



# **Expansion Funds:**

# **Final Report**

Prepared for: Joint Legislative  
Budget Committee  
Prepared by: Employment Training  
Panel

Gavin Newsom, Governor  
December 2024

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***Disclaimer:*** The accuracy of the data provided in this report was verified as of **December 11, 2024** by the Employment Training Panel.

## Section 1: Introduction

The Budget Act of 2021 appropriated \$50 million from the General Fund for the Employment Training Panel (ETP) “to expand its programs into high-demand sectors.” The ETP program funded by this allocation is known as “Expansion Funds”. Funding was available for encumbrance or expenditure through June 30, 2024.

## Section 2: Objective

The ETP “Expansion Funds” program is consistent with ETP’s mission to assist California businesses in the development of performance-based training that will attract and retain businesses, provide workers with secure jobs that pay good wages and opportunities for career advancement, and meet the needs of small business.

The Expansion program has contributed to ETP’s vision and goals of supporting sustainable economic development, as well as quality job training that is equitable and inclusive, through strategic business, labor, and government partnerships. Encompassed in these goals is support for high-road employers, training that leads toward licensing and certification, and workforce training efforts for communities disproportionately impacted by the Covid-19 pandemic.

## Section 3: Scope

Pursuant to SB 129 (Chapter 69, Statutes of 2021), ETP is required to provide interim and final reporting to the Joint Legislative Budget Committee including information on the use and outcomes of the Expansion Funds. This final report covers the time period of July 1, 2021 through November 30, 2024.

**This report includes the following:**

- A) Financial Summary
- B) Outreach and Marketing
- C) Data Reporting Required by SB 129

## Section 4: Financial Summary

Using the allotted \$50 million ETP received in Expansion Funds, ETP funded 134 Single and Multiple Employer Contracts\* (MECs) totaling over \$44.5 million in training funds. Upon the approval of contracts, six contracts were cancelled or terminated by contractors prior to the start of training, resulting in 128 contracts whose data is reflected in this report. The remainder of the funds was used for administrative purposes such as the development of guidelines, the development of individual projects, the monitoring and operations work of ongoing projects, preparation of financial and legislative reporting, and other costs associated with managing the program.

## Section 5: Outreach and Marketing

To promote the Expansion Fund opportunities, ETP's Economic and Development Unit attended and conducted presentations at various economic and workforce development partner conferences across the state to encourage new applications. These included:

- Advisory Committee meeting for the Clean Transportation Program's 2021-2023 Investment Plan
- CAL Recycle Circular Economy Virtual Workshop
- CALED\* Rural Exchange
- CALED\*Statewide Training Conference
- California Labor Federation\* Building Workforce Partnerships Conference
- California Workforce Association\* (WORKCON 2021 and 2022, Youth Symposium 2021, and Meeting of the Minds\* 2022)
- CalWORKs Training Academy Summit
- CCCAOE\* Spring Conference 2022
- Contract Education Summit
- CubeSat Developers Conference Workforce Development Panels and Q&A session
- Department of Defense\* (DOD) Cybersecurity Partnership Update Meeting
- Homeboy Global Network Summit
- Lithium Valley Commission Presentation
- NAISTD Virtual Conference
- Prison to Employment P2E Summit 2022
- Quarterly Regional Rapid Response Roundtable Meetings with EDD WIOA Advisors
- UpSkill California Community College Collaborative
- Winter ICT\* Educators' Conference for the California Cybersecurity Career Education Pipeline and Pathway Project (C3EP3)
- ZEV Workforce Development Strategy Meeting

## Section 6: Data Reporting Requested by the Legislature

This section provides information on the use and outcomes of the funds, as well as data in response to the 12 reporting categories identified in SB 129, for the Expansion Funds contracts. Utilizing the \$50 million in additional alternative funding, ETP\* approved 134 contracts totaling over \$44.5 million to train 37,169 workers. This additional funding was crucial for post-pandemic economic recovery for all businesses and trainees that participated in the training program.

Reporting categories identified in SB 129 are as follows:

**Number of Applicants:** Overall, ETP received 134 applications for Expansion Funds to train incumbent workers.

**Number of Eligible Applicants:** All 134 Single and Multiple Employer Contract applicants were deemed eligible under the Expansion Funds guidelines.

