prologis SF Gateway
- SF Stonestown
- UCSF Barbara and Gerson Bakar Research and Academic Building at Parnassus
- Graton Casino Phases 3&4, Sonoma County
- SF Airport terminal, West Field, and Infrastructure Improvement Program
- Bay Fair Transit. San Leandro
- San Leandro Shoreline development
- Oakland Brooklyn Basin

Training Plan

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

Commercial Skills: Training will be offered to all occupations and include Installation of Wet Pipe Sprinkler Systems, Copper Pipe Preparation and Installation for Brazing, and Using the NFPA 13 Standard.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

The Director of Training will oversee the project with assistance from its administration staff. Training will be delivered in-person by in-house experts who are experienced in the trade. Training will be documented using standard ETP record keeping processes. Additionally, a third-party subcontractor was retained to assist with ETP administration.

Marketing and Support Costs

Through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website, Sprinkler Fitters JATF will disseminate class information throughout the year to all apprentice Sprinkler Fitters within the local’s jurisdictions as well as to the contractors who employ them. Application announcements for the apprenticeship program will be sent to local, state, and federal agencies as well as to local high schools, community colleges, and community-based organizations. Thus, Sprinkler Fitters JATF requests 8% in support costs of its total proposed funding amount for all Job Numbers to promote training opportunities.

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.

ACTIVE PROJECTS

The following table summarizes Contractor’s performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0956	\$393,188	10/2/2023-10/1/2025	287	0	\$81,238 (21%)
ET23-0946	\$336,250	10/3/2022–10/2/2024	222	53	\$319,386 (95%)

ET24-0956: To date, 4,748 reimbursable hours have been tracked for potential earnings of \$81,238 (21% of approved amount), and an earned amount of \$0 (0% of approved amount). Sprinklers Fitters JATF projects 100% performance based on hours delivered, and projected amount earned.

ET23-0946: To date, 17,292 reimbursable hours have been tracked for potential earnings of \$319,386 (95% of approved amount), and an earned amount of \$82,333 (24% of approved amount). Sprinklers Fitters JATF projects 100% performance based on hours delivered, and projected amount earned.

DEVELOPMENT SERVICES

Strategy Workplace Communications (Strategy) in Alameda assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Apprentice

2nd Year

- Basic Mathematics For The Offsetting Of Pipe
- Crane Signaling and Alarms and Devices
- Copper Pipe Preparation And Installation For Brazing
- Copper Pipe Preparation And Installation For Soldering
- Heritage And Future In The Pipe Trade
- Industry Specific Knot Tying Using Different Types Of Material
- Installation Of Wet Pipe Sprinkler Systems
- Maintenance And Inspection Of Automatic Fire Protection Systems
- Operation Of Multiple Styles Of Fire Sprinkler Heads
- Oxygen-Acetylene Torch Cutting And Welding
- Review of OSHA Safety Standards
- Rigging Fire Protection Piping And Material For Lifting With Cranes.
- The Use Of Hand Signals For Communication With Forklift/Crane Operators
- Using The NFPA 13 Standard
- Wet Pipe Alarm Valves

3rd Year

- Building Plans, Architectural, Mechanical, And Electrical Drawings
- Dry Valves, Accelerators, Exhausters And Other Various Parts Of Fire Protection Dry Systems
- Fire Protection Dry Systems
- Forklift/Gradall Certification
- Fundamentals Of Gas Welding And Flame Cutting
- Hydraulics, The Physical Properties Of Fluids
- Installation Of Underground Piping (NFPA 24)
- Interpretation Of Blueprints For Underground
- Water Supply For Fire Protection
- Isometric Drawing
- Oxygen-Acetylene
- Plasma Cutting
- Related Precaution And Health (Underground Construction)
- Review The Applicable Codes For The Installation, Inspection, Testing And Maintenance Of Fire Protection Dry Systems

4th Year

- Architectural Drawings
- Automatic Fire Pumps Installation, Start Up, Certification And Maintenance
- Fire Protection Water Supply
- Hydraulics For Fire Protection Systems
- Installation Of Combined Sprinkler-Standpipe Systems
- Isometric Drawings
- NFPA 25 Inspections

- Pump Theory
- Pumps For Fire Protection System
- Soldering Large Diameter Copper Pipe
- Technical Reports
- Techniques And Topics For Tailgate Meetings
- Viking Rate Of Rise, Pneumatic, Hydraulic Release
- Deluge, Pre-Action Non Interlock, Single Interlock, And Double Interlock Systems

Commercial Skills

Journeyworker

- Accelerators and Thermostats Releases
- Adv. Cathodic Protection
- Advanced Dry Valves
- Advanced Fire Pump Acceptance and Maintenance
- Advanced Fire Pump Packing & Alignment
- Advanced ITMs for Valves
- Advanced Pump Installation
- Aerial Scissor Lift
- ASSE 15010 ITM
- ASSE ITM Course
- Competent Person
- Construction Falls: Hazards and Protections
- Fire Protection Water Quality Management
- Foremanship
- Gradall
- Safe Pressure Testing
- Soldering & Brazing
- Through Penetration Fire Stopping
- Tube Bending for Fire Protection
- Understanding Alarm Panels and Devices

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
Stationary Engineers Northern California and Northern Nevada
Apprenticeship and Training Trust Fund

Contract Number: ET25-0971

Panel Meeting of: September 27, 2024

ETP Regional Office: San Francisco Bay Area

Analyst: N. Shafqat

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Stationary Engineers Local 39		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,200		\$25,232 8%		\$390,432

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills	332	8-200	0	\$1,176	\$48.66
				Weighted Avg: 50			

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

<p>Minimum Wage by County: Job Number 1 (SET/Priority Industry): \$30.75 per hour</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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Maybe</p> <p>Although employer provides health benefits, they are not being used to meet Post-Retention Wage.</p>

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice Stationary Engineer	\$48.66 - \$66.04	332

INTRODUCTION

Founded in 1951 and headquartered in San Francisco, Stationary Engineers Northern California and Northern Nevada Apprenticeship and Training Trust Fund (Stationary Engineers Local 39) (local39training.org) was created to train stationary engineers who operate and maintain the physical equipment systems in buildings such as airports, hospitals, biotech research and manufacturing facilities, food and beverage facilities, and public and private-office buildings. Stationary Engineers maintain equipment in the building including boilers, pumps, fans, compressors, refrigeration and air conditioning units, motors, automated controls and electrical apparatus. Training will be delivered at the training center in San Francisco.

This will be Stationary Engineers Local 39's sixth ETP Contract in the last five years.

Veterans & Special Trainee Populations

Stationary Engineers Local 39 partners with Veterans Affairs and participates in veteran outreach and hiring activities to recruit applicants. Stationary Engineers Local 39 screens for veterans and assists them in collecting GI Bill benefits while they are Apprentices.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI

that is classroom, simulated laboratory, or E-Learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Fresno Community College). Additionally, the Union and Management is consulted through joint committees at all levels.

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Stationary Engineers Local 39 serves approximately 350 Apprentices and 22,000 Journeyworkers; however, only Apprentices will participate in this project. Technology in the engineering industry is constantly being upgraded; changes to computerized systems, sensor technology, automatic testing, computer controls, thermostats, and the use of computerized building management systems are increasing the complexity of jobs for Apprentices. Stationary Engineers are responsible for the operation and safety of all systems within a building and it is critical that Apprentices are trained in new technologies. Stationary Engineers must also know how to operate, monitor, maintain, service, and repair multiple types of equipment. As such, training is needed in equipment operations, updated-building standards, and green-business practices necessary to meet industry demands. Stationary Engineers Local 39 reports that the following projects are driving employer demand under this proposal:

- Marriott Hotel
- Hotel Nikko of San Francisco
- Golden State Warrior Arena
- Davidson Hotel Company

Training Plan

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

Commercial Skills: this training will be offered to Stationary Engineers on course topics like Boiler Piping, Conduction, Convection, Radiation, Heat Pumps, and Transformers. Training will also focus on the operation and maintenance of energy-efficient technologies and products.

Commitment to Training

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

➤ Training Infrastructure

Stationary Engineers Local 39's Apprenticeship Coordinator (dedicated administrator) will oversee the project. Approximately, 16 instructors will deliver training while forwarding documentation to two Administrative Staff who are dedicated to assist with the project's administration. It also

retained a third-party subcontractor- Betat Advisories to assist with ETP administration. Rosters will be used to meet ETP’s recordkeeping requirements and track hours.

Marketing and Support Costs

Stationary Engineers Local 39 is requesting 8% in support costs to conduct marketing through direct mailings, informational flyers, personal contacts, telephone calls, public-service announcements/presentations, emails, and its website. Application announcements for the Apprenticeship program will be sent to local, state, and federal agencies as well as local high schools, community colleges, and community-based organizations. The Apprenticeship Coordinator will be working with three staff members for marketing, recruiting, needs assessments, and scheduling.

Tuition Reimbursement

Stationary Engineers Local 39 represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

ACTIVE PROJECTS

The following table summarizes Contractor’s performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
*ET24-0909	\$499,797	10/2/23 – 10/1/25	321	0	\$0 (0%)
**ET23-0959	\$494,126	10/31/22 – 10/30/24	214	0	\$352,808 (71%)

*ET24-0909: Stationary Engineers Local 39 has started training; however, no hours have been tracked in ETP’s Cal-E-Force (CEF) system. It is in the process of enrolling trainees and is on track to completing training, while projecting final earnings of 100% based on training currently committed to by employers and in progress through October 2025.

**ET23-0959: Based on the CEF system, 20,623 reimbursable hours have been tracked for potential earnings of \$352,808.20 (71% of approved amount). Stationary Engineers Local 39 is in the process of uploading hours in ETP’s CEF system. Once that is completed, it expects to earn 100% of the award amount.

PRIOR PROJECTS

The following table summarizes Contractor’s performance by Stationary Engineers Local 39 under ETP Contracts that have been completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET22-0911	Statewide	11/22/21 – 11/21/23	\$598,752	\$598,752 (100%)

ET21-0914	Statewide	12/1/20 – 11/30/22	\$427,350	\$427,350 (100%)
ET20-0919	Statewide	8/26/19 – 8/25/21	\$721,750	\$715,731 (99%)

DEVELOPMENT SERVICES

Stationary Engineers Local 39 retained Betat Advisories in San Francisco to assist with development of this proposal for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Betat Advisories will also perform administrative services in connection with this proposal for a fee not to exceed 10% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

- Air Conditioning
- Air Conditioning Maintenance and Troubleshooting
- Air Flow
- Basic Electricity
- Biomedical Principles
- Boiler Basics
- Boiler Components
- Boiler Piping
- Charging a System
- Chemical Treatment for Wastewater
- Chilled Water
 - The importance and function of Chillers, including how commercial large buildings operate a Chiller for HVAC.
- Compressors
- Condensers
- Conduction, Convection, Radiation
- Conduit Bending and Wire Pulling
- Drawing Diagrams
- Eaton Controllers
- Electrical Circuits
- Electrical Meters
- Electrical Safety (Low Voltage Electricity)
- Electrical Symbols and Diagrams
- Electricity and Motor Controls
- Electro-Magnetism
- Electron Theory
- Electronic Controls (Intro to DDC Basics)
- Energy Efficiency
- Equipment Operation
- Feed Water Components to Boiler Systems
- Green Buildings
- Handling Equipment
- Equipment that Could Release Ozone Depleting Refrigerants into the Atmosphere
- Heat Exchangers
- Heat Pumps
- Identifying Symbols in a Logic Diagram
- Installing and Using Gauges
- Math for Engineers
- Measuring Current
- Medical Equipment Control

- Medical Equipment Maintenance Management
- Micrologic Controllers
- Motors
- Multi-Wire Circuits
- Ohm's Law
- Physics of Biomedical Equipment
- Power Factor and Efficiency
- Programming and Troubleshooting Controls
- Programmable Logic Controls
- Protection Devices
- Records and Reports (Certification)
- Refrigerant Gauges
- Refrigeration
- Refrigeration Cycle
- Refrigeration Maintenance and Troubleshooting
- Repairs and Maintenance
- Safety Considerations for Electricity
- Series and Parallel Circuits
- Sewage and Sludge Treatment
- Taking Measurements
- TECO Controllers
- Theory of Heat
- Tools, Hardware, and Test Equipment
- Transformers
- Troubleshooting a Motor Control Circuit
- Troubleshooting Boilers
- Troubleshooting Water Treatment and Wastewater Systems
- Use of Hand Tools
- Using Logic Diagrams
- Using Meters
- Using Nitrogen and Tanks Under Pressure
- Variable Frequency Drives
- Ventilation
- Welding



Training Proposal for:

Bay Area Counties Roofing Industry Apprentice Training Fund

Contract Number: ET25-0963

Panel Meeting of: September 27, 2024

ETP Regional Office: San Francisco Bay Area

Analyst: S. Wang

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Alameda, Contra Costa, Lake, Marin, Mendocino, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Union of Roofers, Waterproofers, and Allied Workers Locals 40, 81, 95		
Turnover Rate:		≤20%	

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,250		\$25,094 8%		\$390,344

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Journeyworker	Comm'l. Skills, OSHA 10/30	103	8-200	0	\$748	\$47.80
				Weighted Avg: 25			
2	Retrainee Priority Rate Apprentice	Comm'l. Skills, OSHA 10/30	325	8-210	0	\$964	\$30.75
				Weighted Avg: 41			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry): \$30.75 per hour

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

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

Up to \$7.05 per hour may be used to meet the Post-Retention Wage in Job Number 2. This amount has been verified in the collective bargaining agreement (CBA) wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker Roofer and Waterproofers	\$47.80 - \$48.22	103
Job Number 2		
Apprentice Roofer and Waterproofers	\$23.70 - \$42.52	325

INTRODUCTION

Established in 1960, Bay Area Counties Roofing Industry Apprenticeship Training Fund (Bay Area Roofers) (<http://rwprogram.com/>) is a joint trust serving three apprenticeship programs in the Bay Area. The program provides training for both Apprentices and Journeyworkers in the roofing industry. The program is funded through collective bargaining agreements between signatory employers with the Associated Roofing Contractors of the Bay Area Counties, Inc., and three union locals of the United Union of Roofers, Water Proofers, and Allied Workers: Local 40 West Bay Counties; Local 81 East Bay & North Bay Counties; and, Local 95 Santa Clara Counties. Bay Area Roofers’ training facility is a 9,600 square-foot building that allows instructors to use actual roofing materials and a multitude of new systems used in the construction industry. Training will be delivered at its training facility in Livermore.

This will be the Bay Area Roofers’ fifth ETP Contract within the last five years. Each union local has its own CBA and its own Joint Apprenticeship Training Committee (JATC). Each JATC sponsors an apprenticeship program approved by the Division of Apprenticeship Standards (DAS). Currently, the program serves more than 650 Apprentices and 1,470 Journeyworkers in 14 Northern California counties.

Veterans & Special Trainee Populations

Bay Area Roofers is committed to training veterans in its program, participates in the Helmets to Hardhats' program, and gives veterans accelerated admission to its apprenticeship program.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or E-Learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the program is three and a half years. The curriculum is developed with input from DAS and a designated Local Educational Agency (LEA). In this case, Petaluma Adult School, Martinez Adult School, and Metropolitan Education District in San Jose are the LEAs.

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

First Year Apprentices Waiver

Bay Area Roofers requests an exception to permit the first-year Apprentices to participate. Unlike the standard apprentice program that has its apprentices in a probationary status for their entire first year of training, the Bay Area Roofer's apprentices finish their probationary status after six months of training, when they enter the 2nd Period. Therefore, 2nd Period apprentices are eligible for reimbursement since they are out of probation.

Additionally, Bay Area Roofer's Apprenticeship Standards as approved by the DAS requires a combination of time, work hours, and required classes for advancement. As long as the trainees meets the requirements, they are eligible as Apprentices.

PROJECT DETAILS

Funding for this proposal will allow Roofers to learn much needed skills as the industry moves away from traditional hot-tar systems and towards new roofing systems and materials. New roofing systems include a variety of single ply systems and a variety of modified roofing systems (mopping, torching, primed, adhesives, hot rubber, and peel-n-stick). Training will be provided on updated waterproofing systems as well. These systems include photovoltaic systems, vegetative roofs, and rainwater harvesting systems.

