

PANEL PACKET

May 2025



Employment Training Panel



PANEL NOTICE/AGENDA

MEETING TIME/PLACE

Friday, May 30, 2025 at 9:30 a.m.
CalEPA Coastal Room
1001 I Street
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 and passcode below and use the raise-hand feature during public comment to be called on.

Join Zoom Webinar:

<https://us06web.zoom.us/j/82655926794>

Passcode: 397721

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Conference code: 1185529

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

Call to Order by Chair

- Roll Call
- Action to Approve May Panel Meeting Agenda
- Action to Approve April Panel Meeting Minutes

Rebecca Bettencourt

Executive Report

- Legislative/Budget/Other
- Request Motion to Adopt Consent Calendar Projects

Jessica Grimes
Kumani Armstrong/
Michael Cable
Laura Campbell

Review, *Public Comment and Action on Proposals

Heather Miguel
Willie Atkinson

Panel Date: May 30, 2025

Presentation and Action Item: Approving Revised Veterans Guidelines	Elisabeth Testa
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Presentation and Action Item: Approving Revised Ex-Offender/ At-Risk Youth Guidelines	Elisabeth Testa
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Presentation: Literacy and HWAF Update	Laura Campbell Ilya Launitz
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Presentation: Annual Report and Strategic Plan	Nancy Tran
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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, May 26, 2025, 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

Collins Electrical Company, Inc. -----	\$590,632
ESL Power Systems, Inc. -----	\$103,040
La Tapatia Tortilleria, Inc. -----	\$171,808
San Marino Gardens Wellness Center, LP dba Pasadena Park Health -----	\$604,800
Senior Operations LLC dba Senior Aerospace SSP, a Division of Senior Operations LLC -----	\$479,668
The Brownie Baker, Inc. -----	\$87,696
Wing Inflatables, Inc. (Critical Proposal)-----	\$313,600

San Diego Regional Office

Brewer Crane LLC dba Brewer Crane & Rigging -----	\$98,000
CP Manufacturing, Inc.-----	\$248,976
iBASEt, Inc. -----	\$89,040
Life Generations Healthcare LLC dba Generations Healthcare-----	\$439,040
Precision Fluid Controls, Inc. -----	\$218,400
Stir Foods, LLC -----	\$560,000
The San Diego Union-Tribune, LLC -----	\$110,400

San Francisco Regional Office

Coast King Packing, LLC dba Queen Victoria, Cost View, Ippolito International LP (Agriculture) -----	\$589,680
Mann Packing Co., Inc. (Agriculture) -----	\$193,104
True Organic Products, Inc.-----	\$570,024

Sacramento Regional Office

4 th Watch Educational Services dba Machinist	
Career College-----	\$848,750
BioMarin Pharmaceutical Inc. -----	\$599,760
Butte Glenn Community College District (Amendment) -----	\$0
Chrisp Company-----	\$452,200
ClarkWestern Dietrich Building Systems LLC -----	\$431,200
L&S Framing, Inc. -----	\$206,640
Motivo Engineering, LLC -----	\$151,200
PTI Technologies Inc. -----	\$228,340
Synergy Enterprises, Inc. dba Synergy Companies -----	\$289,800
Vision Care Center, A Medical Group, Inc. -----	\$95,844

Program Project Unit

San Francisco Workforce Development Board -----	\$482,300
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PROPOSALS APPROVED
BY DELEGATION ORDER FOR 04/15/25 – 05/19/25

≤ \$75,000	Approved Date	Approved Amount
<u>North Hollywood Regional Office</u>		
Nextgen Associates, Inc. dba ServiceMaster EMT	05/07/25	\$73,696
Ultra PRO International LLC	04/23/25	\$12,936
<u>San Diego Regional Office</u>		
Oceanside Glasstile Company	04/17/25	\$22,680
<u>Sacramento Regional Office</u>		
Flight Light, Inc.	05/07/25	\$48,720
Scenic Vans LLC dba Scenic Custom Campervans	04/17/25	\$56,000



State of California—Labor and Workforce Development Agency

Employment Training Panel

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PowerPoint Presentation on Annual Report and Strategic Plan

REVIEW AND ACTION ON PROPOSALS

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M e m o r a n d u m

To: Panel Members

From: Jessica Grimes
Executive Director

Subject: **Directions Meeting Sites**

Date: May 30, 2025

The Employment Training Panel will meet on **Friday, May 30th, 2025 at 9:30 a.m.**