**Number of Awardees:** ETP approved funding for 134 Expansion projects.

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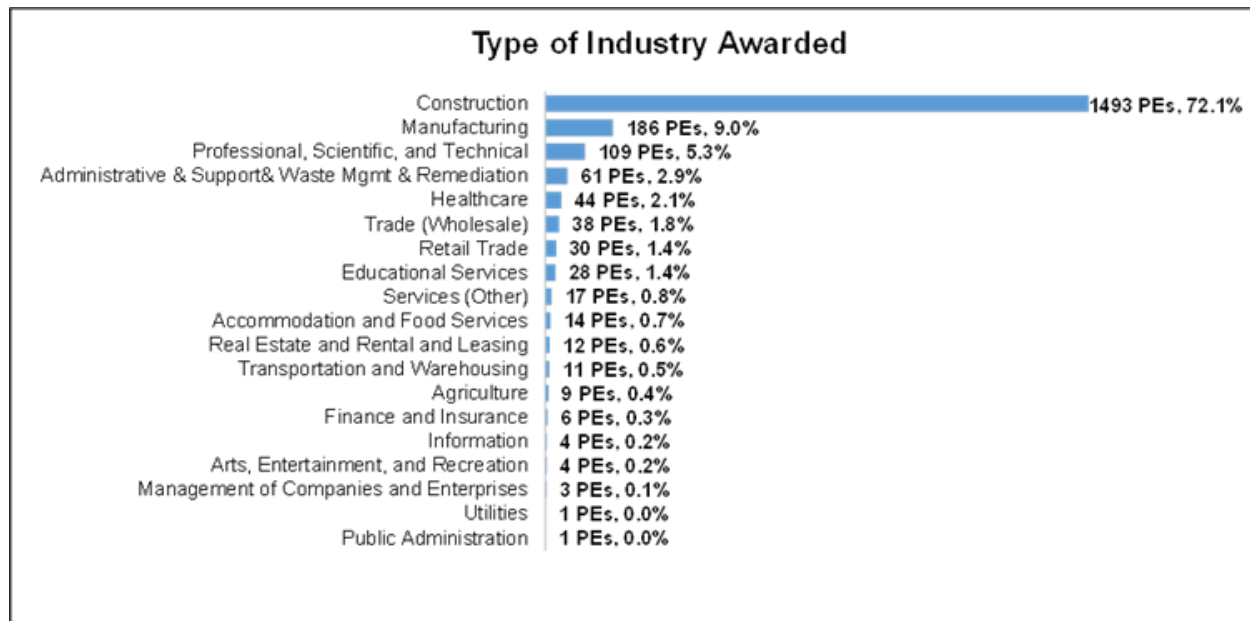
\*The full definition is provided in the Glossary

**Average Award Amount:** The 134 awardees received an average of \$332,761 per contract.

**Industry Sectors that Received an Award:** Trainees employed in 2,071 participating employers receive various workforce training across 19 industry sectors.

See Figure 1 for a breakdown by ETP industry title based on the North American Industry Classification System (NAICS).

Figure 1. Number of Participating Employers by Industry



**Geographic Distribution of Awardees:** ETP served 31,670 workers in 69% of California's counties with Expansion Funds throughout the state (or 40 of the 58 California Counties). ETP also funds training in high unemployment areas (HUA) of California, focusing on workers who have full-time jobs, but earn low wages and lack the essential job skills necessary to improve their employment opportunities. 13,997 workers funded under the Expansion Funds initiative completed training in 11 HUA counties throughout the state.

See Table 1 for a breakdown of counties and trainees.

Table 1. Counties Served by Approved Expansion Funds Contracts

County	Number of Placed Trainees	Percentage of Trainees
Alameda County	3,253	11.75%
Butte County	12	0.29%
Colusa County	74	0.04%
Contra Costa County (HUA)	426	4.86%
El Dorado County	146	0.54%
Fresno County (HUA)	2,126	3.45%
Humboldt County	2	0.08%
Kern County (HUA)	782	2.03%
Kings County (HUA)	28	0.09%
Los Angeles County (HUA)	5,337	16.85%
Madera County	94	0.30%
Marin County	839	2.65%
Merced County	185	0.58%
Monterey County	173	0.55%
Napa County	168	0.53%
Nevada County	10	0.03%
Orange County	2,998	8.80%
Placer County	706	1.62%
Riverside County (HUA)	660	2.62%
Sacramento County (HUA)	3,253	5.73%
San Benito County	56	0.29%
San Bernardino County (HUA)	573	2.87%
San Diego County	1,232	5.23%
San Francisco County	604	4.57%
San Joaquin County	714	2.03%
San Luis Obispo County	106	0.50%
San Mateo County	464	3.74%

Santa Barbara County (HUA)	276	0.54%
Santa Clara County	3,773	9.34%
Santa Cruz County	286	0.96%
Shasta County	34	0.25%
Siskiyou County	17	0.04%
Solano County (HUA)	439	1.99%
Sonoma County	852	1.62%
Stanislaus County	339	1.41%
Tulare County (HUA)	97	0.42%
Tuolumne County	3	0.08%
Ventura County	308	1.66%
Yolo County	175	0.79%
Yuba County	50	0.33%
<b>Grand Total</b>	<b>31,670</b>	<b>100%</b>

\*ETP-defined High Unemployment Areas\* counties are highlighted in blue. Trainees with an undetermined California County are not included in this table.

**Number of Workers Served:** 31,711 workers successfully completed training, met wage requirements, and were retained with their participating employers with the Expansion Funded contracts.

**Number of Workers – New Hire\* and Job Creation Program\*:** ETP prioritized projects that meet its “Retrainee - Job Creation Program” guidelines, which prioritized a strong link to job creation and business expansion, including an employer’s investment in new workers or other measurable investments in hiring of workers and expansion of California’s workforce. The projects funded by Expansion Funds contracts placed 681 trainees that were unemployed at the start of training (new hires) and created new jobs for 17,535 workers (job creation program).

Table 2. Contracts and Placed Trainees with a Job Creation Program or New Hire Component

<b>Job Creation Program*</b>	
<b>Contractor Name</b>	<b>Trainees Placed</b>
Agilent Technologies, Inc.	411
Amcor Rigid Packaging USA, LLC	215
Apeel Technology, Inc.	172
Applied Composite Structures, Inc.	239
Applied Materials, Inc.	659
Arrow Sign Co	36
AWT Construction Group, Inc.	73
Biomarin Pharmaceutical Inc.	813