Additionally, the need for highly skilled and trained workers has created a competitive environment in California specifically with large out-of-state roofing contractors who are formidable competition to California employers. Training will allow Bay Area Roofers to have flexible and highly skilled workers who can compete against these companies.

ETP funding will expand and upgrade Bay Area Roofers' program. Bay Area Roofers reports that the following projects are driving employer demand under this proposal:

- Google Bayview
- Walker Hall Renewal
- Intuit Mountain View
- Stanford, Schultz Building
- Pacific Station Redevelopment Waterproofing
- Pacific Station Redevelopment Roofing
- Sutter Health
- Google Caribbean Building 100
- Google Caribbean Building 200

Training Plan

Training will be conducted via Class/Lab and E-Learning delivery methods as follows:

Commercial Skills: Training will be offered to all occupations. Journeyworkers will receive training in courses such as Advanced Concepts in Waterproofing and Damp Proofing, Advanced Single Ply Roofing, Creating Project Plans, and Rigid Roofing. Apprentices will receive training in courses such as Asphalt and Wood Shingles, Blueprint Reading, Common Roofing Materials, and Low Slope Roofing.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10/30 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

The Director of Training (dedicated administrator) will oversee the project. Two Administrative Staff will assist in the training scheduling and records collecting to log into the Learning Management System (LMS). Training will be delivered by in-house Journeyworkers who have experience working in the trade and who are subject-matter experts. It also hired a third-party subcontractor, Betat Advisories, to assist with ETP administration.

Marketing and Support Costs

Employers are notified of training through the association web site, mailings, and presentations. Employers participate as members of the joint committee that operates the program, and training is designed around their needs and the general needs of the industry. Marketing also includes emails to employers, local unions, and roofing material representatives. Thus, Bay Area Roofers

requests 8% support costs to assist in Apprentice and Journeyworker recruitment, employer outreach, and assessment of employer-specific job requirements.

Tuition Reimbursement

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

Electronic Recordkeeping/LMS

Staff has reviewed and approved the Company’s LMS.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0962	\$493,641	10/31/22 – 10/30/24	311	0	\$493,641 (100%)

Based on the Cal-E-Force system, 28,534 reimbursable hours have been tracked for potential earnings of \$493,641 (100% of approved amount). The project is currently in its retention period.

PRIOR PROJECTS

The following table summarizes Contractor’s performance by Bay Area Roofers under ETP Contracts that were completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0921	Livermore	10/4/21 – 10/3/23	\$599,820	\$592,505 (98%)
ET21-0915	Livermore	12/31/20 – 12/30/22	\$426,516	\$397,179 (93%)
ET19-0924	Livermore	10/1/18 – 6/27/21	\$949,386	\$889,005 (94%)

DEVELOPMENT SERVICES

Betat Advisories in San Francisco assisted with proposal development for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Betat Advisories will also perform administrative services for a fee not to exceed 10% of payment earned.

TRAINING VENDORS

To Be Determined

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Apprentice

- Asphalt and Wood Shingles
- Batten Seam Roofing
- Bermuda and Shingle Panel
- Blueprint Reading
- Built Up Singles
- Built Up Systems
- Built-Up Roofing Materials
- CERTA
- Cold Applied Roofing and Caulking
- Common Roofing Materials
- Computer Operations for Construction
- Construction Modeling
- Ethylene Propylene Diene Monomer Single Ply Roofing
- Fall Protection
- Flashing Materials
- Flat Seam Roofing
- Following Plans and Specifications
- Following Project Plans
- Green Roofs
- Hot Air Welding for Apprentices
- Insulation Materials
- Introduction to Single Ply & Waterproofing
- Introduction to the Trade
- Leadership & Project Management
- Low Slope Roofing
- Maintenance and Repair
- Measurement and Calculation Problems in Roofing
- Metal Roofing
- Mopping Operations
- Rainwater Harvesting Systems
- Regulations Governing Roofing and Waterproofing
- Rigging, Signaling, and Hoisting
- Roof Pumps and Tankers
- Roof Surfacing and Sealing
- Roofing Specification & Details
- Roofing Tools
- Safety Certificates
- Single Ply Roofing
- Single Ply Roofing Materials

- Single Ply Roofing Systems
- Solar Systems
- Specialty Tile
- Standing Seam Roofing
- Steep Slope Roofing
- Types of Rigid Roofing
- Ventilation
- Waterproofing and Below Grade Materials
- Waterproofing and Damp Proofing
- Working With Concrete and Mission Tile

Journeyworker

- Advanced Concepts in Waterproofing and Damp Proofing
- Advanced Hot Air Welding
- Advanced Maintenance and Repair Techniques
- Advanced Single Ply Roofing
- Advanced Systems of Built-Up Roofing
- Advanced Use of Computers in Construction
- Air Barriers for Ventilation and Heat Escape
- Coordinating Plans and Schedules With Other Building Trades
- Creating Project Plans
- Designing Rigging and Hoisting Systems and Procedures
- Drainage Systems Including Rain Water Recovery Systems
- Electronic Leak / Failure Detection
- Estimating Systems
- Foreman Skills, Including Creating and Implementing Project Plans
- Green Roof Specific Safety Issues
- Handling Pressurized Equipment
- Project Management Software and Systems
- Rainwater Harvesting Systems
- Rigid Roofing
- Roofing Materials
- Single Ply Products and Uses: Advanced Course
- Title 24 Energy Standards for Roofing
- Torch-On Product
- Vegetative Roofs
- Water Proofing on Vertical Surfaces
- Wind Uplift and Load Issues Related to Green Roofing
- Working on Scaffolding
- Working with Photovoltaic Material

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

- OSHA 10
- OSHA 30



Training Proposal for:

Heat and Frost Insulators and Allied Workers of Northern CA and Local No. 16 Apprentice Training Trust

Contract Number: ET25-0950

Panel Meeting of: September 27, 2024

ETP Regional Office: Sacramento

Analyst: K. Mam

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Heat and Frost Insulators and Allied Workers Union Local 16		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$364,936		\$25,288 8%		\$390,224

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Comm'l. Skills, OSHA 10	116	8-210	0	\$3,364	\$33.39
				Weighted Avg: 143			

*Post-Retention Wage is the Contractual Wage.

Minimum Wage by County: Job Number 1: (SET/Priority Industry): \$30.75 per hour

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

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

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

Current Wage Range by Occupation

Occupation Titles	Actual Wage Range	Estimated # of Trainees
Apprentice - Insulator	\$33.39 - \$50.86	116

INTRODUCTION

Founded in 1961, Heat and Frost Insulators and Allied Workers of Northern CA and Local No. 16 Apprentice Training Trust Fund (Heat and Frost Insulators) (www.insulators16.org) provides training for Insulators and allied workers in Northern California at its Benicia training facility. This will be Heat and Frost Insulators' fifth ETP Contract in the last five years.

Heat and Frost Insulators insulate mechanical structures from ambient temperatures. A typical building has insulation on hot and cold water pipes, the heating and air conditioning system, and related mechanical equipment. Insulation materials conserve energy, reduce overall energy demand, reduce pollution, control condensation, eliminate mold, and improve workplace safety. Insulation requires a variety of techniques to install depending on the type of surface, which include pasting, wiring, stapling, taping, and spraying. Insulators also perform asbestos removal work, and install firestop materials to seal openings and joints in fire resistant rated walls.

Veterans & Special Trainee Populations

Heat and Frost Insulators continues to serve Veterans and participates in Veterans outreach and hiring activities, including Helmets to Hardhats and give veterans preference in entering the apprenticeship program, moving veterans to the top of the applicant list.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI

that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Martinez Adult School).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

The Heat & Frost Insulators apprenticeship program faces a demand from the industry for more apprentices and more highly skilled apprentices. The increase in construction in Northern California has increased the demand for apprentices. In addition, the phase-in of SB-54, which mandates that at least 60% of journeyworkers employed at oil refineries be graduates from apprentice programs-has contributed to the increased demand.

New materials, processes, and contractor requirements for worker skills and certifications have increased the complexity and cost of training. The industry has responded by increasing the apprenticeship program from four to five years.

Heat and Frost Insulators designed the training to meet the needs of signatory employers, ensure an adequate number of skilled insulators to work on specialized projects, and address industry needs. Heat and Frost Insulators have ongoing projects with oil refineries including the following:

- PBF Refinery Shutdown, Martinez,
- Power Plant Outages throughout our territory (Farwest Insulation Contractor),
- Geothermal work at the Geysers in Sonoma and Lake counties,
- Hospitals throughout Northern California (Kaiser, Sutter, Dignity, UC Davis, Etc.),
- Battery plants of Northern California

This training supports apprentices by preparing workers for careers in the industry. Continuously increasing requirements for technical training and the demand for new apprentices require additional funding for apprenticeship programs. ETP support will enable the Heat and Frost Insulators to expand training to meet contractor demand and improve the quality of training.

Training Plan

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

Commercial Skills: Training will provide Insulator Apprentices with the skills needed to perform in their field. Course topics include Blueprint Reading, Cold Work/Hot Work, Hand Saw Cutting, Insulation Materials and Properties, Polyvinyl Chloride Application and Sheet Metal & Layouts.

Certified Safety Training

OSHA 10 This training is a series of courses “bundled” by industry sector and occupation. The coursework is geared to construction work, and also manufacturing. Completion of the training

results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

The Union Manager with the support of two support staff will oversee all training aspects including scheduling, roster collection, and coordinating training. In addition, Heat and Frost Insulators has retained the services of a third party administrative subcontractor to assist with administrative requirements. Training will be provided by in-house experts.

Marketing and Support Costs

Employer demand is inherent in the apprenticeship agreements between the trainees and participating employers. Marketing is conducted through announcements, email, and web posting to Local 16 union members and signatory contractors. Three staff members will perform duties related to marketing and support.

Heat and Frost Insulators requests 8% support costs to assist in apprentice recruitment, employer outreach, and assessment of employer-specific job requirements. Although many of the participating employers have already been notified, additional outreach and needs assessments will take place throughout the Contract term.

Electronic Recordkeeping

Staff reviewed and approved Heat and Frost Insulator's use of a Learning Management System for recordkeeping.

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) (\$ %)
ET23-0957	\$349,044	10/31/22-10/30/24	235	0	\$349,044 (100%)

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET21-0948	Benicia	03/01/21-02/28/23	\$395,010	\$395,010 (100%)
ET20-0927	Benicia	10/07/19 – 10/06/21	\$554,400	\$330,792 (60%)*
ET19-0900	Benicia	07/01/18 – 06/30/20	\$646,720	\$646,720 (100%)

*ET20-0927 lower completion rate is due to unexpected circumstances with the COVID pandemic. In-person training was halted due to COVID guidelines which pushed completion of training past the last date of the Contract.

DEVELOPMENT SERVICES

Betat Advisories in San Francisco assisted with development of this proposal for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Betat Advisories will also perform administrative services in connection with this proposal for a fee not to exceed 10% of payment earned.

TRAINING VENDORS

N/A

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

Trainees may receive any of the following:

Commercial Skills**1st Year Period 2**

- Insulation Materials and Properties
- Geometric Construction
- Industry Related Formulas
- Math Review
- High Temperature

2nd Year Period 3

- Insulation and Relation tHeat Transfer
- Insulation Materials and Properties
- Math Review
- Metal Layouts
- Polyvinyl Chloride (PVC) Application
- Sheet Metal & Layouts

2nd Year Period 4

- Determining an Insulation System
- Insulation and Relation Heat Transfer
- Insulation Materials and Properties
- Pattern Making

3rd Year Period 5

- Cold Work/Hot Work
- Determining an Insulation System
- Insulation and Relation tHeat Transfer
- Insulation Materials and Properties
- Math Review
- Metal Layouts
- Polyvinyl Chloride (PVC) Application
- Sheet Metal & Layouts
- Geometric Construction

3rd Year Period 6

- End Caps and Conicals
- Hand Saw Cutting
- Insulation and Relation tHeat Transfer
- Insulation Materials and Properties
- Math Review
- Metal Layouts
- Polyvinyl Chloride (PVC) Application
- Rubatex, Armaflex and Rubber
- Sheet Metal & Layouts

4th Year Period 7

- Blueprint Reading
- Insulation and Relation tHeat Transfer
- Insulation Materials and Properties
- Metal Layouts
- Sheet Metal & Layouts

4th Year Period 8

- Effective Supervision
- End Caps and Conicals
- Insulation and Relation tHeat Transfer
- Insulation Materials and Properties
- Metal Layouts
- Rubatex, Armaflex and Rubber
- Sheet Metal & Layouts
- Standards for Refrigeration and Low Temperature Insulation

5th Year Period 9

- End Caps and Conicals
- Insulation and Relation tHeat Transfer
- Insulation Materials and Properties
- Math Review
- Metal Layouts
- Polyvinyl Chloride (PVC) Application
- Sheet Metal & Layouts

5th Year Period 10

- Effective Supervision
- Insulation and Relation tHeat Transfer
- Insulation Materials and Properties
- Metal Layouts
- Polyvinyl Chloride (PVC) Application
- Sheet Metal & Layouts
- Standards for Refrigeration and Low Temperature Insulation
- HMM Supervisor Refresher
- Mechanics Exam
- Orientation
- Refinery Safety Overview

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10



Training Proposal for:

**Heat and Frost Insulators and Asbestos Workers Joint
Apprenticeship Trust Fund**

Contract Number: ET25-0958

Panel Meeting of: September 27, 2024

ETP Regional Office: San Diego

Analyst: T. Ky

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Association of Heat and Frost Insulators and Allied Workers Union Local No. 5		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,120		\$25,312 8%		\$390,432

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills OSHA 10/30	80	8-210	0	\$4,282	\$31.24
				Weighted Avg: 182			
2	Retrainee Priority Rate Journeyworker	Commercial Skills OSHA 10/30	64	8-200	0	\$748	\$56.81
				Weighted Avg: 25			

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

<p>Minimum Wage by County: <u>Job Number(s) 1 and 2</u> (SET/Priority Industry wage modification): \$30.75 per hour.</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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Maybe</p> <p>Although employer provides health benefits, they are not being used to meet Post-Retention Wage.</p>

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice - Insulator	\$31.24-\$45.44	80
Job Number 2		
Journeyworker - Insulator	\$56.81-\$56.81	64

INTRODUCTION

Heat and Frost Insulators and Asbestos Workers Joint Apprenticeship Trust Fund (Heat and Frost Insulators or JATF) (www.awlocal5.com) was founded in 1962 by a consortium of labor and management organizations to provide training for Insulators and Asbestos workers in Southern California at its Ontario facility. It's comprised of six members, three each appropriated by the Western Insulation Contractors Association and the International Association of Heat & Frost Insulators & Allied Workers Union, Local No. 5. This will be Heat and Frost Insulators' third ETP in the last five years.

Heat and Frost Insulators insulate mechanical structures from ambient temperatures. A typical building has insulation on the hot and cold water pipes, the heating and air conditioning system, and related mechanical equipment. Insulation materials conserve energy, reduce pollution, control condensation, eliminate mold, and improve workplace safety. Insulation requires a variety of techniques to install depending on the type of surface, which include pasting, wiring, stapling,

taping, and spraying. Insulators also perform asbestos removal work, and install firestop materials to seal openings and joints in fire resistant rated walls.

Veterans & Special Trainee Populations

Heat and Frost Insulators serve Veterans and participates in outreach and hiring activities by partnering with Helmets to Hardhats and the Department of Labor VA Program. Once recruited, Veterans are offered priority placement at the top of the waiting list to enter the program with the next incoming class. During the first part of the Apprenticeship program they are offered additional help and support from instructors, if needed, to ensure they succeed. Further, their full initiation fee is waived and they are provided tools for the first year at no cost.

Heat and Frost Insulators works closely with Women In Non Traditional Employment Roles (WINTER) to recruit women. They recruit at Women's Conference and Job Fairs targeting underserved communities and routinely host women who want to tour the facility and learn about the trade.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Rio Hondo).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Heat and Frost Insulators designed its training program to meet the needs of signatory employers, ensure an adequate number of skilled insulators are available for specialized projects, and to address the industry needs for Apprentices and Journeyworkers. Apprentices will be given technical skills training required for the complexity of projects industry wide. The training will target the need to upgrade the skills of Apprentices and Journeyworkers to address new insulation materials and new systems implemented throughout the industry. The demand is also driven in part by a recently enacted California Law that requires specialized training for work on oil refineries and as Heat and Frost Insulators.