\*The full definition is provided in the Glossary



Blue Mountain Construction Services, Inc.	205
Brody Heating, Air Conditioning & Electrical Contractors, Inc.	73
Building Skills Partnership	884
California Family Foods, LLC	74
California Manufacturing Technology Consulting	657
Capital Concrete Solutions Incorporated	0
Cedars-Sinai Medical Center	292
Cepheid	425
CFHS Holdings, Inc.	226
Chrisp Company	135
Comfort Now, Inc.	20
Community Hospitals of Central California	999
Cook General Engineering, Inc.	63
Darin Fong and Associates, Inc. Consulting Structural Engineers	10
Diamond Technologies, Inc.	22
Edwards Lifesciences LLC	379
Elica Health Centers	0
ELS Investments	186
Emergency Restoration & Cleaning Inc	19
Express Sewer & Drain Inc	87
FM Industries, Inc.	507
GAR Bennett	64
Gilmore Services, LLC	123
Global Power Group Inc	6
Gradelink Corporation	20
GS Williams Inc	15
HP Hood LLC	188
Kagome Inc.	218
Keysight Technologies, Inc.	1,119
Kirkhill, Inc.	137
KLA Corporation	724
Kozy Shack Enterprises, LLC	239
Lam Research Corporation	719
Luxer Corporation	59
Mag Aerospace Industries, LLC	29
Michaels Stores Procurement Company Inc	52
Nibbi Bros. Associates, Inc.	300
Nor-Cal Pipeline Services	70
Nwestco LLC	15
O'Brien Steel Erectors Inc	90
On-Time Air Conditioning & Heating LLC	269

Orange Coast Memorial Medical Center	185
Pharmapacks LLC	0
Premier Medical Transport Inc	117
Providence West Valley Healthcare Center LLC	230
Reliable Energy Management, Inc.	119
S. Bravo Systems, Inc.	75
Sacramento Employment & Training Agency	667
Schetter Electric, LLC	84
Service Champions, Inc.	140
Sierra Pacific Home & Comfort, Inc.	148
Simpson Strong-Tie Company Inc.	237
Soma AEC, Inc.	226
Sonray Solar, Inc.	178
Sturgeon Services International, Inc.	197
Tarzana Medical Center, LLC	294
Taylor-Listug, Inc.	289
The Chamber of the Chino Valley	343
Timberworks Construction, Inc.	942
Valley Communications, Inc.	0
Vellutini Corporation	265
Vino Farms, Inc.	297
Vision Care Center, A Medical Group, Inc.	165
<b>Total Job Creation Program* Trainees</b>	<b>17,535</b>
<b>New Hire</b>	
Employed Security Service Center, Inc.	44
Tile, Marble and Terrazzo Employees Joint Apprenticeship Training Committee Trust	127
Los Angeles Pacific College	22
Jobtrain, Inc.	59
Jewish Vocational and Career Counseling Service	120
State Building & Construction Trades Council	317
<b>Total New Hire Trainees</b>	<b>689</b>

**Changes in Participant Employment Status as a Result of the Program:** ETP continues to fund projects that support the creation of jobs and that further upskill the workforce throughout California by prioritizing projects with the greatest impact on the economy. New skills obtained through job training frequently help workers advance in their careers and generally result in wage increases. Upon completion of the CCCF project, 71 contractors employed and delivered training to 17,535 new workers under the Job Creation Program\* component, and six contractors provided permanent employment status for 689 trainees as a result of training.

**Information on Participant Wage Gain:** Wage at enrollment is the trainee’s self-reported wages at the start of the ETP project. The median wage at enrollment collected was \$29.83 per hour, while post retention wages upon training completion was \$32.76. Of the overall 31,711 trainees who completed training, 35% of workers with reported wages received an average wage gain of \$2.93 at the end of their training.

**Description of Use of Funds:** ETP continues to support the growth of California’s workforce through new hire training and retraining associated with job creation and business expansion. The trainees that participate in training will have opportunities for career advancement, higher wages, secure jobs, new skillsets, new certifications, staff development and professional growth.

See Table 3 for the various delivery methods and training types trainees received.

*Table 3. Types of Delivery Methods and Training Types*

<b>Delivery Methods</b>	<b># of Each Type Approved</b>
Classroom/Simulated Laboratory	124
Computer Based Training	33
Productive Laboratory	35
Instructor Led/Distance Learning	106
<b>Training Types</b>	<b># of Each Type Approved</b>
Business Skills	85
Commercial Skills	80
Computer Skills	106
Continuous Improvement	75
Hazardous Materials Skills	32
Hazardous Waste Operations and Emergency Response (HazWoper)	9
Literacy Skills	12
Management Skills	15
Manufacturing Skills	37
Medical Skills Didactic	20
Medical Skills Preceptor	16
Safety Skills- General	1
Safety Skills OSHA 10	48
Safety Skills OSHA 30	46

### **Trainee Demographic Information:**

There were 31,711 whose demographic information such as age, education level, race/ethnicity, gender and veteran status was collected upon enrollment and is illustrated in the tables and infographics below. ETP prioritizes training for veterans who are reentering California’s civilian workforce. ETP’s veteran training program helps unemployed veterans obtain high-skilled, high-wage jobs in secure industries. As a result of trainee participation, 535 veterans completed training from various Expansion Funds contracts.

Table 4. Self-reported Trainee Age Range data

<b>Age Group</b>	<b># of Trainees in Group</b>	<b>Percentage of Total</b>
25-34	10,543	33%
35-44	9,333	29%
45-54	5,659	18%
55-64	2,486	8%
65 and Older	409	1%
Under 25	3,281	10%
<b>Grand Total:</b>	<b>31,711</b>	<b>100%</b>

Table 5. Self-reported Trainee Gender data

<b>Gender</b>	<b># of Trainees</b>	<b>Percentage of Total</b>
Female	8,429	26.6%
Male	23,264	73.4%
Non-Binary	18	0.1%
<b>Grand Total:</b>	<b>31,711</b>	<b>100%</b>

Figure 2. ETP trainee demographic characteristics reported for all Single Employer contracts

## TRAINEE DEMOGRAPHICS - SE

ETP trainee demographic characteristics have been reported for sex, age, education, ethnicity, veterans, identity and orientation.

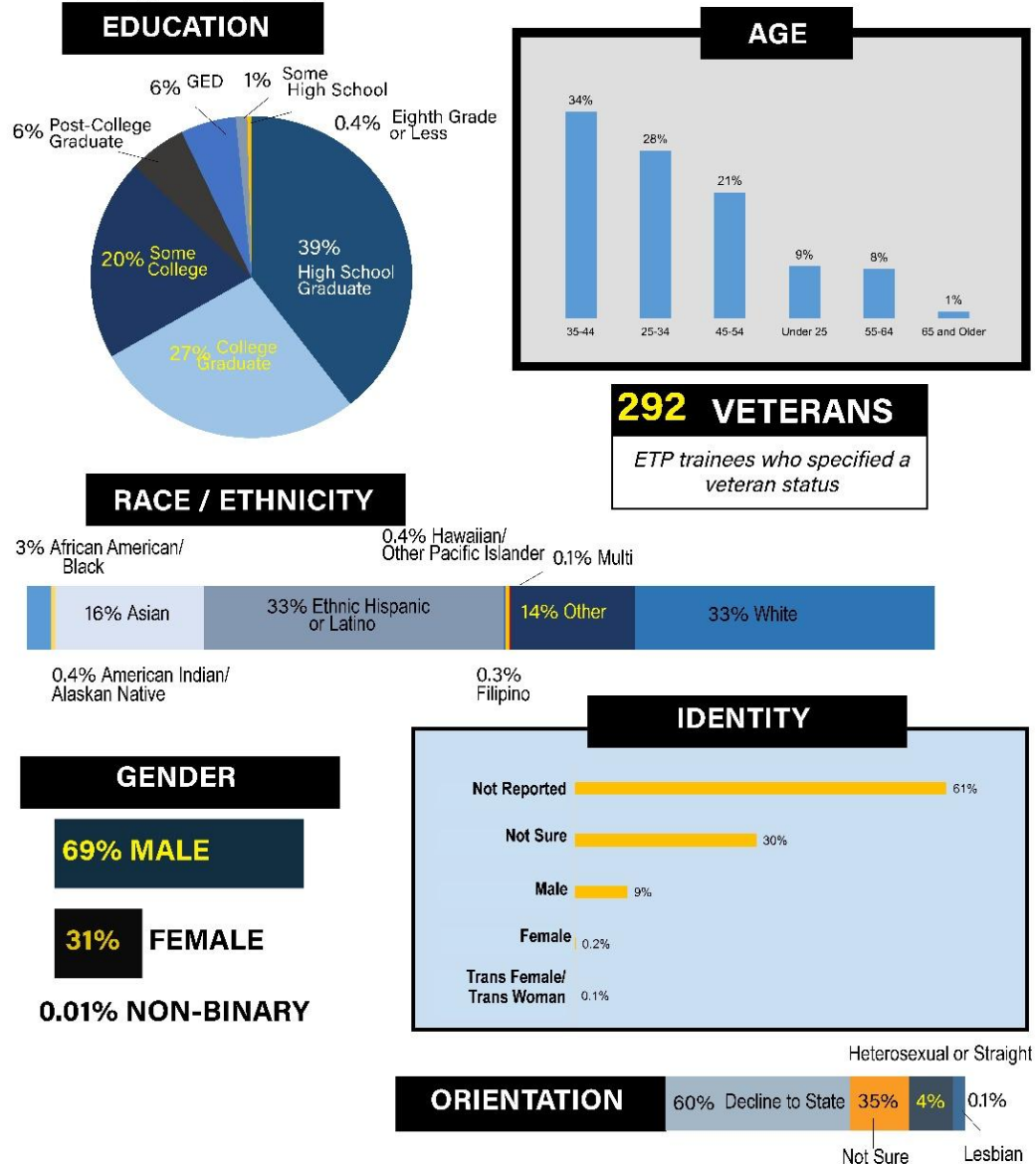
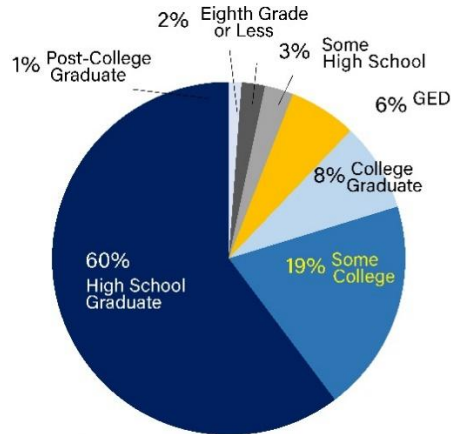


Figure 2. ETP trainee demographic characteristics reported for all Multiple Employer contracts

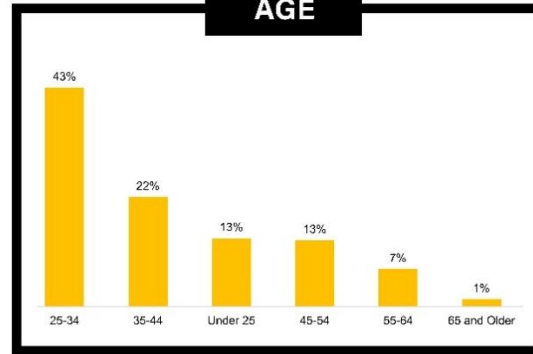
## TRAINEE DEMOGRAPHICS - MEC

ETP trainee demographic characteristics have been reported for sex, age, education, ethnicity, veterans, identity and orientation.