Training will give all trainees the skills needed to meet new industry needs and prepare them to work on projects such as Torrance Refining, Chevron in El Segundo, Clippers Stadium, and Moro Bay Power Plant.

Training Plan

Training will be delivered via class/lab by in-house experts in the following:

Commercial Skills: Training will include insulation installation and asbestos work. Classes will include Asbestos Contractor Supervising, Fundamental Insulation I & II, Insulation Equipment, Introduction to Thermography, and Removable Insulation.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Learning Management System

Staff has reviewed and approved Heat and Frost Insulators’ use of a Learning Management System for recordkeeping. The Delivery Method and Training Method will all be “Class Room/Lab” and “Commercial Skills” unless otherwise noted.

Marketing and Support Costs

Marketing is conducted through announcements, email, and web posting to union members and signatory contractors. Three part time staff will perform duties related to marketing and support. Heat and Frost Insulators requests 8% support costs to assist in apprentice recruitment, employer outreach, and assessment of employer-specific job requirements. Although many of the participating employers have already been notified, additional outreach and needs assessments will take place throughout the Contract term.

Commitment to Training

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

➤ Training Infrastructure

The Administrator/Training Director will oversee the project with three other staff who will be dedicated to marketing, recruitment, needs assessments, scheduling training, and ETP administration. An administrative subcontractor has also been retained to assist with administration services.

Tuition Reimbursement

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

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) \$ (%)
ET23-0918	\$396,952	10/3/2022-10/2/2024	232	0	\$370,773 (93%)*

*Based on ETP Systems, for ET23-0918 it shows 21,670 reimbursable hours have been tracked for potential earnings \$370,773 (93% of approved amount), and an earned amount of \$0 (0% of approved amount). Heat and Frost Insulators projects 100% performance based on hours delivered, and projected amount earned.

PRIOR PROJECTS

The following table summarizes Contractor's performance under a ETP Contracts completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0933	Ontario	12/14/2020-12/13/2022	\$429,290	\$188,257 (44%)*
ET20-0910	Ontario	8/1/2019-1/27/2022	\$643,405	\$388,988 (60%)*

* ET20-0910 and ET21-0933 were both impacted by the COVID pandemic, which caused significant decreases in training and work with employers. This has since changed, as seen in the performance of active contract ET23-0918.

DEVELOPMENT SERVICES

Heat and Frost Insulators retained Betat Advisories in San Francisco to assist with development of this proposal for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Betat Advisories will also perform administrative services in connection with this proposal for a fee not to exceed 10% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

- Advanced Metal Jacketing
- Asbestos Contractor Supervising
- Asbestos Removal, Advanced Practices
- Blueprint Reading
- Boom Lift
- Codes and Specifications
- Confined Space
- Construction Math
- Cryogenics
- Effective Supervision
- Firestop Compartmentation
- Fundamental Insulation I & II
- Hands On Projects
- High Hazard Training
- History of Refinery
- Insulation Equipment
- Insulation Materials
- Introduction to Thermography
- Layout & Fabricate: Concentric Reducers
- Layout & Fabricate: Eccentric Reducers
- Layout & Fabricate: Equal Tee
- Layout & Fabricate: Square to Round
- Layout & Fabrication: Advanced Skills
- Layout & Fabrication: Beveled and Flat End Caps
- Layout & Fabrication: Elbows
- Layout & Fabrication: Unequal Tee
- Layouts
- Lead Abatement & Refresher
- LEED Building Basics
- Makeup Class Hands On - Asbestos, Insulation, Layouts, Thermography
- Math 101
- Refinery Safety Overview
- Refresher Class III & IV Workers
- Removable Insulation
- Safety as it Pertains to Crafts
- STI - FIT I Firestopping
- Thermography
- Worker Asbestos
- Working with Lifts, Advanced Practices

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
Union Roofers Joint Apprenticeship and Training Fund

Contract Number: ET25-0929

Panel Meeting of: September 27, 2024

ETP Regional Office: North Hollywood

Analyst: M. Niquet

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, Riverside, Ventura, San Bernardino, Santa Barbara, San Luis Obispo	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Union of Roofers, Waterproofers and Allied Workers - Local Unions 36 and 220		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,296		\$25,237 8%		\$390,533

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker Priority Rate	Comm'l. Skills, Computer Skills, HazMat, HAZWOPER, Literacy Skills, OSHA 10/30	177	8-200	0	\$479	\$45.10
				Weighted Avg: 16			
2	Retrainee Apprentice	Comm'l. Skills, Literacy Skills, OSHA 10/30	250	8-210	0	\$1,223	\$30.75
				Weighted Avg: 52			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry): \$30.75 per hour
Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: Yes No Maybe
 Up to \$8.56 per hour may be used to meet the Post-Retention Wage in Job Number 2. This amount has been verified in the collective bargaining agreement wage tables.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker Roofer/Waterproofer	\$40.03- \$48.63	177
Job Number 2		
Apprentice Roofer/Waterproofer	\$24.45-\$25.00	50
	\$25.01-\$41.72	200

INTRODUCTION

Founded in 1959, Roofers and Waterproofers Joint Apprenticeship and Training Fund (Union Roofers) provides training to Apprentices and Journeyworkers in Southern California. The JATF operates three training centers in Pomona, Riverside and Sylmar. The JATF is governed by a joint labor-management committee. Training includes multiple aspects of the roofing industry such as tiles, shingles, solar panels, damp proofing, integrated photovoltaic, solar roof tiles, metal roofing and waterproofing systems. This will be Union Roofer’s fourth ETP Contract in the last five years.

Veterans Program

Union Roofers works in cooperation with Helmets-to-Hardhats to assist military personnel in their transition to employment in the construction/roofing industry.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is three and a half years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District and Los Angeles Office of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Demand for work in the construction sector continues to increase significantly this year due particularly to the extreme weather patterns and the influx of funding for dilapidated school buildings throughout the state. Training continues from the prior contract to acquire and maintain a current workforce of skilled Roofers/Waterproofers to work in specialized jobs and to replace upcoming retirees. Continuous training is essential in the construction sector making it necessary for journey workers and apprentices to sustain and upgrade their skills to remain viable in the current labor market. Consequently, the shortage of workers trained in Core flex, Air Barrier, Water Recapturing Systems, Vector Mapping, Green Renewable Energy Systems, Monolithic Membrane, Single-Ply, variety of Waterproofing/Damproofing techniques and applications still exists. In addition and due to the array of new safety jobsite requirements and the guidelines that continually evolve; some important safety training certificates will require renewal.

ETP funding is fundamental in retaining and growing the current Roofing/Waterproofing workforce. Newly attained skills will allow employers to bid on projects that include new roofing/waterproofing technologies leading to an increase in market share and investments in the State's infrastructure.

Training Plan

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

Commercial Skills: Training will be offered to Apprentices and Journeyworkers to help them develop the skill sets necessary to earn certification in the roofing industry. Trainees will improve their knowledge of industry-specific products and materials, installation methods and related roofing/waterproofing techniques.

Computer Skills: Training will be offered to Journeyworkers to enhance their ability to utilize computer-tracking systems, create reports, and use computer programs in Microsoft Office.

Literacy Skills: Training will be offered to all occupations who speak English as a second language. Curriculum provided will focus on vocabulary, as well as equipment and safety standards used in the roofing industry.

Hazardous Materials: Training will be offered to Journeyworkers in handling of hazardous materials and industrial waste.

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 apprentices’ journeyworkers and 30 hours for workers. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.
2. Hazardous Waste Operations and Emergency Response Standard (HAZWOPER). This training is a series of courses specifically designed for workers who handle hazardous substances as first-responders, or clean-up as needed at a hazard disposal or emergency site. It consists of 40 hours of classroom or CBT training, for workers stationed at the hazard site; and 24 hours for workers who visit the site (e.g., engineers). Field training is also required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. Each certification requires an 8-hour annual refresher course. This coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.
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, journeyworkers will receive up to 40 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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Marketing and Support Costs

Union Roofers distributes informational flyers regularly to prospective participants both in person and via email or postage. Staff also maintains communication with participating employers and the union roofing contractors association to keep them informed of training opportunities provided through the roofers JATF.

The program requires mass production of marketing and training materials, along with training mock ups and work place simulation. The JATF requests 8% support costs to offset this cost and will provide the fund the ability to provide the highest learning environments for all trainees.

Commitment to Training

Employers will continue to contribute to the training association for every hour worked by 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 Project Administrator will oversee the program administration including marketing, scheduling, tracking and invoicing. This individual has successfully administered prior ETP Contracts and is knowledgeable of program requirements. Union Roofers’ Program Coordinator will also provide additional recruitment and needs assessment support when necessary. Training will be delivered by in-house experts who are qualified journey-level workers with extensive practical and training experience in the trade.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0945	Pomona	12/20/21-12/19/23	\$594,195	\$594,195 (100%)
ET20-0929	Pomona	09/28/19-12/26/21	\$748,860	\$748,860 (100%)
ET18-0920	Pomona	12/31/17-12/30/19	\$449,801	\$449,801 (100%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum**Class/Lab/E-learning Hours**

Trainees may receive any of the following:

Journeyworker**COMMERCIAL SKILLS**

- Air Barrier - ABAA
 - Installer Certification Application
 - Application – Self Adhered, Liquid Applied, Medium Density Membrane, Spray Polyurethane, Mechanically Fasten
- Coreflex
 - Thermoplastic Waterproofing Membrane with Active Polymer Core
 - Hot-Air Welding
- Ethylene Propylene Diene Monomer
 - Emphasis on Seam Details, Wall Details, Pipe Flashings, Curb Flashings, Corners
- Built-Up Roofing
 - Mopping Techniques and Applying of Drains, Curbs, Walls, Scuppers, Felt Machine Operation and Kettle Operation
- Coatings – For the Purpose of Damproofing and Waterproofing
 - Balconies
 - Deck Coating
 - Equipment Wells
 - Traffic Coating
- Electronic Vector Mapping Systems
 - Membrane Integrity Testing
 - Electronic Leak Detection
- Water Recapturing Systems
 - Advantages and Disadvantages
 - Rainwater Harvesting
- Green Retrofit
 - Energy Efficiency Roofs
 - Applications
 - Moisture Treatment
- Infrared Moisture Detection
 - Nuclear Surveys
 - Analysis & Visualization of Collected Data
- Building Envelope Inspection
 - Below Grade
 - Walls and Windows
 - Roofs
- Hot Air Welding
 - Hot Air Welding of Seams, Curbs, Corners, Pipes, Drains and Machine Operation
- Insulation
 - Crickets
 - Sound
 - Wash Backs

- Modified
 - Atactic Polypropylene Torch Applied and Styrene Butadiene Mopped Applied Membranes
 - Drains, Pipe, Curb and Wall Flashings
- Paver Systems
 - Ballast Pavers
 - Concrete
 - Rack Systems
 - Stone Ballast
- Seismic Retrofit
 - Applications
 - Expansion Joints
 - Strengthen Structures
- Shingles
 - Installation of Shingles in a Valley and Around Chimneys, Dormers and through Pipes and Vents
- Single Ply
 - Roof Deck Insulations
 - Techniques and Installation of Single Ply
- Slate & Tile
 - Proper Steps for Starting and Detailing Slate and Tile Roofs
 - Silica Training
- Spray Polyurethane Foam
 - Techniques and Installation Procedures
- Standing Seam's Application
 - Detail
 - Field Set-Up
- GAF Materials
 - Learn the Latest GAF Materials Heat-Welding Details
- Firestone Building Products
 - Learn the Latest Specification Requirements for their Roofing Systems
- Johns Manville
 - Heat Welding and Detail Requirements for Manville's Membranes and Various Roofing Systems
- Metal Roofing
 - Application
 - Details
 - Systems
- Sarnafil Roofing Systems
 - Sarnafil's Polyvinyl Chloride, and Hot Air Welded Systems and Detail Requirements
- Soprema
 - Soprema Roofing Systems
- Carlisle/Syntec Building Products
 - Product Details & Requirements for Roofing Systems
- Certified Roofing Torch Applicator
 - Certified Roofing Torch Applicator Program
 - Application Techniques, Known Facts of Propane Gas and Combustion on Torch Applied Membranes
 - Recertification Program
- Torch Safety Techniques
 - Accident Prevention

- Application Techniques
- Fire Safety
- Scaffold Training
 - Dismantle
 - How to Build/Code
 - Safety Guidelines
 - Scaffolding Competent Person
- Construction Site Project Management
 - Foreman Responsibility for Communication, Documentation and Reporting
 - Worker Responsibility for Documentation and Reporting
- Forklift Operator Training & Aerial Work Platform
 - Aerial Lifts
 - Boom Lift
 - Rough-Terrain Forklift (Gradall)
 - Scissor Lift
 - Class 4 & 5
- GHS Labeling
 - Requirements
 - Signal Words
- Going Green/Green - Renewable Energy Systems
 - Design and Install Equipment for Energy Efficiency
 - Electricity
 - Energy Efficiency for Roofing Green (Vegetated) Roofs
 - Green Roof Systems
 - Green Roofs
 - History of Solar Energy
 - Monolithic Membrane
 - Photovoltaic Cells
 - Photovoltaic System
 - Photovoltaic System Performance
 - Rooftop Solar PV
 - Solar Installation
 - Solar PV Systems
- Qualified Rigger/Signal Person (16-Hour)
 - Rigger in Crane Operations
 - Signal Persons Hand and Voice Signals
- Foreman Skills/Training
 - Communication Skills
 - Problem Solving
 - Math & Measurement
 - Safety Skills
 - Teaching Skills
 - Reading Plans & Specifications
 - Planning & Starting the Project
 - Motivating and Reinforcing Workers
 - Leadership Styles
 - Documentation & Recording Information
- GHS Training – Globally Harmonized Systems
 - Acclimatization
- Flagger Training
 - Construction Zone
 - Residential Zone

- Waterproofing & Damproofing
 - Asphalt Overlay
 - Below Grade
 - Elastomeric Coatings
 - Excavations
 - Hot Applied
 - Hot Rubber
 - Interior & Exterior
 - Liners
 - Materials and Handling
 - Monolithic Membrane 6125
 - Planters
 - Sheet Applied
 - Split Slab Construction
 - Techniques and Applications
 - Vertical Waterproofing
- Weatherproofing Envelope Systems
 - Air Barrier System
 - Caulking
 - Climate Control
 - Commercial and Residential Exterior
 - Moisture Barrier System
- Asbestos Craft Worker/Class II Roofer Course
 - 8-Hour Asbestos Roofer Worker

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

- OSHA 10 (Construction Outreach)
- OSHA 30 (Construction Industry)

HAZWOPER

- HAZWOPER (Certified Instructor Training)

HAZARDOUS MATERIALS

- Hazardous Waste
- Hazardous Materials

COMPUTER SKILLS

- Basic Computer Skills for Construction Industry
 - Creating Jobsite Reports
 - Data Entry in Tracking Systems
 - Microsoft Office (Outlook, Word, Excel, PowerPoint)
 - Email/Internet

LITERACY SKILLS

- Vocational English as a Second Language for Roofers & Waterproofers
 - Roofing & Waterproofing Industry
 - Hand Tools and Power Tools
 - Roofing and Waterproofing Vocabulary
 - Safety Signs and Language in the Roofing Industry