### EDUCATION



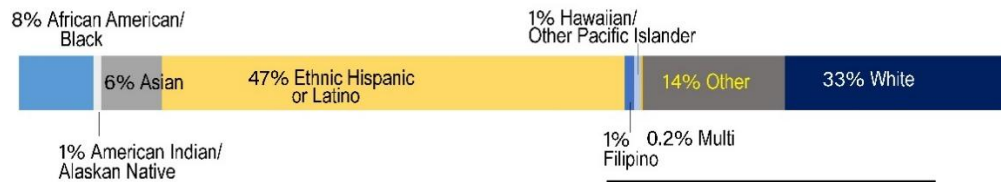
### AGE



### 243 VETERANS

*ETP trainees who specified a veteran status*

### RACE / ETHNICITY



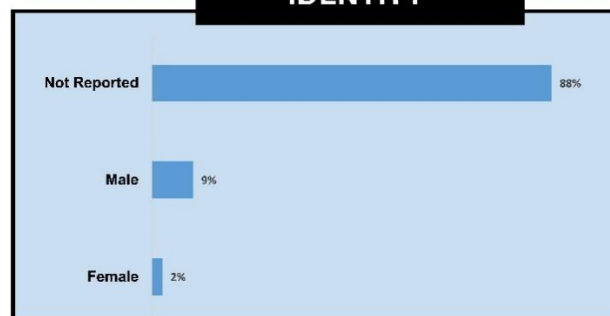
### GENDER

**81% MALE**

**19% FEMALE**

**0.1% NON-BINARY**

### IDENTITY



### ORIENTATION

**100% NOT REPORTED**

## Section 7: Glossary

### **CALIFORNIA ADVANCED DEFENSE ECOSYSTEM NATIONAL CONSORTIA**

**EFFORT (CADENCE)** - The California Governor's Office of Planning and Research (OPR) Military Affairs Unit, is designated by the U.S. Department of Defense\* (DOD) Under Secretary of Defense for Acquisition and Sustainment as a Defense Manufacturing Community and includes multiple national security project components. CADENCE aims to strengthen the resiliency of the national security innovation and manufacturing base and support critical manufacturing sectors that provide key resources to the American warfighter and address DOD's modernization priorities.

### **CALIFORNIA ADVANCED SUPPLY CHAIN ANALYSIS AND DIVERSIFICATION**

**EFFORT (CASCADE)** - The California Advanced Supply Chain Analysis and Diversification Effort initiative is funded by the U.S. Department of Defense\* to bolster California's defense supply chain cybersecurity resilience.

**CALIFORNIA AIR RESOURCES BOARD (CARB)** - The California Air Resources Board (CARB) is charged with protecting the public from the harmful effects of air pollution and developing programs and actions to fight climate change. From requirements for clean cars and fuels to adopting innovative solutions to reduce greenhouse gas emissions, California has pioneered a range of effective approaches that have set the standard for effective air and climate programs for the nation, and the world.

### **CALIFORNIA ASSOCIATION FOR LOCAL ECONOMIC DEVELOPMENT (CALED)** -

The California Association for Local Economic Development is the premier statewide professional economic development organization dedicated to advancing its members' ability to achieve excellence in delivering economic development services to their communities and business clients. CALED's membership consists of public and private organizations and individuals involved in economic development: the business of creating and retaining jobs.

### **CALIFORNIA COMMUNITY COLLEGE ASSOCIATION FOR OCCUPATIONAL**

**EDUCATION (CCCAOE)** – California Community College Association for Occupational Education has a long tradition of support and advocacy within the California Community College System. Our organization exists to serve as a statewide advocate for administrators and educators working in vocational education. To this day, a mandate continues through membership conferences, legislative advocacy training, and member education resources available to all 116 community colleges in California.

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\*The full definition is provided in the Glossary

## **CALIFORNIA DEPARTMENT OF RESOURCES RECYCLING AND RECOVERY**

(CALRecycle) - California's Department of Resources Recycling and Recovery brings together the state's recycling and waste management programs and continues a tradition of environmental stewardship.

**CALIFORNIA LABOR FEDERATION** (Cal Labor Fed) - The California Federation of Labor Unions is dedicated to promoting and defending the interests of working people and their families for the betterment of California's communities. From legislative campaigns to grassroots organizing, Cal Labor Fed affiliates are actively engaged in every aspect of California's economy and government.

**CALIFORNIA WORKFORCE ASSOCIATION** (CWA) - The California Workforce Association is a non-profit\* member association, which represents all 46 of the Workforce Development Boards in the State of California, as well as over 70 other affiliate members from labor, education, industry, Chambers of Commerce, government and community-based organizations.

**CALIFORNIA WORKFORCE INVESTMENT BOARD** (CWIB) - Established by Executive Order in response to the mandate of the federal Workforce Investment Act (WIA) of 1998, the California Workforce Investment Board (WIB) assists the Governor in setting and guiding policy in the area of workforce development. The WIB is responsible for assisting the Governor in performing the duties and responsibilities required by the WIA.

**COLLECTIVE BARGAINING AGREEMENT** (CBA) - Collective bargaining is the process in which working people, through their unions, negotiate contracts with their employers to determine their terms of employment, including pay, benefits, hours, leave, job health and safety policies, ways to balance work and family, and more. Collective bargaining is a way to solve workplace problems and also the best means for raising wages.

**DEPARTMENT OF DEFENSE** (DOD) - The Department of Defense is America's largest government agency. Its mission is to provide the military forces needed to deter war and ensure the nation's security.

**EMPLOYMENT TRAINING PANEL** (ETP) - Established in 1982, the Employment Training Panel is a business and labor-supported state agency that funds the costs of vocational training. ETP is governed by an 8 member Panel. ETP is funded by a tax on employers, collected alongside the Unemployment Insurance tax. ETP does not regularly receive General Fund support.



**ETP's CORE PROGRAM** - ETP's core program is funded by the Employment Training Tax (ETT), paid by California companies participating in the Unemployment Insurance system to promote the development of California workers. ETT revenues are deposited in the Employment Training Fund (ETF), established to fund ETP and its training programs. ETP does not use federal or state General Funds to fund its core program.

**GOVERNOR'S OFFICE of Business and ECONOMIC DEVELOPMENT (GO-BIZ)** - The Governor's Office of Business and Economic Development serves as the State of California's leader for job growth and economic development efforts.

**HIGH ROAD EMPLOYER (HRE)** - An employer that has either wages at or above the current special employment training wage, which this year is \$39.21 an hour, and/or they have a Collective Bargaining Agreement, and/or they are a participant in a High Road Training Partnership\* (H RTP). They must have one or more of those things *and* a turnover rate less than 10% *and* they will have to provide answers to a set of questions that deal with other high road characteristics. The questions that will be asked are narrative in nature, such as "Please describe the benefit packages you offer your employees" and "Please describe what kinds of flexibility you offer to your employees (for example: different shifts, ability to telework, etc.)." This definition was approved by the ETP Panel at the May 2022 Panel meeting with the understanding that a narrative will be added into the Legislative report explaining how it was difficult to come up with a definition and that the definition is live and can be added to or subtracted as needs arise later.

**HIGH ROAD TRAINING PARTNERSHIP (H RTP)** - The High Road Training Partnerships initiative is a modest, but critical \$10 million demonstration project designed to model partnership strategies for the state. Ranging from transportation to health care to hospitality, the H RTP model embodies the sector approach championed by the California Workforce Development Board- industry partnerships that deliver equity, sustainability, and job quality. Along with these program investments, the California Workforce Development Board is producing a body of policy and principle to guide related undertakings across the workforce system.

**HIGH UNEMPLOYMENT AREA (HUA)** - If the State average unemployment rate is less than 10 percent, HUA is defined as counties with an unemployment rate 25 percent higher than the State average or sub-county areas containing large numbers of unemployed workers and having an unemployment rate 25 percent higher than the State average. If the State average Unemployment Rate is 10 percent or higher, HUA is defined as counties with an unemployment rate 15 percent higher than the State average or sub-county areas containing large numbers of unemployed workers and having an unemployment rate 15 percent higher than the State average. HUA is based on data from EDD's Labor Market Information Division.

**INFORMATION COMMUNICATIONS TECHNOLOGIES (ICT)** - Information and Communication Technology is a blanket term encompassing all the technologies and services involved in computing, data management, telecommunications provision and the internet. These technologies all deal with the transmission and reception of information of some kind. ICT permeates all aspects of life, providing newer, better, and quicker ways for people to interact, network, seek help, gain access to information and learn.

**JOB CREATION PROGRAM** - Individuals who are newly hired employees within 90 days before the start of the contract term or within the contract term. These projects are intended to promote creation of jobs.

**MEETING OF THE MINDS** - Meeting of the Minds is an internationally recognized non-profit\* organization with world-class events, year-round leadership programming and an unparalleled digital platform.

**MULTIPLE EMPLOYER CONTRACT (MEC)** - A multiple-employer contractor serves multiple participating employers\* under a single ETP contract and may be: 1) a consortia (group of employers); 2) a training agency (private training entity or local educational agency; or 3) a local Workforce Development Board.

**NEW HIRE** - Individuals who are unemployed at the start of training in an ETP contract. New Hire projects are geared towards helping to decrease the statewide unemployment rate.

**NORTH AMERICAN INDUSTRY CLASSIFICATION SYSTEM (NAICS)** - The standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy. It was developed jointly by the U.S., Canada and Mexico in order to provide new comparability in statistics about business activity across North America.

**PARTICIPATING EMPLOYER** - ETP uses this terminology when indicating companies whose employees or new hires will receive training as a result of participating in a multiple employer contract's training project. They are not the contract holder yet they are able to participate in the training once the company has been deemed eligible by ETP.

**POST RETENTION WAGE** - ETP reporting requirement for a trainee that has been retained as an employee within a company for at least 90 days after the last date of training.

**SENATE BILL 162** - The Community Economic Resilience Fund Program. Existing law establishes the Employment Development Department (EDD) within the Labor and Workforce Development Agency. Existing law grants the Director of Employment Development duties, purposes, responsibilities, and jurisdiction exercised by the Director of Benefit Payments relating to job creation activities, among other things. The Workforce Innovation and Opportunity Act establishes the California Workforce Development Board as the body responsible for assisting the Governor in the development, oversight, and continuous improvement of California's workforce investment system and the alignment of the education and workforce investment systems to the needs of the 21st century economy and workforce. The act also provides for training partnerships that are overseen by the Board, including the High Road Training Partnerships initiative, a demonstration project to model partnership strategies for the State among various industry sectors, and that is industry based and worker focused in order to build skills for California employers that, among other things, generate family-supporting jobs.