Apprentice

COMMERCIAL SKILLS

- Coreflex
 - Thermoplastic Waterproofing Membrane with Active Polymer Core
 - Hot-Air Welding
- Ethylene Propylene Diene Monomer
 - Emphasis on Seam Details, Wall Details, Pipe Flashings, Curb Flashings, Corners, etc.
- Built-Up Roofing
 - Level 3A
 - Level 3B
 - Level 3C
 - Mopping Techniques and Applying of Drains, Curbs, Walls, Scuppers, Felt Machine Operation and Kettle Operation
 - Tools
- Hot Air Welding
 - Hot Air Welding of Seams, Curbs, Corners, Pipes, Drains and Machine Operation
- Modified
 - Level 2A
 - Level 2B
 - Atactic Polypropylene Torch Applied and Styrene Butadiene Mopped Applied Membranes
 - Drains, Pipe, Curb and Wall Flashings
- Shingles
 - Installation of Shingles in a Valley and Around Chimneys, Dormers and through Pipes and Vents
- Slate & Tile Classes
 - Proper Steps for Starting and Detailing Slate and Tile Roofs
 - Silica Training
- Spray Polyurethane Foam
 - Techniques and Installation Procedures
- Single Ply
 - Levels A - B
 - Tools
 - Techniques and Installation of Single Ply
- Coating & Waterproofing
 - Below Grade
 - Between Slab
- GAF Materials
 - Learn the Latest GAF Materials Heat-Welding Details
- Firestone Building Products
 - Learn the Latest Specification Requirements for their Roofing Systems
- Johns Manville
 - Heat Welding and Detail Requirements for Manville's Membranes and Various Roofing Systems
- Sarnafil Roofing Systems
 - Sarnafil's Polyvinyl Chloride and Hot Air Welded Systems and Detail Requirements
- Soprema
 - Soprema's Various Roofing Systems

- Carlisle/Syntec Building Products
 - Products and Detail Requirements for their Various Roofing Systems
- Certified Roofing Torch Applicator
 - Certified Roofing Torch Applicator Program
 - Application Techniques, Known Facts of Propane Gas and Combustion on Torch Applied Membranes
- Certified Roofing Torch Applicator – Recertification
 - 8-Hour Re-Certification
- Torch Safety Techniques
 - Accident Prevention
 - Application Techniques
 - Fire Safety
- Flagger Training
 - Construction Zone
 - Residential Zone
 - Traffic Zone
- Qualified Rigger/Signal Person (16-Hour)
 - Rigger in Crane Operations
 - Signal Persons Hand and Voice Signals
- Scaffold User Training
 - Code
 - Dismantle
 - Fall Protection Awareness
 - How to Build
 - Safety Guidelines
 - Scaffolding Competent Person
- Forklift Operator Training & Aerial Work Platform
 - Aerial Lifts
 - Boom Lift
 - Rough-Terrain Forklift (Gradall)
 - Scissor Lift
 - Class 4 & 5
- GHS Labeling
 - Requirements
 - Signal Words
- Going Green
 - Design and Install Equipment for Energy Efficiency
 - Electricity
 - Energy Efficiency for Roofing
 - Green Roof Systems
 - Green Roofs
 - Photovoltaic Cells
 - Photovoltaic System & Performance
 - Solar Installation
- Green - Renewable Energy Systems
 - Green (Vegetated) Roofs
 - Green Roof Systems
 - Rooftop Solar PV
 - Solar PV Systems
- Electronic Vector Mapping Systems
 - Membrane Integrity Testing
 - Electronic Leak Detection

- Water Recapturing Systems
 - Advantages and Disadvantages
 - Rain Water Harvesting
- GHS Training - Globally Harmonized Systems
 - Acclimatization
- Asbestos Craft Worker/Class II Roofer Course
 - 8-Hour Asbestos Roofer Worker

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

- OSHA 10 (Construction Outreach)
- OSHA 30 (Construction Industry)

LITERACY SKILLS

- Vocational English as a Second Language for Roofers & Waterproofers
 - Introduction to Roofing & Waterproofing Industry
 - Introduction to Hand Tools and Power Tools/Equipment
 - Roofing Tools
 - Roofing and Waterproofing Vocabulary
 - Safety Signs and Language in the Roofing Industry
 - Rigid Roofing Definitions
 - Waterproofing Tools and
 - Hazards in Roofing and Waterproofing
 - Hearing Protection
 - Hot on the Roof
 - Hoisting and Rigging
 - Power Line Safety
 - Control Measures



Training Proposal for:

Joint Apprenticeship Committee for Operating Engineers, 46 Northern Counties in CA

Contract Number: ET25-0952

Panel Meeting of: September 27, 2024

ETP Regional Office: Sacramento

Analyst: C. Kaiser

PROJECT PROFILE

Contract Attributes:	Apprenticeship Priority Rate	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Union of Operating Engineers Local 3		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,176		\$25,361 8%		\$390,537

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills, OSHA 10	182	8-210	0	\$2,094	\$36.61
				Weighted Avg: 89			
2	Retrainee Priority Rate Journeyworker	Commercial Skills	21	8-200	0	\$449	\$53.25
				Weighted Avg: 15			

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

Minimum Wage by County:
Job Number(s) 1 and 2 (SET/Priority Industry wage modification): \$30.75 per hour.

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

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

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

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice- Construction Equipment Operator, Heavy Duty Repairer, Mobile Vertical/Horizontal Machine Operator, Crane Operator, Plant Operator, Grade Checker, Construction Lube Technician	\$36.61 - \$47.88	182
Job Number 2		
Journeyworker- Construction Equipment Operator, Heavy Duty Repairer, Mobile Vertical/Horizontal Machine Operator, Crane Operator, Plant Operator, Grade Checker, Construction Lube Technician	\$53.25 - \$64.33	21

INTRODUCTION

Joint Apprenticeship Committee for Operating Engineers, 46 Northern Counties in CA (Operating Engineers JAC) (www.oe3.org) is a joint labor management organization founded in 1969 to provide high-quality and up-to-date training in cranes, blades, dozers, track loaders, backhoes, excavators and forklifts for Apprentice and Journeyworker Operators. This project will include Apprentices and Journeyworkers who work on a variety of infrastructure-related construction projects including roadways, dams, and bridges.

Currently, the main training center, located in Sloughouse, consists of an eleven acre campus with an additional 80 acres devoted to a training yard and maintenance area where hands-on

training is conducted in a simulated lab environment. The Operating Engineers JAC currently serves 46 counties in Northern California. Employers who are signatory to Operating Engineers Local 3 work on projects building roadways, buildings, bridges, dams, and other forms of infrastructure. Operating Engineers JAC represents over 760 Apprentices in Northern California.

This is Operating Engineers JAC's fourth ETP Contract in the last five years.

Veterans & Special Trainee Populations

Operating Engineers JAC partners with Helmets to Hardhats to recruit Veterans into the program. Veterans who have experience operating heavy equipment while in the military may be eligible for direct entry into the program. The JAC also partners with City Build in San Francisco; along with Cypress Mandela and Rising Sun, both in Oakland; Job Corps in Sacramento; and the MC3 Program throughout Northern California to recruit and train at-risk youth and ex-offenders in the construction field. There are currently 64 Veterans in the program.

Operating Engineers JAC also partners and recruits from The Women Building the Nation Conference and Tradeswomen, Inc. to recruit women to the trades. There are currently 73 women in the program and 11 percent of the first year Apprentice class is women.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is 3-5 years depending on the occupation. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case San Joaquin County Office of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

The need for Operating Engineers is expected to grow by 25% in the next several years. The Apprenticeship program has grown by 37% in the last five years and is expected to continue with the same growth pattern since many of the JAC's participating employers have projects booked several years out. The Operating Engineer field continues to undergo significant changes due to the rising cost of materials and the modernization of the industry.

The modernization of the industry includes new controls on equipment such as, GPS technologies, drones and robotics. Drones are being used to survey construction sites and robotics operated through remote control are being developed and utilized. If workers are not trained properly, labor costs and product waste can reduce an employer's profits and prevent the company from obtaining future projects. Operating Engineers JAC trains multiple Apprentice occupations and this project

will include: Construction Equipment Operator, Crane Operator, Heavy Duty Repairer, Mobile/Vertical/Horizontal Machine Operator, Construction Lube Technician, Plant Operator, and Grade Checker. Training will prepare Apprentices to meet industry growth and the need for skilled workers. Because Operating Engineers JAC trains so many occupations across Northern California, trainees attend training for a week at a time at the training center.

Projects being worked on for this project are The University of California San Francisco Hospital campus rebuild, construction around the Millbrae Bay Area Rapid Transit, Sonoma Area Rail Transit projects, the Port of Stockton project, the Orinda Water Treatment Plant Disinfection Improvements project, and the Cal Poly Student Housing project.

Training Plan

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

Commercial Skills: Training will be provided to all occupations and will include Drone, Robotics, Air Brakes, Electronics, and Rigging.

Certified Safety Training

OSHA 10 This training is a series of courses “bundled” by industry sector and occupation. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

This project will be overseen by the Director of Apprenticeship who works with a General Superintendent, Senior Coordinator, Master Mechanic, Field Foreman, eight Coordinators and 14 Instructors to schedule and manage training. The Office Coordinator will work closely with the Director of Apprenticeship to schedule training and manage the training rosters. Operating Engineers JAC will use an approved LMS system to track and report all training. The JAC training Instructors have a minimum of 10 years journey-level experience in the field and are subject-matter experts.

Marketing and Support Costs

Marketing is done through the JAC’s website, direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. Operating Engineers JAC also promotes this training program at labor-management meetings and industry assemblies.

Operating Engineers JAC requests 8% support costs to fund its staff in recruiting and qualifying additional participating employers for this program. While many participating employers have already been recruited, additional recruitment and assessment activities with employers and the Operating Engineers JAC must occur to support apprenticeship training,

Tuition Reimbursement

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

Electronic Recordkeeping/LMS

Operating Engineers JAC’s LMS system, ATS, is approved for use for this proposal and 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) (\$ %)
ET24-0937	\$499,786	10/2/2023 – 10/1/2025	206	0	\$499,786 (100%)

ET24-0937: Contractor is waiting to receive final reports from the employers within the next month. Upon receipt, Operating Engineers JAC will submit final payment within the next two months. There are currently 38,000 valid hours tracked in CEF. Contractor projects 100% completion.

PRIOR PROJECTS

The following table summarizes Contractor’s performance by Operating Engineers JAC under ETP Contracts that have been completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0954	Sloughhouse	4/5/2021 – 4/4/2023	\$243,000	\$243,000 (100%)
ET18-0922	Sloughhouse	6/4/18 – 6/3/20	\$947,905	\$243,094 (26%)*

*ET18-0922: Poor performance was due to a shift in staffing at the JAC in which newer staff didn’t understand the complexity of administering the ETP project. The staff understands the administration requirements of the ETP process as they finished ET21-0954 at 100% earned and ET24-0937 with a potential earned at 100%. In addition, the ET18-0922 contract served Journeyworkers and Pre-Apprentices, this project will serve Journeyworkers and Apprentices.

DEVELOPMENT SERVICES

Operating Engineers JAC has retained Betat Advisories in San Francisco to assist with development of this proposal for \$10,000.

ADMINISTRATIVE SERVICES

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

TRAINING VENDORS

To Be Determined

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Journeyworker and Apprentice:

Construction Equipment Operator, Mobile Vertical/Horizontal Machine Operator, Plant Operator, and Grade Checker

- Backhoe
- Motor Grader (Blade)
- Dozer
- Excavator
- Gradesetting
- Global Positioning System (GPS)
- Loader
- Scraper
- Support Equipment: Skid Steer, Skip Loader, Roller, Compactor
- Drill: Vertical and Horizontal
- Paving: Paving Machine, Screed, Roller
- Forklift
- Rigging
- Signalman
- Drone
- Robotics
- Hydro Excavation
- Green Technologies
- Understanding Changes to Industry Standards

For Heavy Duty Repairer and Construction Lube Technician

- Electrical
- Hydraulic
- Engines
- Powertrains
- Welding
- Lube and Service
- Air Conditioning (A/C)
- Air Brakes
- Forklift
- Rigging
- Signalman
- Drones
- Robotics
- Electronics
- Green Technologies
- Understanding Changes to Industry Standards

For Crane Operator

- Rigging
- Signal
- Load Charts
- Cleaning & Lubrication
- Boom Sections
- Crane Operations
- Crane Set Up and Tear Down
- Transporting Cranes
- Forklift
- Robotics
- Green Technologies
- Understanding Changes to Industry Standards

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- Apprentice:
 - OSHA 10



Training Proposal for:

Operating Engineers and Northern California Surveyors Pre-Apprenticeship, Apprentice and Journeyman Affirmative Action Training Fund

Contract Number: ET25-0937

Panel Meeting of: September 27, 2024

ETP Regional Office: San Francisco Bay Area

Analyst: S. Wang

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Union of Operating Engineers Local No. 3		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$373,932		\$16,402 8%		\$390,334

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Journeyworker Priority Rate	Commercial Skills OSHA 10/30	86	8-200	0	\$1,092	\$51.02
				Weighted Avg: 39			
2	Retrainee Pre-Apprentice Priority Rate	Commercial Skills, OSHA 10/30	38	8-200	0	\$1,092	\$30.75
				Weighted Avg: 39			
3	Retrainee Apprentice Priority Rate	Commercial Skills, OSHA 10/30	278	8-210	0	\$917	\$33.76
				Weighted Avg: 39			

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

Minimum Wage by County: Job Numbers 1-3 (SET/Priority Industry): \$30.75 per hour.

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

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

Up to \$0.14 per hour may be used to meet the Post-Retention Wage for trainees in Job Number 2.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Journeyworker - Construction Surveyor, Inspector	\$51.02 - \$58.27	86
Job Number 2		
Pre Apprentice - Construction Surveyor, Inspector	\$30.61 - \$30.95	38
Job Number 3		
Apprentice - Construction Surveyor, Inspector	\$33.76 - \$45.92	278

INTRODUCTION

Founded in 2005, Operating Engineers and Northern California Surveyors Pre-Apprentice, Apprentice and Journeyman Affirmative Action Training Fund (Operating Engineers) (<http://teapprenticeship.org>) is a joint labor-management committee comprised of representatives from the inspection and testing industry through its trade association and labor organization. Training will be conducted at the Castro Valley Adult School, OE3 Union Hall in Rohnert Park, OE3 Union Hall in Sacramento, Milpitas High School, Salida Middle School, Alhambra High School in Martinez, and at the Rancho Murrieta Training Center.

This will be the Operating Engineers sixth ETP Contract in the last five years. Operating Engineers provides training for employees of third party inspection and testing employers in 46 Northern California counties. Construction Inspectors ensure the structural integrity of commercial and industrial buildings, roads, and bridges by performing four main tasks: (1) Monitoring materials and workmanship on the job site; (2) Assuring that relevant codes and approved plans are followed; (3) Performing tests and job related duties necessary for quality inspections; and (4) Communicating and working closely with contractors, engineers, and city and county building departments.

Veterans & Special Trainee Populations

Operating Engineers serves and actively recruits veterans into the program. To recruit veterans, Operating Engineers participates in various job outreach programs and hiring activities throughout Northern California, including working with Helmets to Hardhats and receiving referrals from EDD One-Stop job centers. In order to incentivize Veterans to join the program, all Veterans who apply receive a bonus in the point ranking system that allows for expedited admission to Apprentice training positions and program.

Operating Engineers also recruits women applicants to the Apprenticeship program and regularly works with Tradeswomen Inc., the Solano Trades Introduction Program, and other local community organizations.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory, or E-Learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the program is two years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Center Community College District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

This project will train Construction Inspectors and Surveyors in the “special inspection” functions of construction inspecting. Special inspection requires the monitoring of construction materials and workmanship which are critical to the integrity of building structures. It also requires reviewing the work of contractors to ensure the approved plans and specifications are followed, and relevant building codes and municipal ordinances are observed. While special inspection processes occur, inspections are conducted by the municipal building inspector and design professional responsible for the particular job. Special inspectors perform continuous or periodic inspection and testing, depending on specific job types and circumstances of each job.

These special-inspection functions require skilled, experienced, and credentialed inspectors. Well-trained inspectors are key to structural integrity and safety of construction projects. To win contracts and maintain employment levels, employers must have highly skilled and certificated workers like those trained under this application. As construction work continues to expand in Northern California, there is a need for more inspectors. Inspectors are required to obtain more specialized certifications to perform their inspection work. Certifications, which once were voluntary, are now often mandatory for inspectors to work on job sites.