**SPECIAL EMPLOYMENT TRAINING (SET)** - ETP uses this terminology in applicable contracts. The Special Employment Training projects are designed to improve skills and employment security of frontline workers in projects that do not meet standard employer or trainee eligibility requirements but are a priority for workforce training.

**ZERO EMISSION VEHICLE (ZEV)** - A zero-emissions vehicle, or ZEV, is a vehicle that emits no exhaust gas from the onboard source of power. Harmful pollutants to health and the environment include particulates, hydrocarbons, carbon monoxide, ozone, lead and various oxides of nitrogen.

## Section 8: Appendices

### Appendix A: Information on Participation of High Road Employers

Per SB 129, ETP is required to report on the participation of high road employers supported with this funding. In order for ETP to report on “High Road Employers,” for the purposes of this funding it was necessary for the Panel to first develop and approve a definition of this term (see below) since no such definition was, at the time of inception was available in California statute. The ETP Policy Committee worked with staff and stakeholders to draft a definition of the term High Road Employers (HRE). The Policy Committee developed supplementary questions for contractors to respond to a self-reported data questionnaire to determine whether a contractor would be considered a High Road Employer. It should be noted that while SB 162 provides a definition of “High Road Strategy,” it did not define “High Road Employer.”

This High Road Employer definition is not used for eligibility determination for any ETP program. It is only used for reporting purposes. Of the supplementary questionnaires requested from 2,071 participating employers, ETP received 2,060 returned responses. Analysis of HREs defined attributes, 92 participating employers met all of the criteria of a High Road Employer.

**Re-Employment Information:** Of the 92 participating employers that met the HRE criteria, 3,852 trainees were reported as being re-employed after a previous layoff.

**The Panel adopted the following definition as of March 2022:**

**A High Road Employer** has one of the following attributes:

1. Has either:
  - a) Wages at or above the SET wage (currently \$39.21/hour); and/or,
  - b) Has a CBA; and/or,
  - c) Is a participant in an HRTP\* AND
2. Has a turnover rate less than 10% AND
3. Will provide responses to a set of questions dealing with the other high road characteristics, for example: benefit packages (both content and waiting periods), job flexibility, employee development, diversity and inclusion, employee participation in company governance, company engagement with the community, promotion of health and safety in the workplace, and environmental sustainability efforts.

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\*The full definition is provided in the Glossary

**Appendix B: Total Expansion Fund Projects Approved with Approved Funding, and  
Estimated Number of Trainees**

<b>Contractor Name</b>	<b>Total Approved Amount</b>	<b>Estimated Number of Trainees</b>
A Teichert & Son Inc	\$499,100	620
A. Preman Roofing, Inc.	\$199,479	177
Agilent Technologies, Inc.	\$499,100	345
Alameda County Workforce Development Board	\$199,260	135
Amcor Rigid Packaging USA, LLC	\$477,135	332
Apeel Technology, Inc.	\$599,656	459
Applied Composite Structures, Inc.	\$499,744	529
Applied Materials, Inc.	\$498,640	338
Arrow Sign Co	\$22,425	65
AWT Construction Group, Inc.	\$144,532	106
Biomarin Pharmaceutical Inc.	\$494,500	350
Bivar, Inc.	\$33,810	35
Blue Mountain Construction Services, Inc.	\$171,120	405
Bricklayers and Allied Crafts Local No. 3 Apprentice Training Trust	\$131,134	74
Brody Heating, Air Conditioning & Electrical Contractors, Inc.	\$97,520	61
Building Skills Partnership	\$479,218	672
California Family Foods, LLC	\$106,260	75
California Labor Federation, ALF-CIO	\$462,784	448
California Manufacturers and Technology Association	\$599,440	508
California Manufacturing Technology Consulting	\$599,694	762
Capital Concrete Solutions Incorporated	\$53,130	44
Carpenters Training Trust Fund for Northern California	\$598,290	259
Cedars-Sinai Medical Center	\$499,100	310
Central Valley Roofers & Waterproofers Joint Appre	\$190,930	130
Cepheid	\$391,000	500
CFHS Holdings, Inc.	\$498,525	289
Children's Hospital of Orange County	\$499,100	124
Chrisp Company	\$397,670	280
Comfort Now, Inc.	\$84,180	61
Community Hospitals of Central California	\$464,600	625
Conagra Foods Packaged Foods LLC	\$385,020	372
Cook General Engineering, Inc.	\$90,229	67

Creating Coding Careers	\$198,375	75
Darin Fong And Associates, Inc. Consulting Structural Engineers	\$11,730	17
De Hart Plumbing, Heating & Air, Inc.	\$40,250	35
Delphon Holdings Inc	\$52,440	114
Diamond Technologies, Inc.	\$59,800	30
Economic Development Collaborative- Ventura County	\$106,600	100
Edwards Lifesciences LLC	\$247,250	250
Elica Health Centers	\$289,800	105
Els Investments	\$203,274	243
Emergency Restoration & Cleaning Inc	\$43,700	30
Employed Security Service Center, Inc.	\$269,400	100
Express Sewer & Drain Inc	\$232,300	120
Finishing Trades Institute of Northern California and Nevada Trust Fund	\$199,170	146
Finishing Trades Institute of Northern California and Nevada Trust Fund	\$199,170	146
Finishing Trades Institute of Northern California and Nevada Trust Fund	\$199,170	146
FM Industries, Inc.	\$496,800	345
Fresno Madera Kings & Tulare Counties Jatc	\$339,635	107
Fullerton Chamber of Commerce	\$496,440	970
GAR Bennett	\$74,520	142
Gilmore Services, LLC	\$303,600	165
Global Power Group Inc	\$138,000	100
Gradelink Corporation	\$38,180	27
Gs Williams Inc	\$23,000	15
Hoag Memorial Hospital Presbyterian	\$499,100	217
Hp Hood LLC	\$292,560	318
Intuitive Surgical, Inc.	\$496,800	900
Jewish Vocational and Career Counseling Service	\$491,530	130
Jobtrain, Inc.	\$381,250	125
Kagome Inc.	\$244,260	255
Kern County Electrical Journeyman and Apprentice Training Trust	\$322,462	89
Keysight Technologies, Inc.	\$494,500	325
Kirkhill, Inc.	\$468,050	550
KLA Corporation	\$499,100	345
Kozy Shack Enterprises, LLC	\$409,400	255
Lam Research Corporation	\$494,500	350
Lockheed Martin Corporation	\$499,744	776