In addition, training will help meet employer demand throughout Northern California, as employers require new and highly specialized skills from Journeyworkers, including skills in emerging technologies in concrete. Operating Engineers reports that the following projects are driving the employer demand under this proposal:

- High Speed Rail
- Mosquito Bridge in Camino
- West Sacramento Weir Improvements
- UC Davis Medical Center Improvements
- Bart Tunnel in San Jose
- Hanger One Restoration Project
- YouTube Headquarters Expansion

Training Plan

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

Commercial Skills: This training will be offered to all occupations on topics that include Construction Control Surveys, 3D Laser Scanning, Boundary Retracement, Survey Math and Calculator, Concrete Field Testing, Concrete Test Specimens, Asphalt Laboratory and Field Fundamentals, and Building Inspections.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10/30 training, this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

Operating Engineers’ Administrator (dedicated administrator) will oversee the project with help from two staff that will assist in scheduling classes and provide training coordination. Training will

be delivered by both in-house experts and by outside vendors if needed. It has also hired a third-party administrator, Betat Advisories, to provide ETP-administrative services.

Marketing and Support Costs

Operating Engineers notifies employers of training through association web sites, mailings, and presentations. Employers participate as members of the Trust, and training is designed around their needs and the general needs of the industry. Although many participating employers have already been recruited, additional recruitment will take place to complete the project and replace any employers whose training needs change. Assessment of employer-specific job requirements will take place during the term of the ETP Contract. Total support costs for these activities exceed the projected personnel cost of these activities. Therefore, Operating Engineers requests 8% support costs.

Tuition Reimbursement

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

Electronic Recordkeeping/LMS

Staff has reviewed and approved the Company’s Learning Management System (LMS).

ACTIVE PROJECTS

The following table summarizes Contractor’s performance under active ETP Contracts:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0939*	\$499,960	10/2/23 – 10/1/25	360	0	0 (0%)
ET23-0953**	\$441,507	10/31/22 – 10/30/24	215	0	\$441,507 (100%)

*ET24-0939: Per the Cal-E-Force (CEF) system, 0 hours have been tracked. Operating Engineers expects to enroll and train once the participants from the ET23-0953 project have met retention, been placed, and invoiced. Once that is completed, the Contractor expects to earn 100% of the award amount.

**ET23-0953: Per the CEF system, 36,023.75 hours have been tracked. Operating Engineers has 471 enrolled trainees in the project and expects to earn 100% of the awarded amount.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned (\$ %)
ET22-0931	Alameda	11/21/21 – 11/21/23	\$599,055	\$599,055 (100%)

ET21-0947	Alameda	3/1/21 – 2/28/23	\$212,110	\$211,858 (99%)
ET20-0907	Alameda	8/1/19 – 7/31/21	\$298,320	\$298,320 (100%)

DEVELOPMENT SERVICES

Operating Engineers retained Betat Advisories in San Francisco to assist with development of this proposal for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Betat Advisories was also retained to perform administrative services in connection with this proposal for a fee of, not to exceed 10% of payment earned.

TRAINING VENDORS

To Be Determined

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Apprentice Surveyor

- Algebra I
- Algebra II
- Angles
- Areaby Coordinates
- Boundary Retracement / Field Result
- Boundary Retracement / Pre Steps
- Circle Solutions
- Conducting the Survey
- Construction Control Surveys
- Construction Staking
- Data Collection System
- Documenting a Survey
- Earthwork & Volume
- Functions Boundary Survey
- Geometry
- Global Positioning System (GPS) Topic 1
- GPS Topic 2-4
- Highway Construction Surveys
- Horizontal Curves
- Introduction to Computers
- Introduction to Traverse
- Introduction / History Boundary Surveying
- Latitude, Departure, & Coordinates
- Legal Description / Easements
- Metric Systems / Conversions
- Municipal Street Construction
- Oblique Triangles
- Omitted Measurement
- Partitioning of Land
- Photogrammetric Surveys
- Plan, Profile, & Section
- Preparing for a Survey
- Rectangular Coordinates System
- Reporting
- Safety Training Review
- Safety-Heat Stress
- Solving Equations Part 2
- Subdivision
- Topographic Surveying & Mapping

- Total Station
- Traverse Lines
- Traverse-Precision
- Traverses-Methods & Procedures
- Trigonometry
- Vertical Curves

Journeyworker Surveyor

- 3D Laser Scanning
- Advanced Global Positioning System / Global Navigation Satellite Systems
- Advanced Survey Calculator
- Boundary Retracement
- In-Depth Plan Reading
- Latest Techniques in Leveling Including Digital
- Photogrammetry
- Robotics
- Total Station

Pre-Apprentice Surveyor

- Introduction to Apprenticeship
- Introduction to Field Surveying
- Introduction to Pacing, Chaining, & Instruments
- Introduction to Plans and Calculations
- Safety Procedures
- Survey Math & Calculator

Pre-Apprentice Inspector

- Air Content of Freshly Mixed Concrete
- Architects' Scales
- Concrete Field Testing
- Concrete Inspection
- Concrete Test Specimens
- Concrete Work
- Data Analysis
- Design-Construction Sequence
- Foundation Plans & Structural Details
- Indexes on Drawings
- Inspecting Spray Applied Fireproofing
- Isometric Sketches
- Nuclear Physics
- Plan Elevations & Sections
- Plan Review & Reading
- Radiation Safety
- Reinforcing Steel
- Report Writing
- Symbols & Reference Marks
- Transportation Nuclear Gauges
- Unit Weight, Yield, & Air Content of Concrete

- Using A Grid System
- Working With Concrete, Mixing, Sampling, Slump

Apprentice Inspector

- American Concrete Institute Base Aggregate Technician Certification
- American Concrete Institute Lab Technician Certification
- Asphalt Laboratory & Field Fundamentals
- Certified Welding Inspection Certification
- International Code Council Commercial Building Inspector Certification
- International Code Council Reinforced Concrete Certification
- International Code Council Soils Section Inspector Certification
- International Code Council Structural Masonry Certification
- International Code Council Structural Steel Bolt and Weld
- Non-Destructive Testing and Magnetic Particles
- Pre-Stressed Concrete Certification

Journeyworker Inspector

- Administration of Building Obstruction Codes & Standards
- Building Construction
- Building Inspections
- Customer Service for an Inspector
- Emerging Technologies in Concrete
- Field Applications
- Fireproofing, Fire Stopping
- High Strength Concrete
- Identifying & Differentiating New Materials
- Inspection for the Design Professional
- Interpreting Specifications for New Materials
- Non-Destructive Testing
- Prestressed Concrete
- Quality Assurance
- Reinforced Concrete
- Research & Development in Concrete Materials
- Roller Compacted Concrete
- Self-Consolidating Concrete
- Shotcrete
- Soils and Earthwork
- Special Inspections
- Specialty Building Products
- Structural Design, Masonry, and Steel
- Structural Welding
- Technical Content of Building Codes and Standards
- Working with Customers

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

- OSHA 10
- OSHA 30



Training Proposal for:
Southern California Surveyors Joint Apprenticeship Trust

Contract Number: ET25-0928

Panel Meeting of: September 27, 2024

ETP Regional Office: San Diego

Analyst: K. Molloy

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Union of Operating Engineers, Local 12		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$363,800		\$25,200 8%		\$389,000

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Apprentice Priority Rate	Commercial Skills	125	8-200	0	\$2,070	\$33.17
				Weighted Avg: 88			
2	Retrainee Journeyworker Priority Rate	Commercial Skills	50	8-200	0	\$2,605	\$61.51
				Weighted Avg: 87			

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

Minimum Wage by County:

Job Numbers 1 & 2 (SET/Priority Industry wage modification): \$30.75 per hour.

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

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

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

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice Chainman	\$33.17 - \$56.78	125
Job Number 2		
Chief of Party (Journeyworker)	\$61.51 - \$64.01	50

INTRODUCTION

Established in 1960 and headquartered in Rancho Cucamonga, the Southern California Surveyors Joint Apprenticeship Trust (SCSJAT) (www.scsurveyjac.org) provides Apprentice and Journeyworker Surveyors training throughout 12 counties in Southern California. It is administered jointly by the Southern California Association of Civil Engineers and Land Surveyors with the International Union of Operating Engineers, Local 12. SCSJAT has approximately 100 signatory companies that include engineering, surveying, and construction firms.

This will be SCSJAT’s fourth ETP Contract within the last five years. In this proposal, training will continue for Apprentices and Journeyworkers. Training will be provided at the main training facility in Rancho Cucamonga as well as at employer sites, union halls and classroom space at Santiago Canyon College.

Veterans & Special Trainee Populations

SCSJAT is committed to supporting and recruiting Veterans into its program. It partners with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Veterans may receive credit towards their program with SCSJAT, based upon skills and experiences gained during military service. In addition, SCSJAT works with service members from Camp Pendleton who are transitioning out of the military, to enroll them into the apprentice program.

Currently there are 18 Veterans enrolled in the apprenticeship program.

SCSJAT collaborates with Women in the Trades. The organization attends career fairs at high schools and local community colleges. SCSJAT has also begun discussions to participate in Multi-Craft Core Curriculum events in the San Diego area.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency, in this case, Santiago Canyon College.

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

The Chief of Party (Journeyworker) and Chainman (Apprentice) trainees are employed by engineering, surveying and construction firms throughout Southern California. They are required to attend approximately 54 hours of classroom training per quarter. After completion of the training, they may be dispatched as a Chief of Party. The Apprentice trainees are employed by engineering, surveying and construction firms throughout Southern California. Apprentices are required to attend approximately 100 hours per semester over three years. After completion of the training, the Apprentices earn the status of Chainman.

Training will focus on industry changes and new equipment and technological skills employers require. This includes Unmanned Aerial Vehicles, Ground Penetrating Radar, Advanced GPS Technologies and Digital Levels.

Some of the major projects that Chief of Party and Chainman trainees will be working on take place at the High Speed Rail (from Los Angeles to Vegas), LAX Airport, French Valley Parkway, San Diego Airport, Port of Long Beach and Disneyland.

Training Plan

Training will be provided via class/lab and E-Learning in the following:

Commercial Skills: Training topics will include construction plan reading, surveying mathematics, plans and layout for other major construction projects, electronic distance measuring and recording, trigonometry, slope staking, U.S. public land surveys, traverse surveys, field notes and basic measurement techniques in surveying.

Commitment to Training

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

➤ Training Infrastructure

Training will be overseen by the Training Administrator. A Training Coordinator, Office Manager and Administrative Assistant will assist with scheduling training and performing administrative functions. Training will be delivered by in-house experts with at least six years' experience in the industry.

Marketing and Support Costs

Participating employers are notified by email and regular mail of both regular program and new upgrade courses. The SCSJAT also markets and advertises its program through their union local and via mailers sent to EDD offices and announcements on its website. The SCSJAT is requesting 8% in support costs to assist in apprentice recruitment, employer outreach, and to conduct assessments of employer-specific job requirements.

Tuition Reimbursement

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

Electronic Recordkeeping/LMS

Staff has reviewed and approved SCSJAT's Learning Management System for recordkeeping.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET23-0920	\$499,750	10/3/2022 – 10/2/2024	175	0	\$476,848 (95%)

Based on ETP Systems, SCSJAT's reimbursable hours have been tracked for potential earnings of \$476,818 (96% of approved amount), and an earned amount of \$0 (0% of approved amount). SCSJAT projects 100% performance based on hours delivered, and projected amount earned.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET21-0940	Multi Counties	12/14/20 – 12/13/22	\$163,440	\$163,440 (100%)
ET19-0917	Multi Counties	9/3/18 - 9/2/20	\$314,750	\$314,750 (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:

Commercial Skills

Apprentice Chainman

Surveying Equipment and Techniques

- Overview of the Survey Industry
- Basic Field Operations and Setting Survey Points
- Basic Measurement Techniques in Surveying
- Introduction to Angle Measuring and Field Instruments
- Introduction to Leveling
- Introduction to Topographic Surveys
- Computer Literacy

Survey Procedures

- Apprentice Responsibilities and Public Relations
- Field Notes
- Identification of Monuments
- Linear Measurements
- Introduction to Station and Location Systems
- Review of Angles, Bearings and Instruments
- Leveling Methods
- Global Positioning Systems (GPS)
- Plan Reading and Grade Sheets
- Introduction to Construction Surveys

Surveying Practices

- Review of Measuring Systems
- Review of Angles, Bearings, and Location Systems
- Trigonometry
- Slope Staking
- Electronic Distance Measuring and Recording

Surveying Computations

- Coordinate Geometry
- Horizontal and Vertical Curves
- Traverse Surveys

Surveying Projects

- U.S. Public Land Surveys
- Property Surveys
- Subdivision Surveys
- Topographic and Photogrammetric Surveys
- Staking Procedures for Various Projects

- Heavy Construction Surveys
- ALTA Surveys
- Total Stations
- Public Relations
- Scope of Profession

Commercial Skills

Chief of Party (Journeyworker)

Plane Surveying and Coordinate Geometry

- Surveying Mathematics and Coordinate Geometry
- Modern Field Methods and Measuring Systems
- Locating/Eliminating Plan, Calculation and Staking Errors

Advanced Coordinate Geometry

- Advanced Coordinate Geometry and Curve Calculations
- Complex Field Problems and Accuracy Requirements
- Field and Office Calculating Techniques

Laptop Surveying/Aerial Photogrammetry

- Laptop Surveying Using TBC (Trimble Business Center) Software
- Topographic Surveying Methods and Techniques
- Topographic Surveying Analysis and Review
- Performing Topographic Surveys
- Plotting Field Data and Surveys for Quantities
- Photogrammetry, Ground Control and Topo Analysis

Plan Reading and Subdivision Surveying

- Types of Plans, Plan Reading and Locating Errors
- Grading Plans and Control for Construction Projects
- Staking Procedures and Improvement Plans

Major Project Plans and Survey Layout

- Construction Plan Reading, Survey Control and Layout
- Case Study of Multi-Story Building - Structural
- Plans and Layout for Other Major Construction Projects

Control and Geodetic Surveying

- Triangulation and State Plane Coordinate Systems
- Astronomy and Global Positioning Systems
- Performing GPS Surveys
- Dredging and Hydrographic Surveys

U.S. Public Land and Property Description

- Public Land System and Subdivision of Sections
- Retracement Surveys and Restoration of Corners
- Reading and Interpreting Property Descriptions

Property Surveys and Legal Descriptions

- Property Surveys and Legal Descriptions
- Laws Affecting Surveyors
- Supervision and Public Relations



Training Proposal for:

**California Tradeshow and Sign Crafts Joint Apprenticeship
Training Trust Fund of Painters and Allied Trades
District Council 36**

Contract Number: ET25-0921

Panel Meeting of: September 27, 2024

ETP Regional Office: San Diego

Analyst: D. Alvarez

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Multi Counties	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Tradeshow and Exhibit Installers Local 831 (Southern California) and Local 510 (Northern California)		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$290,144		\$20,092 8%		\$310,236

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Comm'l Skills, OSHA 10/30	100	8-210	0	\$2,729	\$31.92
				Weighted Avg: 116			
2	Retrainee Priority Rate Journeyworker	Comm'l Skills, OSHA 10/30	52	8-200	0	\$718	\$45.88
				Weighted Avg: 24			

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

Minimum Wage by County: Job Numbers 1 & 2 (SET/Priority Industry): \$30.75 per hour

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

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

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

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice Tradeshow Installer	\$31.92-\$40.97	100
Job Number 2		
Journeyworker Tradeshow Installer	\$45.88-\$46.88	52

INTRODUCTION

Established in 2008, the California Tradeshow and Sign Crafts Joint Apprenticeship Training Trust Fund of Painters and Allied Trades District Council 36 (CA Tradeshow) (www.local831.org) serves workers in two local unions. Local 831 serves Southern California, and Local 510 serves Northern California. CA Tradeshow provides up-to-date industry skills training and secure high-quality job opportunities for its members. The Trust serves 300 Apprentices and 1,500 Journeymen.

Workers trained are employed by companies that build and install exhibits for trade shows, major convention centers, hotels and other conference and exhibit venues. Tasks for trainees include tradeshow, convention, special event, material preparation, storing, hauling, loading, unloading, construction, uncrating, re-crating, layout, installation, dismantling, and maintenance. Tasks also include computer, mechanical, and lifting equipment operation for installations. This is CA Tradeshow’s fourth ETP Contract and the fourth within the last five years.

Veterans & Special Trainee Populations

CA Tradeshow currently does not have a formal outreach program to hire Veterans. However, all qualified veteran candidates are encouraged to apply for positions through the Company’s normal hiring process.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is three years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

The entertainment industry has quickly recovered from the pandemic era, and CA Tradeshow has continuously grown as discussed above. In order to meet the show business fast growing demand, skilled workers must keep up with industry upgrades including learning the new materials and tools. In addition, new types of floor coverings, structural materials, coatings, modular systems, and tools are continuously introduced to meet customer's requests. Training in this project will help promote the development of skills for the above mentioned changes. Upcoming tradeshow projects include:

- Natural Products
- Medical Design & Manufacturing
- Comic Con
- LA Auto Show
- US Travel
- Twitch Con
- American Society of Hematology

Training Plan

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

Commercial Skills: Training will be provided to all occupations and will include tradeshow basics, custom booth, graphics/custom booth, graphics/custom booth 2, power tools, and rigging for Apprentices. Journeyman training will also include boom lift, custom exhibits, scissor lift, plan reading and scaffolding. These classes are needed for the latest processes, procedures and industry methodologies. These skills will keep the trainees more employable in the trade show industry.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

Employers will continue to contribute to the training trust for every hour worked by Apprentices and Journey workers. In addition, CA Tradeshow anticipates that the opportunity for enhanced training made possible by ETP funds will encourage an ongoing commitment to training by employers participating in this project. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Training will be overseen by CA Tradeshow's joint committee and Los Angeles Unified School District (LAUSD) representatives. Four staff members will work part time to coordinate scheduling and ensure all hours are entered correctly in the system. Rosters will be forwarded to LAUSD to ensure accuracy. Training will be delivered by qualified in-house Journeymen with extensive practical and training experience. CA Tradeshow will also use the LAUSD and the Anaheim Convention and Visitors Bureau for specialized training.

Marketing and Support Costs

Although many of the signatory employers have already been recruited, additional recruitment is needed to complete the project and replace those whose training needs have changed since the project planning process began. Additionally, support will be needed for specific job requirement assessments, which will all take place during the term of the contract. CA Tradeshow is therefore requesting 8% of support costs to aid them in completing these tasks.

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 Learning Management System for recordkeeping.

ACTIVE PROJECTS

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

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET24-0943	\$276,812	10/2/2023-10/1/2025	154	0	\$0 , 0%
ET23-0904	\$174,192	10/2/2022-10/2/2024	114	0	\$174,192 (100%)

ET24-0943 Based on ETP Systems, zero reimbursable hours have been tracked for potential earnings of \$0 (0% of approved amount), and an earned amount of \$0 (0% of approved amount). CA Tradeshow projects 100% performance based on hours scheduled to be delivered, and amount projected to be earned.

ET23-0904 Based on ETP Systems, the 10,040 reimbursable hours have been tracked for potential earnings of \$174,192 (100% of approved amount), and an earned amount of \$174,192 (100% of approved amount). CA Tradeshow projects 100% performance based on hours scheduled to be delivered, and amount projected to be earned.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
*ET20-0915	Multi Counties	08/1/2019-07/31/2021	\$482,440	\$131,702 (27%)
ET18-0919	Multi Counties	12/18/2017-12/17/2019	\$297,240	\$297,240 (100%)

*Due to the pandemic and the nature of tradeshow, all tradeshow were cancelled for a period of time that include a large portion of this ETP Contract’s term. This year, work has significantly picked up and the organization is preparing for a number of very large tradeshow.

DEVELOPMENT SERVICES

Betat Advisories in Auburn assisted with development of this proposal for a flat fee of \$5,000.

ADMINISTRATIVE SERVICES

Betat Advisories (primary) and Los Angeles Unified School District in Los Angeles will perform administrative services in connection with this proposal for a fee of 6.5% for each administrator not to exceed 13% of payment earned.

TRAINING VENDORS

To Be Determined

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Apprentice Training

Commercial Skills

- Tradeshow Basics
- Custom Booth
- Graphics/Custom Booth
- Power Tools
- Graphics/Custom Booth 2
- Rigging
- Aerial Lift
- Boom Lift
- Carpet Installation
- Communications for Trade Show Workers
- Scaffolding
- Custom Booth – Computer
- Custom Booth – Electrical
- Custom Booth – Crate Repair
- Forklift Operation
- Genie Lift
- Pallet Jack Operation
- Tradeshow Make-up
- Rigging Fall Protection
- Rigging Math
- Scissor Lift
- Show Site Graphics
- Tradeshow Team Building and Leadership

Journeyworker Training

Commercial Skills

- Aerial Lift
- Carpet Installation
- Custom Booth
- Custom Booth - Computer
- Custom Booth – Electrical
- Custom Booth – Crate Repair
- Rigging
- Tradeshow Basics
- Journey Level Evaluation
- Tradeshow Make-up
- Rigging Fall Protection
- Rigging Math
- Tradeshow Team Building and Leadership

- Boom Lift
- Custom Exhibits
- Extruded Metals
- Fall Protection for Trade Show Riggers
- Forklift Operation
- Genie Lift
- Power Tools
- Trade Show Scaffolding
- Scissor Lift
- Show Site Graphics
- Trade Show Basics
- Portable Exhibits
- Plan Reading
- Pallet Jack Operation
- Scaffolding
- Communications for Trade Show Workers
- From Work Order to Completion
- Using Shop Tools and Equipment
- Reading Blueprints and Shop Drawings
- Building Cabinets, Risers, and Headers
- Building a Custom Exhibit

Apprentice/Journeyworker Training

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

UFCW Local 5

Contract Number: ET25-0970

Panel Meeting of: September 27, 2024

ETP Regional Office: San Francisco Bay Area

Analyst: S. Wang

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Apprenticeship	Industry Sector(s):	MEC Services Retail Priority Industry: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Food & Commercial Workers Union (Local 5 and Local 8)		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$192,610		\$13,390 8%		\$206,000

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Commercial Skills	103	8-200	0	\$2,000	\$24.85
				Weighted Avg: 85			

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

<p>Minimum Wage by County: Job Number 1(collective bargaining agreement wage): \$24.85/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 \$7.35 per hour may be used to meet the Post-Retention Wage. This amount has been verified in the collective bargaining agreement wage tables.</p>

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Apprentice - Meat Cutter	\$17.50 - \$20.00	38
	\$20.01 - \$25.00	45
	\$25.01 - \$27.17	20

INTRODUCTION

Founded in 1949 and headquartered in Hayward, UFCW Local 5 (UFCW) (www.ufcw5.org) seeks training funds for 103 new and continuing apprentices in the retail and wholesale meat-cutting industry. Training will be delivered at its seven locations in Hayward, San Jose, South San Francisco, Novato, Modesto, Roseville and Martinez.

This will be UFCW’s third ETP Contract in the last five years. The current program sponsored by UFCW Northern California Meat Joint Apprenticeship Committee (JAC) was formed by a merger of the following three separate Joint Apprenticeship Training Committees in Local 5 and Local 8: Humboldt & Del Norte Meat Cutters; Oakland & Vicinity Meat Industry; and, Santa Clara County Meat Cutters. This merger was approved by DAS in late 2014. Individual employers negotiate directly with UFCW, as expressed in a Master Agreement (Safeway MOU). The JAC serves 48 counties throughout Northern California. Funding is for Apprentice training only.

Veterans & Special Trainee Populations

Since 2008, UFCW has worked with the Department of Veterans Affairs to hire and train veterans. UFCW has developed and operated its training program with a focus on the recruitment of veterans.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training following a year of entry-level “meat clerk” training to learn the rudiments pertinent to one occupational specialty (Meat Cutter). ETP funds RSI that is classroom, simulated laboratory, or E-Learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project, the program is a two-year apprenticeship program. Normally, first-year Apprentices are not eligible due to the higher drop-out rates associated with the entry-level trainees. With a two-year program as described here, that eligibility standard is waived. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case, San Joaquin County of Education).

For the trades, including Retail Food, it is not customary for workers to be employed for a standard retention period of 90-consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

Signatory employers need Apprentices skilled in food-safe handling practices consistent with Food & Drug Administration standards. ETP-funded training will focus on the familiarization with new technologies, equipment, and materials affecting the industry. There has also been an increase in demand for meat-management (commercial) skills to reduce waste in expensive product, re-work and job delays while meeting employer needs in the competitive retail-food industry. The increase in demand is also affected by retiring of journey-level meat cutters, as well as opening of new stores in Martinez, Fresno, and Ukiah and expansion of other stores throughout Northern California.

Training Plan

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

Commercial Skills: Training will be offered to all Apprentice Meat Cutters on operational skills and include Supermarket Math (necessary to help trainees understand gross/net profit and labor percentage); Safeway (not specific to Safeway Stores); working safely with knives/power equipment, proper knife sharpening; and History of Sanitation (overview of government oversight of the meat industry including handling/sanitary clean-up procedures).

Courses in meat (Beef, Pork, Lamb, Veal) will be delivered to properly inspect, grade and cut meats while providing an overview of cooking/nutritional values. Sausage making courses will be delivered to provide an overview of the types of sausages, casings, and cooking/nutritional values.

Seafood courses will provide an overview of farm-raised versus wild seafood. A Country of Origin Labeling course will inform trainees of the labeling of seafood. An overview of cooking and nutritional values for seafood will be delivered, as well.

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

UFCW’s Chairman (dedicated administrator) will oversee this project, and one administration staff member will assist. Training will be delivered by its five in-house experts and vendors as needed. Rosters will be used to meet ETP’s recordkeeping requirements and track hours.

Marketing and Support Costs

UFCW engages in outreach and recruitment activities with a special focus on increasing participation by ethnic minorities and women. It will sponsor workshops, seminars, and other informational meetings with assistance from employment and educational agencies. The JAC’s union and employer representatives also participate in job fairs, school-career days, and meetings with minority and women organizations. The JAC’s representatives will explain the program’s opportunities and assist with the “meat clerk” application process. JAC outreach also includes the Employment Development Department (EDD), the Division of Apprenticeship Standards (District Offices), and the County Superintendent of Schools covering multiple counties and colleges. The JAC participates at EDD workshops to recruit veterans.

Furthermore, the JAC regularly evaluates training by obtaining employer feedback while revising the curriculum and other aspects of training as warranted through DAS. Over the last five years, a 99% graduation rate for minorities and women was reported at the JAC’s headquarters in Hayward. UFCW is requesting 8% in support costs for support costs.

Tuition Reimbursement

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

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0920	Northern California	11/22/21 – 11/21/23	\$286,866	\$276,220 (96%)
ET19-0939	Northern California	4/8/19 – 7/6/21	\$197,274	\$197,274 (100%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

To Be Determined

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Safeway (Not Specific to Safeway Stores)

- Working Safely with Knives and Power Equipment
- Proper Knife Sharpening
- Meat Safety (Cutting)
- Customer Service
- Shopper Demands
- Displaying Meat
- Animal Loss Factors
- Block Ready Cuts
- Holiday Cooking Methods
- Smoked Meat Skills
- Retail Cuts

Supermarket Math

- Understanding Gross / Net Profit and Labor Percent
- Math Conversion Factors
- Percent Sales
- Sales & Purchasing
- Department Sales Salary Worksheet
- Sales to Purchase Logging
- Operation Statement Concepts
- Market Labor Practices
- Inventory
- Store Management: Scheduling, Ordering and Personnel Management

History of Sanitation

- History of Apprenticeship
- The Jungle (History of Government Oversight)
- HACCP (Hazard Analysis and Critical Control Points)
- Proper Clean-Up Procedures
- Sanitation Practices, Refrigeration and Handling of Meat
- Food Workers Hazards
- E-Coli and Other Bacterial Contamination
- Meat Inspection
- Meat By-Products
- Preservation / Storage of Meat
- Meat Cures and Smoking
- Safe Handling Practices

Beef

- Identification, Inspection, and Grading Breeds of Cattle
- Proper Beef Anatomy and Cuts

- Cooking and Nutritional Values
- Beef Quarters
- Box Beef IMPS (Codes)

Pork

- Changes in the Pork Industry
- Proper Pork Cuts and Classification
- Cooking and Nutritional Values
- Kosher Meats

Lamb and Veal

- Distinguishing Lamb and Veal
- Proper Lamb / Veal Cuts and Classification
- Cooking and Nutritional Values

Sausage Making

- History
- Types of Sausages
- Castings
- Cooking and Nutritional Values

Seafood

- Farm Raised vs. Wild
- COOL (Country of Origin Labeling)
- Cooking and Nutritional Values

Poultry

- Poultry Cutting
- Turkey Handling
- Turkey Cooking



Training Proposal for:

State Building and Construction Trades Council of California

Contract Number: ET25-0932

Panel Meeting of: September 27, 2024

ETP Regional Office: San Diego

Analyst: K. Molloy

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship At-Risk Youth Ex-Offender Multiple Barriers	Industry Sector(s):	MEC Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Northern California Plasterers (Local 300 & 66); Fresno Area Sheet Metal (Local 104, Kern & Northern Los Angeles Sheet Metal (Local 105); Plumbers and Steemfitters (Local 62 and 159); San Diego Roofers and Waterproofers (Local 45); Southern California Plaster Tenders (Local 1414)		
Turnover Rate:	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$365,144		\$25,232 8%		\$390,376

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee Priority Rate Apprentice	Comm'l. Skills, Computer Skills, OSHA 10/30	290	8-210	0	\$1,176	\$22.54
				Weighted Avg: 50			
2	Retrainee Priority Rate Journeyworker	Business Skills, Comm'l. Skills, Computer Skills, OSHA 10/30	27	8-200	0	\$718	\$36.70
				Weighted Avg: 24			
3	Retrainee Priority Rate Pre-Apprentice New Hire At-Risk Youth Ex-Offender Multiple Barriers	Business Skills, Comm'l. Skills, Literacy Skills, OSHA 10	10	8-200	0	\$2,995	\$18.45
				Weighted Avg: 100			

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

Minimum Wage by County: Job Number 1 (CBA wage): \$22.54 per hour for all counties
 Job Number 2 (SET/Priority Industry): \$30.75 per hour
 Job Number 3 (CBA wage): \$18.45 per hour for all counties

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

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

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

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice Electrician, Plasterer Tender, Sheet Metal Worker, Plumber, Roofer	\$22.54-\$25.00	26
	\$25.01-\$52.80	264
Job Number 2		
Journeyworker - Electrician, Plasterer Tender, Sheet Metal Worker, Plumber, Roofer	\$36.70 - \$75.79	26
Job Number 3		
Pre-Apprentice – Electrician, Plaster Tender, Sheet Metal Worker, Plumber, Roofer	\$18.45-\$20.00	10

INTRODUCTION

Founded in 1901, The State Building & Construction Trades Council of California (SBCTC or Council) (www.sbctc.org) acts as an umbrella organization for union workers throughout the state. The SBCTC represents more than 450,000 unionized construction workers and has 157 affiliated unions, 15 different construction craft unions, 22 local building trades’ councils, and approximately

125 affiliated Joint Apprenticeship Training Committees (JATCs) that are responsible for providing Apprentices and Journeyworkers upgrade training.

This will be SBCTC's sixth ETP Contract within the last five years. This project includes Journeyworker, Apprentice and Pre-Apprentice retrainees. This proposal is designed to help California create stable, middle class jobs for union workers in the building trades. Specifically, the Council targets trades that are influential in helping California's green economy develop, as more employers need electricians who set up solar power systems; sheet metal workers who can service more fuel-efficient air systems; and plumbers, pipefitters, and steamfitters who retrofit buildings with energy-efficient products.