Los Angeles County Electrical Educational and Training Trust Fund	\$594,830	280
Los Angeles Metropolitan Transportation Authority	\$497,168	386
Los Angeles Pacific College	\$154,200	146
Luxer Corporation	\$150,190	143
Mag Aerospace Industries, LLC	\$148,120	200
Michaels Stores Procurement Company Inc	\$269,928	200
National Veterans Chamber of Commerce - Nvcc	\$74,800	100
Nibbi Bros. Associates, Inc.	\$483,000	350
Nor-Cal Pipeline Services	\$180,320	171
Northern California Laborers Jatac	\$595,265	535
Northern California Tile Industry Apprenticeship and Training Trust Fund	\$114,053	68
Nwestco LLC	\$34,638	35
O'Brien Steel Erectors Inc	\$209,760	152
<b>O'Neil Digital Solutions, LLC</b>	<b>\$55,200</b>	<b>80</b>
On-Time Air Conditioning & Heating LLC	\$400,200	232
Operating Engineers and Northern California Surveyors Pre-Apprenticeship, Apprenticeship and Journeyman Affirmative Action Training Fund	\$599,200	286
Orange Coast Memorial Medical Center	\$499,675	589
Orange County Electrical Joint Apprenticeship and Training Trust Fund	\$598,590	270
Pasadena Hospital Association, Ltd	\$499,008	678
<b>Pharmapacks LLC</b>	<b>\$275,310</b>	<b>266</b>
Pitman Farms	\$402,040	814
Pomona Valley Hospital Medical Center	\$498,916	374
Premier Medical Transport Inc	\$497,904	264
Professionals In Human Resources Association	\$599,440	508
Providence West Valley Healthcare Center LLC	\$499,560	825
Quality Controlled Manufacturing, Inc.	\$91,080	88
Reliable Energy Management, Inc.	\$253,805	140
S. Bravo Systems, Inc.	\$132,365	119
S. Martinelli & Company	\$197,846	253
Sacramento Area Electrical Workers Joint Apprenticeship and Training Trust	\$598,270	263
Sacramento Employment & Training Agency	\$563,750	655
Santa Clara County Electrical Joint Apprenticeship and Training Trust	\$596,592	444
Schetter Electric, LLC	\$186,760	181
Schilling Paradise Corp.	\$322,575	255



Service Champions, Inc.	\$345,000	200
Sheet Metal & Air Conditioning Apprenticeship & Journeyman Training Fund	\$361,555	123
Sheet Metal Workers Local Union No 104 and Bay Area Industry Training Fund - North Bay	\$597,766	298
Sheet Metal Workers' Local Union No 104 and Bay Area Industry Training Fund - South Bay	\$597,821	293
Sierra Pacific Home & Comfort, Inc.	\$244,260	177
Simpson Strong-Tie Company Inc.	\$249,941	221
Solano-Napa Counties Electrical Industry Apprenticeship & Training Trust	\$379,180	98
Soma AEC, Inc.	\$596,304	159
Sonray Solar, Inc.	\$330,510	414
South Bay Workforce Investment Board Inc.	\$590,780	515
State Building & Construction Trades Council	\$596,859	366
Stationary Engineers Northern California and Northern Nevada Apprenticeship and Training Trust Fund	\$598,752	216
Sturgeon Services International, Inc.	\$345,000	250
Sundt Construction Inc	\$93,150	90
Synergy Enterprises, Inc.	\$448,500	387
Tait & Associates Inc	\$74,382	98
Tarzana Medical Center, LLC	\$499,905	524
Taylor-Listug, Inc.	\$299,920	392
The Chamber of the Chino Valley	\$249,845	535
The Shirley Ware Education Center Seiu-United Healthcare Workers-West	\$584,400	120
Tile, Marble and Terrazzo Employees Joint Apprenticeship Training Committee Trust	\$242,201	162
Timberworks Construction, Inc.	\$451,950	575
Ufcw Local 5	\$286,866	103
Unical Aviation Inc.	\$354,200	220
Union Roofers Joint Apprenticeship and Training Fund	\$594,600	600
Valley Communications, Inc.	\$92,460	67
Vellutini Corporation	\$499,560	543
Ventura County Electrical Joint Apprenticeship and Training Trust Fund	\$233,550	69
Vino Farms, Inc.	\$313,260	297



Vision Care Center, A Medical Group, Inc.	\$175,628	233
W C Heating & Air Conditioning, Inc.	\$65,550	75
Wonderful Pistachios & Almonds LLC	\$499,744	679
<b>Total: 134 Contracts</b>	<b>\$44,589,942</b>	<b>37,169</b>

Estimated number of trainees are the contractor's estimate of the number of trainees expected to train over the course of the agreement.