SBCTC's project serves smaller apprentice programs that do not have the staff capacity to hold their own ETP Contract. Many of the JATCs listed in this project have either part-time or no administrative assistance and without the help of the Council, would be unable to hold a contract on their own. Each JATC is a DAS-approved Apprenticeship program sponsor and will train various occupations throughout the building trades. Occupations include Electricians, Plaster Tenders, Sheet Metal Workers, Plumbers, and Roofers. The Apprentice programs, their respective Local Education Agency's (LEA) and the associated locals that will participate under this project are below:

- Plaster Tenders of Southern California- Local No. 1414
LEA: North Orange County Regional Occupational Program
- Plaster Tenders of Northern California- Local No. 300 and Local No. 66
LEA: North Orange County Regional Occupational Program
- Fresno Sheet Metal Workers- Local No. 104
LEA: Fresno Regional Occupational Program
- The Kern & Northern Los Angeles County A/C and Sheet Metal Workers JATC- Local No. 105
LEA: Bakersfield Community College
- San Diego Roofers and Waterproofers, Local 45
Sweetwater Unified School District
- Plumbers and Steamfitters, Local 159
LEA: Diablo Valley College
- Plumbers and Steamfitters for Monterey/Santa Cruz JATC- Local No. 62
LEA: Foothill College

Veterans & Special Trainee Populations

SBCTC is committed to supporting job-related training that helps Veterans transition into the California workforce. Participating JATC's recruit Veterans in cooperation with programs like Helmets-to-Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Veterans with applicable prior military service may receive credit hours or be allowed to begin their program at a second year placement. Individual JATC's may also advertise special days on their websites just for Veterans to come in and apply for the apprenticeship program. In addition, many of the programs are deemed GI Bill Sites, in which Veteran Apprentices are eligible to receive Montgomery GI Bill benefits, such as monthly housing allowances while completing the program.

SBCTC holds an Equal Representation in Construction Apprenticeship Outreach Grant to improve access to training and employment for women, non-binary, and underserved populations in CA.

SBCTC leads JATCs across to improve the scope and depth of their outreach by providing one-on-one support, stipends and monthly community of practice sessions. SBCTC has also released over \$500,000 in monthly childcare stipends to apprentices.

Apprenticeship Program

The Panel funds Apprentice training that supplements rather than displaces any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. ETP funds RSI that is classroom, simulated laboratory or e-learning based and requires the constant and direct guidance of a qualified, live trainer.

Apprenticeship programs vary in length. In this project the programs range between three to five years. The curriculum is developed with input from DAS and a designated Local Educational Agency mentioned in the Introduction Section above.

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

PROJECT DETAILS

SBCTC seeks funding to continue to support union workers who need to upgrade their skills to perform jobs currently in-demand for commercial and industrial construction, public infrastructure projects, and energy efficient construction statewide. This is the eighth year SBCTC has implemented its “Building Green Skills” (BGS) training program which focuses on retraining Journeyworkers and Apprentice construction trades workers to support California’s energy efficiency goals and Project Labor Agreement initiatives.

Training is also driven by employers who are facing increased demands for workers who are able to build by following new green construction practices and building materials, maintain energy efficient buildings, and follow Leadership in Energy and Environmental Design (LEED) and other energy efficiency standards. Trainees will learn how to install, build, repair, monitor and maintain equipment that provides light, heat, communications, water, and power.

In addition, workers trained in this project will build, service and retrofit the following projects: UCSC Student Housing West, UCSC Kresge College Phase 2, CSUMB Dorm Renovation, Bayonet & Blackhorse Grand Hyatt Hotel, Monterey Bay Aquarium Research Institute Robotic Technology Lab, Si Se Puede Wellness Center, Gratin Casino, Edgecore Data Center, Piedmont High School, Eastside High School, Santa Ana Court House, JMB Tower, UCLA Medical Center, Disneyland, College of the Desert, Mercy Hospital, Hard Rock Café, BC Lab Tech Program HVAC, Wilson Library, Antelope Valley College, Lancaster Hospital, West Contra Costa County Detention Facility Expansion, Diablo Glen Retirement at Heather Farms, Contra Costa County Sanitation District Solids Handling Facility Improvements, John Muir Medical Center, and Contra Costa Regional Medical Center.

Pre-Apprenticeship Program/Ex-Offender/At-Risk Youth

SBCTC is partnering with Trades Orientation Program (TOPS) and Flintridge Center to train Pre-Apprentices in this proposal. TOPS is a one-year program that offers construction training to ex-

offenders, at-risk youth, homeless or unstably housed, English language learners, and the long-term unemployed. Flintridge Center is a non-profit training center located in Los Angeles County that offers construction training to At-Risk Youth and Ex-Offenders with multiple barriers to employment. Upon completion, trainees who participate in this community-based program will be eligible to be accepted into the neighboring local unions' Apprenticeship programs. Trainees are placed based on availability, occupation interest, and skillsets. This training provides pathways for these trainees to be employed in occupations with high wages, long-term employment, pensions, healthcare and ongoing training which will be provided to them throughout the entirety of their careers in the building trades.

➤ Retention Modification

For trainees in Job Number 3, retention may be satisfied by employment of at least 30 hours a week within 90 consecutive days with one or more employers. For occupations in which workers are hired for short-term jobs, retention may be satisfied by employment of at least 500 hours within 180 consecutive days, working full-time with one or more employers. Incidental placement with public and non-profit entities is permissible, not to exceed 25% of the total number of trainees retained in employment.

Training Plan

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

Business Skills: Training will be offered to Journeyworkers and Pre-Apprentices to gain tools to plan, organize, and manage projects to complete them efficiently and on-time. Journeyworker training will include Customer Service, Team Building, Problem Solving, and Decision Making. Training for Pre-Apprentices will cover Communication Skills and Trade Awareness courses.

Computer Skills: Training will be offered to Journeyworkers and Apprentices and will include course topics in Scheduling and Planning Jobs for Journeyworker and 3-D Drawings Software for all trades. Applications provide trainees with the ability to modify blueprints, look up project requirements, build budgets and timelines, design virtual buildings, and adjust computerized control systems.

Commercial Skills: Training will be offered to all occupations and focus on installing and maintaining new equipment, working with new materials, and complying with complex and rapidly changing energy efficiency standards. This training will provide workers with skills to retrofit current buildings to meet LEED certifications, build secure exterior and interior building components, design virtual buildings, and adjust computerized-control systems. This training will help workers hone the skills and knowledge necessary to work in green construction. Training includes Tile Laying, Blueprint Reading, Torque, and Transformers for Apprentice, Green Construction and Health Hazards for Pre-Apprentice, and Electrical Safety and Estimating for all occupations.

Literacy Skills: Training will be offered to Pre-Apprentices and includes coursework in Vocational English, Vocational Math, and Workplace Readiness.

Certified Safety Training

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training this cap extends to 210 hours.

Commitment to Training

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

➤ Training Infrastructure

All training outlined in this proposal will be center-based depending on the union and program. Each JATC's Training Director and administrative staff will oversee ETP administration including scheduling of training and collection of rosters. The trainee data, and work hour information is sent to the administrative subcontractor. In-house experts will provide all training.

Marketing and Support Costs

Individual JATCs will market the program training programs through their local direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and websites. JATCs prepare multimedia materials such as videos to inform employers, workers, students, and community organizations about new apprenticeship and green construction training opportunities.

SBCTC requests 8% in support costs for Job Numbers 1 through 3 to fund its staff in marketing and assessment and to support the additional placement and outreach services including marketing associated with serving the multiple barrier population, specifically Ex-Offenders. The extra support cost will be directed to Flintridge for the extra work necessary to reinforce placement services.

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) (\$ %)
ET24-0929	\$499,920	10/2/2023-10/1/2025	286	0	\$112,288 (22%)
ET23-0940	\$499,373	10/3/2022-10/2/2024	391	0	\$316,244 (63%)

ET24-0929-Based on ETP Systems, reimbursable hours have been tracked for potential earnings of \$112,288 (22% of approved amount), and an earned amount of \$0 (0% of approved amount). SBCTC projects 100% performance based on hours delivered, and the projected amount earned.

ET23-0940-Based on ETP Systems, reimbursable hours have been tracked for potential earnings of \$307,574 (62% of approved amount), and an earned amount of \$0 (0% of approved amount). SBCTC projects 100% performance based on hours delivered, and the projected amount earned.

PRIOR PROJECTS

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

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET22-0949	Statewide	1/31/2022- 1/30/2024	\$596,768	\$482,220 (81%)
ET21-0956	Statewide	10/5/2020- 10/4/2022	\$376,875	\$368,470 (98%)
ET20-0911	Statewide	8/5/2019 – 8/4/2021	\$744,815	\$741,486 (99%)

DEVELOPMENT SERVICES

Strategy Workplace Communications, in Alameda, assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications will also perform administrative services in connection with this proposal for an amount not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

Journeyworker

- Advanced Time Management
- Conflict Resolution
- Creating Master Plan for Future Improvements
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skill

Pre-Apprentice

- Communication Skills
- Critical Thinking
- Leadership
- Problem Solving
- Team Work
- Trade Awareness

Commercial Skills

Apprentice

Plasterers/Plaster Tenders

- Aerial Boom Lift
- Acoustical Plaster Finish
- Aerial Lift
- Basic Math
- Blueprint 1
- Blueprint Reading
- Blueprint Reading/Estimating
- Cage Building
- Casting Molds
- Cement Pump 1
- Cement Pump 2
- Cement Pump 3
- Cementitious, Mineral Fiber and Intumescent Fireproofing
- Color
- Colored Veneer
- Common Tools and Plastering Tools and Materials

- Equipment Maintenance Class
- Estimating
- Exterior Insulating Finishing Systems
- Exterior Insulation Finish System
- Fireproofing 1
- Fireproofing 2
- Fireproofing 3
- Forklift
- Forklift (certification class)
- Fundamental Math
- Green Building Standards
- Inspect Lath & Plaster Bases
- Interior Plaster
- Mask and Protect Adjacent Surfaces
- Measuring
- M.E.W.P. (Mobile Elevated Work Platforms)
- Mix and Apply Inspect Lathing and Bases for Portland Cement Scratch Coat
- Mix and Apply Portland Cement Scratch Brown and Finish Coats
- Mix and Apply Scratch Coat, Brown Coat, Finish Coat and Veneer
- Ornamental and Earth Plasters
- Patching
- Plaster Problems and Cracks
- Pointing Up, Level 5
- Pool Plastering
- Pool Plastering, Patching and Waterproofing
- Rolling Unit
- Running Bench Molds
- Scaffold Builder
- Scaffold User
- Scratch and Carve Coat
- Small Engine Operation and Maintenance
- Specialty Finishes
- Stain
- Veneer
- Venetian Plastering
- Waterproofing Patching EIFS

Electrician

2nd Year

- AC Systems
- AC Theory
- Blueprints Reading
- Code Calculations
- Code and Practices
- Codeology-National Electrical Code-2014 Code Book Review
- Electrical Precaution Related Work Practices
- Electrical Theory
- Estimating

- Pipe Bending-Conduit Fabrication
- Test instruments
- Transformers

3rd Year

- AC Theory
- Blueprint Reading
- Code and Practices
- Codeology-National Electrical Code-2014 Code Book Review
- Electrical Precaution Related Work Practices
- Electrical Theory
- Fire Alarm Systems
- Grounding and Bonding
- Lighting Design Basics
- NFPA 70E
- Pipe Bending-Conduit Fabrication
- Preparing for Leadership
- Rigging, Hoisting, and Signaling
- Test Instruments
- Transformers

4th Year

- Automated Demand Response
- Building Automation
- Code and Practices
- Code Calculations
- Codeology-National Electrical Code-2014 Code Book Review
- Electrical Systems
- Electrical Theory
- Grounding and Bonding
- Health Care Systems
- Lightning Protection
- Motor Controls
- Motors
- Pipe Bending-Conduit Fabrication
- Programmable Logics
- Test Instruments

5th Year

- Automated Demand Response
- Blueprint Reading
- Building Automation
- Code Calculations
- Codeology-National Electrical Code-2014 Code Book Review
- Code and Practices
- Electrical Theory
- Estimating
- Exam Prep

- Intrusion Detection
- Instrumentation
- Motor Control
- Pipe Bending-Conduit Fabrication
- Photovoltaic Systems
- Rigging, Hoisting, and Signaling
- Structured Cabling
- Torque
- Transformers

All Years

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- Catastrophic Failure Response
- Code and Practices
- Code Book Review
- Code Calculations
- Code of Excellence
- Codeology-National Electrical Code
- Electrical Precaution Related Work Practices
- Electrical Systems
- Electrical Theory
- Electronic Systems
- ESAMATC Energy Storage (Energy Storage and Microgrid Training Certifications Energy Storage)
- Estimating
- EVITP (Electrical Vehicle Infrastructure Training Program)
- Fall Protection
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lighting Design Basics
- Lightning Protection
- Motor Control
- Motors
- MSHA (Mine Safety and Health Administration's Miner Site Entry Training)
- Network Technologies
- NFPA 70E (National Fire Protection Association 70E Training)
- Photovoltaic Systems
- Pipe Bending
- Preparing for Leadership
- Programmable Logics
- Refinery Safety Overview (RSO)

- Rigging, Hoisting, and Signaling
- Splicing
- Structured Cabling
- Test Instruments
- Torque
- Transformers

Plumbing and Steamfitters

2nd Year

- Beginning Drawing
- Gas Installations
- Oxy Fuel Cut & Weld
- Pipefittings, Valves, Supports
- Rigging
- Water Supply
- Welding

3rd Year

- Domestic Water
- Drainage
- Green Systems
- Hands On Class/Finish/ADA Requirements
- Natural Gas/Fuel
- Pipefitting Layout
- Plumbing Code
- Plumbing Fixtures
- Plumbing Service
- Pumps
- Related Science
- Steam Systems
- Welding for Certification

4th Year

- Advanced Drainage Class
- Advanced Pipefitting
- Advanced Plan Reading
- Advanced Plumbing
- Backflow Prevention
- Comfort Heating & Cooling/Rigging
- Crane Signal Certification
- Crane Signal Person
- Exit Exam Review
- Hydronics
- Plumbing Code Review
- Related Math
- Rigging for Certification
- Steam
- Tube Bending

5th Year

- Advanced Drawing/Foreman's Training
- AutoCAD
- AutoCAD 3D
- Crane Signal Certification
- Foreman Training
- Instrumentation & Process Control
- Medical Gas
- Review and Exit Exam
- Rigging Certification
- Star Test Preparation Class

All Years

- Plate Welding
- Plumbing
- Plumbing Service, Maintenance and Repair
- Provisional Upgrade class
- Residential Skills class
- Welding for Plumbers

Refrigeration2nd Year

- A/C 1
- A/C 2
- Basic Electricity
- Customer Service
- Electric Controls
- Electric Motors

3rd Year

- Basic Computers
- Customer Service
- Hydronics
- Refrigerant Controls
- Refrigeration 2

4th Year

- Air & water analysis
- Basic DDC/Advanced DDC
- Building Controls
- Crane Signal Person
- Energy & Water Audits
- G-pro
- Motor Alignment
- Pneumatics
- Start, Test and Balance

5th Year

- Boilers
- Chillers
- Crane Signal Certification
- HVACR Performance & compliance
- HVACR Review and Exit Exam
- HVACR STAR Mastery Review and Certification
- Rigging Certification

Sheet MetalBuilding Trades Service

- Advanced Electricity for Sheet Metal Air Conditioning Service
- Air Balance Test Equipment Instruments
- Air Conditioning, Commercial Systems, Heating
- Air Distribution & Manufacturing Systems
- Basic Electricity for Sheet Metal Air Conditioning Service
- Basics of Architectural Sheet Metal
- Commercial Systems, Heat Loads, Piping
- Control Systems
- Electrical Systems Operation, Controls & Devices
- Energy Management Test and Balance
- Hazardous Material Recognition for the Test & Air Balance Industry
- HVAC Testing & Balancing Procedures
- Properties of Air Distribution for Sheet Metal Air Conditioning Service
- Refrigeration for Sheet Metal Air Conditioning Service
- Refrigeration Theory for Sheet Metal Air Conditioning Service
- Sheet Metal Control Systems
- Systems Installation & Troubleshooting
- Temperature Measurement Instruments & Duct Systems
- Title 24 Mechanical Acceptance Training

Building Trades Sheet Metal

- Advanced Architectural
- Advanced Layout and Fabrication
- Advanced Welding
- Architectural Sheet Metal
- Basics of Architectural Sheet Metal
- CAD Detailing
- Codes and Standards
- Common Furnace Features
- Fabrication and Shortcuts
- Field Installation
- Filters and Filter Housings
- Final Architectural/Industrial Project
- Final HVAC Project
- Foreman Training
- Furnace Installation

- HVAC Air Systems and Duct Design
- HVAC Energy Conservation
- Industrial and Stainless Steel Introduction
- Installing Thermostats, Flues and Vents
- Intermediate CAD
- Measuring and Sketching
- Metal Roofing
- Parallel Line Fittings
- Piping
- Plans and Specifications
- Project Management, Takeoffs, Estimates
- Radial Line Layout and Ogee Offsets
- Residential AC Units
- Residential Duct Systems
- Residential HVAC
- Residential Structure and Sheet Metal Work
- Service Basics for Sheet Metal Workers
- Submittals and Shop Drawings
- Title 24 Mechanical Acceptance Training
- Triangulation Fittings
- Welding I: Process and Overview, GMAW
- Welding II: GMAW & FCAW

Roofers and Waterproofers

- Asphalt Shingles
- Built-Up Roofing
- Cold Applied Roofing Systems, Waterproofing and Dampproofing
- Common Roofing & Waterproofing Materials and Equipment
- Introduction to Waterproofing and Dampproofing
- Kettle Safety
- Maintenance and Repair and Reroofing
- Metal Roofing
- NGFTOS Standards (Certified Instructor)
- Plans and Specifications
- Rigid Roofing
- Single-Ply and Waterproofing Systems

All Trades

- Backflow Certification
- Blueprint Reading
- Compressor Overhaul
- Cutting
- Direct Digital Controls
- Drawing
- Foreman Certification
- Industrial Install
- Industrial Safety
- Industry Math

- Medical Gas Install
- Rigging
- Rigging Certification
- Trade Math
- Welding

Journeyworker

Plumbers & Steamfitters

- 40-hour Medical Gas Class
- 8-hour Medical Gas Refresher Class
- Backflow Prevention
- BACnet Programming
- Brazing
- Certifications
- Compressor Overhaul
- Crane Signal Person
- Design and Installation of New Energy Efficient Equipment and Materials
- Direct Digital Controls – Principals of Operation, Calibration, Documentation, Shutdowns
- Energy Efficiency in Existing Equipment and Materials
- Foreman
- Foreman and Worker Responsibility
- Green Compliance
- HVACR UA Star
- Hydronics Systems and Refrigeration
- Industrial Rigging
- Johnson Controls Courses
- Johnson DX9100 (Brand of Digital Controller)
- LEED Standards
- Medical Gas Installation
- Medical Gas Installation, System Testing, Maintenance, Repair, Standards and Brazing
- National Environmental Balancing Bureau (NEBB) Commissioning (Certification for Heating & Cooling Systems)
- Orbital Welding
- Pipefitting
- Plumbing Service, Maintenance and Repair
- Residential Skills Class
- Rigging Class
- Robotic Total Station
- Scaffolding
- Solar Installations
- Specialty Seminars for Service Work
- Start Test and Balance
- Working Around Pipelines
- Working in Confined Spaces

Plaster Tenders

- ABL
- Basic Math
- Blueprint I
- Blueprint Reading
- Cement Pump 1
- Cement Pump 2
- Cement Pump 3
- EIFS (Exterior Insulation Finish Systems EIFS)
- Estimating
- Fireproofing 1
- Fireproofing 2
- Fireproofing 3
- Forklift
- Interior Plaster
- Rolling Unit
- Scaffold Builder
- Scaffold User

Electricians

- Solar Panel Installation
- Codeology
- Arc Flash
- National Electrical Code
- Other Recognized Standards (Installation Changes)
- Plan, Build, and Use
- Related Standards (Mandatory and Permissive Rules)
- Special Occupancies and Equipment
- Analog/Digital Circuit (AC/DC) Principles
- Math for Electricians
- Ohm's Law
- Generators
- Inductance/Reactance
- Series/Parallel Circuits

Grounding

- Grounding and Bounding
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110 Requirements
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- Significant Changes to National Electric Code

Fire Alarm Systems and Installations

- Definitions and Systems
- Initiating Devices and Notification Systems
- National Electrical Code and Installation Requirements

- National Fire Protection Act, 1972 (NFPA 72)
- Start Up and Check Out Procedures

Fire Life Safety

- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 72
- Principles of Electronics

Industrial Motor Control

- Control Relays and Timers
- Jogging and Plugging Controls
- Manual Starters and Magnetic Coils
- Push Buttons, Selector Switches, and Mechanical Devices
- Solid State Electronic Devices
- Variable Frequency Drives

Programmable Logic Control (PLC)

- Developing Ladder Programming
- Introduction to Programmable Equipment
- Programming Programmable Logic Controllers
- Using Timers and Counters in Logic Programs
- Writing a Program

Electrical Design

- 3 and 4-Way Switching
- Design of Electrical Circuits
- Magnetic Motor Control and the Code
- LonWorks and Building Automation
- Transformers and the Code

Voice, Data, and Video

- Audio Distribution
- CCTV Security Surveillance
- Computer Networking
- Fiber Optics
- Telephonic Interconnect

Industry Specific Skills

- Advanced Instrumentation and Motor Controls
- Advanced Welding
- Aerial Lift
- Architecture Designs and Advanced Plan Reading
- Blueprints and Schematics
- Conduit Bending
- Confined Space Entry
- Electrical Project Supervision Levels I

- Electrical Project Supervision Levels II
- Energy Audits
- Firestop Installation
- Management and Monitoring of Materials
- Preparing for Leadership
- Programmable Logic Controllers
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Rigging
- Safe Working Practices (Training is capped 10% of a trainee's total hours)
- Specialized Tools
- Testing Materials and Equipment –Proper Set Up and Use (Green Training)
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Work Flow and Resources

CALCTP (California Advanced Lighting Control Program)

- Advanced Lighting Control Systems
- Dimming Controls
- Lighting Control Strategies
- Line Voltage Switching Controls
- Low Voltage Switching Control
- Occupancy Sensors
- Photosensors

Energy Storage

- ESAM-TAC (Energy Storage and Micro Grids Training and Certification)
- Micro Grid
- Microgrid (ESM) Systems

Sheet Metal Workers

- Advanced Welding Skills
- Architecture Designs
- CA Green Building Code Training
- Ducts Maintenance
- Energy Auditing: Total Building (Green Training)
- Energy Auditing: Total Heating Ventilation and Air Conditioning (HVAC) Systems (Green Training)
- Fire/Life HVAC System Building Inspection Training
- Fire Life Safety Training
- HERS (California Home Energy Rating System Program)
- Job Coordination Training
- Lean Construction Training
- Management and Monitoring of Materials
- Materials and Equipment Testing for Industrial Use
- Proper Machine and Equipment Set-Up

- Rigging and Signal Training
- Safe Working Practices
- Testing Materials and Equipment –Proper Set-Up and Use
- Title 24 Mechanical Acceptance Training
- Understanding Changes to Industry Standards
- Upgrading Lead Handling and Asbestos Removal Skills
- Working with Building Materials Training

All Trades

- Advanced Instrumentation and Motor Controls
- Advanced Welding
- Aerial Lift
- Architecture Designs and Advanced Plan Reading
- Forklift (certification class)
- Management and Monitoring of Materials
- Preparing for Leadership
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Welding
- Welding and Burning

Pre-Apprentice

- Basic Blueprint Reading
- Construction Training
- Green Construction
- Tools and Materials
- Hazard Awareness
- Health Hazards
- Introduction to OSHA
- Personal Protective Equipment
- Scaffold User
- Stairway and Ladders
- Tools - Hand and Power

Computer Skills

Apprentice (All Trades)

- Computer-Aided Drafting (CAD)
- 3-D Drawings Software

Journeyworker

- 3-D Modeling – Virtual Construction
- Auto Computer-Aided Design (AutoCAD)
- Automated Systems Applications Scheduling & Planning Jobs

- Benchmark Software – Lean Construction
- Scheduling and Planning Jobs

Literacy Skills

Pre-Apprentice

- Soft Skills (Workplace Readiness)
- Vocational English
- Vocational Math

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

Pre-Apprentice, Apprentice, Journeyworker (All Trades)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

Apprentice, Journeyworker (All Trades)

- OSHA 30



Employment Training Panel

**LIST OF PROPOSALS \leq \$75,000 APPROVED
BY DELEGATION ORDER FOR 08/20/24 – 09/16/24**

<i>Project</i>		<i>Approved Date</i>	<i>Approved Amount</i>
ET25-0125	Arvinyl Laminates, LP	08/21/24	\$26,600

Total -----\$26,600



**Training Proposal for:
Arvinyl Laminates, LP**

Delegation ≤ \$75,000 Single Employer

Contract Number: ET25-0125

Approval Date: August 21, 2024

Panel Meeting of: September 27, 2024

ETP Regional Office: San Diego

Analyst: T. Ky

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee SB <100	Industry Sector(s):	Manufacturing Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	Riverside	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Number of Employees in:	CA: 22	U.S.: 22	Worldwide: 22	
<u>Turnover Rate:</u>	5%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

In-Kind Contribution
\$32,656

Total ETP Funding
\$26,600

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, Production, Sales, Supervisor/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 SB<100 Priority	Mfg. Skills Continuous Impr. Business Skills HazMat Computer Skills PL-Mfg. Skills	19	8-200	0	\$1,400	\$22.55
				Weighted Avg: 50			

*Post-Retention Wage is the Contractual Wage

Minimum Wage by County: Job Number 1: \$22.55 per hour for Riverside County.
Health Benefits: Used to meet the Post-Retention Wage?: Yes No
 Up to \$2.50 per hour may be used to meet the Post-Retention Wage for Job 1.

Current Wage Range by Occupation		
Occupation Titles	Actual Wage Range	Estimated # of Trainees
Administration	\$20.05-\$25.00	1
Production	\$20.05-\$28.00	11
Sales	\$20.30-\$30.00	3
Supervisor/Manager	\$20.50-\$30.00	4

OVERVIEW

Year Company Founded:	2011	Company Headquarters: <input checked="" type="checkbox"/> Single location Corona, CA – Riverside County
Total Number of Facility locations in California	1	
Facility location(s) where training will occur	<ul style="list-style-type: none"> Corona, CA – Riverside County 	

<p>Nature of Business:</p>	<ul style="list-style-type: none"> • Arvynyl Laminates, LP (https://www.arvynyl.com/) specializes in the manufacturing of custom lamination products. • The Company designs and manufactures decorative and functional laminated products used in interior vehicle trim and dashboards, medical carts, and panels for roofs, walls, and ceilings. • This will be Arvynyl’s fifth contract and the second in the last five years.
<p>Customer Base:</p>	<ul style="list-style-type: none"> • Arvynyl’s main customers include the roofing, marine, and transportation industries. The Company also provides products and services to the architectural, healthcare, hospitality, and retail industries.

<p>Business / Industry Needs / Changes</p>	<ul style="list-style-type: none"> • Over the past five years, Arvynyl has been steadily losing its transportation customer base to manufacturers outside of California. As a result, the Company has adapted by investing in its presence in the roofing industry. • Arvynyl’s initial success in the roofing industry resulted from the expansion of its product offerings from basic laminate roofing sheets to roofing specific components such as drip edge, floppy products, and fabricated metal clad components. • While transitioning between the industries Arvynyl serves, the Company is focused on internal process improvements in order to maximize productivity and reduce waste.
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Training Plan:

<p>Need for Training:</p>	<ul style="list-style-type: none"> • Arvynyl’s growth in the roofing sector has led to research and development of new product lines and necessary training on the new machines and processes used to create these products. • The Company’s increase in roofing product offerings requires additional training on Manufacturing Skills for their Production and Supervisor/Manager occupations. Arvynyl’s staff will benefit from courses such as Lamination Equipment Operation, Fabrication Equipment Operation, and Forming and Welding Processes. • With sustainable growth and expansion at the forefront, Arvynyl will provide Continuous Improvement Skills training to all occupations. Courses in LEAN Concepts, Set-Up Minimization, and Down-Time Elimination will ensure an efficient and productive workforce.
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Training courses listed in the Menu Curriculum will be provided via the following training method(s) under the following Types of Training:

- Class/lab E-Learning Productive Lab

Business Skills	Computer Skills	Manufacturing Skills
Continuous Improvement	HazMat	

Certified Safety Training	<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
	5 PL Hours per-trainee
	Occupations Receiving PL Training: Supervisor/Manager, Production

The PL instructor must be dedicated to training at a ratio of 1:1.
Productive Lab training will be administered by the Plant Manager and Lead Engineer, both of whom are fully trained in the course topics and are able to perform and teach the skills correctly and safely.

Training Hours

<input checked="" type="checkbox"/> Weighted Average Hours over 45	50 Hours
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Manufacturing Skills training will make up the bulk of the Supervisor/Manager and Production training hours. Courses such as Forming and Welding Processes and Cross-Training, and Equipment Operation and Cross-Training will account for at least 25 hours of total training time. Some specific equipment that employees will be trained on are a CIDAN folding machine used for drip edge and forming/folding processes and a Miller hot air welder used to make new flexible products and accessories.

The number of training hours requested is consistent with past performance. Arvinyl's actual weighted hours recorded on their last contract was 52.8 hours.

Alternate Recordkeeping

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

Training Infrastructure & Administrative Plan

- **Trainers:**
 - In-house – Types of Training: Commercial Skills, Business Skills, Computer Skills, Manufacturing Skills, Continuous Improvement
 - Vendor – Types of Training by vendor: To Be Determined

<ul style="list-style-type: none"> • Administration: Administrative Manager of Customer Service, Human Resources, and Finance Plant Manager Controller Administrative Subcontractor <input checked="" type="checkbox"/> In-house <input checked="" type="checkbox"/> Subcontractor
<ul style="list-style-type: none"> • Project Oversight: The Administrative Manager of Customer Service, Human Resources, and Finance will oversee the project. The Company has retained an administrative subcontractor to assist with administrative duties. Training will be delivered by in-house experts and vendors as needed. Arvinyl is ready to begin the training plan upon approval.

Repeat Contract

<ul style="list-style-type: none"> • Number Of Contracts in last 5 years: 	2
<ul style="list-style-type: none"> • Training provided / focus in last Contract: 	<ul style="list-style-type: none"> • The Company’s previous Contract was heavily focused on streamlining the manufacturing process of products for Arvinyl’s substantial transportation industry accounts through training on the Kaizen and Kanban methods.
<ul style="list-style-type: none"> • Difference in Training Plan: 	This training plan will assist Arvinyl as it undergoes an organizational shift to focus on new equipment and processes that are specific to products for the roofing industry.

PRIOR PROJECTS

The following table summarizes performance under an ETP Contract completed within the last five years:

Contract No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET20-0197	Corona	10/15/2019-10/14/2021	\$31,050	\$30,360 (98%)

SUBCONTRACTORS

Subcontractor Type	Subcontractor Name	City	Cost / %
Development	Training Funding Source	Seal Beach, CA	\$1,900.00
Administrative	Training Funding Source	Seal Beach, CA	13%
Training Vendors	To Be Determined	To Be Determined	To Be Determined

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

- Leadership Skills
- Sales
- Team-Building Techniques
- International Organization for Standards (ISO)
- Planning and Logistics
- Employee Communications

Computer Skills

- MS Office Suite – (Intermediate/Advanced)
- Enterprise Resource Planning (ERP) Systems
- Salesforce

Continuous Improvement Skills

- Scrap Production
- Down-Time Elimination
- Set-Up Minimization
- Research and Development
- Kaizen
- LEAN Concepts
- Kan Ban

Hazardous Materials Skills

- Haz-Mat Handling
- Global Harmonized System
- Environmental Regulation

Manufacturing Skills

- Forming and Welding Processes and Cross-Training
- Equipment Operation and Cross-Training
- Raw Material Inspection
- Material Supply Chain
- Adhesives, Substrates, Vinyls
- Oven / Catalytic Oxidizer Operation
- Material Flow and Process Improvement
- Lamination Equipment Operation
- Shearing Operation
- Fabrication Equipment Operation
- Punch Press / Forming
- Material Procurement

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

Trainees may receive any of the following:

Manufacturing Skills

- Shearing and Welding Techniques
- Lamination Techniques
- Finishing and Inspection Skills
- Maintenance and Troubleshooting
- Line Operation and Leadership
- Forming and Packaging Techniques
- Shipping and Receiving