**Cal EPA Coastal Room
Auditorium
1001 I Street, Sacramento, CA 95814**

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

Directions to the Cal EPA Coastal Room - Auditorium

From Sacramento International Airport:

- Take **Hwy 5 South**
- Exit on **J Street.**
- Take **J street to 10th street**
- Turn **Left** onto **10th street**
- **1001 I street**

From San Francisco

- Take **I-80 E**
- Merge onto **US-50 East**
- Merge onto **Hwy 5 South**
- Exit on **J Street.**
- Take **J street to 10th street**
- Turn **Left** onto **10th street**
- **1001 I street**



M e m o r a n d u m

To: Panel Members

Date: May 30, 2025

From: Jessica Grimes
Executive Director

Subject: **Future Meeting Sites**

<i>May Panel May 30th, 2025</i>	<i>In Person – CalEPA Coastal Room 1001 I Street Sacramento, CA 95814 Friday 9:30 AM – 3:30 PM</i>
<i>July Panel July 18th, 2025</i>	<i>In Person – CalEPA Coastal Room 1001 I Street Sacramento, CA 95814 Friday 9:30 AM – 3:30 PM</i>
<i>August Panel August 22nd, 2025</i>	<i>In Person – CalEPA Coastal Room 1001 I Street Sacramento, CA 95814 Friday 9:30 AM – 3:30 PM</i>
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<i>October Panel October 24th, 2025</i>	<i>In Person – CalEPA Coastal Room 1001 I Street Sacramento, CA 95814 Friday 9:30 AM – 3:30 PM</i>



**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL**

Friday, April 25, 2025

Panel Members

Rebecca Bettencourt
Chair

Dee Dee Myers
Ex-Officio Member

Rick Smiles
Member

Gretchen Newsom
Member

Doug Tracy
Member

Michael Hill
Member

Jennifer Fothergill
Member

Mike Greenlee
Member

Executive Staff

Jessica Grimes
Executive Director

Peter Cooper
Assistant Director/Senior Advisor

Kumani Armstrong
Assistant Director/Chief Counsel

Tara Armstrong
Deputy Director of Technical Branch

Laura Campbell
Chief of Program Operations

**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL
East End Complex Auditorium
1500 Capitol Avenue
Sacramento, California 95814
Friday, April 25, 2025**

I. PUBLIC PANEL MEETING CALL TO ORDER

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

II. ROLL CALL

Present

Rebecca Bettencourt
Rick Smiles
Gretchen Newsom
Douglas Tracy
Michael Hill
Jennifer Fothergill
Mike Greenlee
Derek Kirk

Executive Staff

Jessica Grimes, Executive Director
Kumani Armstrong, Assistant Director/Chief Counsel
Peter Cooper, Assistant Director
Tara Armstrong, Deputy Director of Technical Branch

III. AGENDA

The April Agenda was reviewed.

ACTION: Member Fothergill moved and Member Smiles seconded approval of the April Agenda.
All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 8 to 0.

Rebecca Bettencourt –aye
Rick Smiles –aye
Gretchen Newsom –aye
Doug Tracy –aye
Mike Hill –aye
Jennifer Fothergill –aye
Mike Greenlee –aye
Derek Kirk –aye

IV. MINUTES

The February 2025 Panel Meeting Minutes included in the Panel Packet were reviewed.

ACTION: Member Newsom moved and Member Smiles seconded approval of the February 2025 Panel Meeting Minutes. Panel Members present voted in the affirmative for approval of the Minutes as moved.

Motion carried by roll call vote, 8 to 0.

Rebecca Bettencourt –aye

Rick Smiles –aye

Gretchen Newsom –aye

Doug Tracy –aye

Mike Hill –aye

Jennifer Fothergill –aye

Mike Greenlee –aye

Derek Kirk –aye

V. REPORT FROM THE EXECUTIVE DIRECTOR

Welcome Derek Kirk Go-Biz designee. Derek serves as the Senior Advisor for Economic Development. Among the many exciting projects Derek oversees is the California Jobs First Initiative. ETP has been tracking its investments across the 13 regions and is looking forward to more opportunities to support this statewide effort.

There are two proposal formats in today's Panel. The applications received before January 1, 2025, follow the former proposal template and those received on or after January 1, 2025, are in compliance with SB-1321, which became effective January 1, 2025.

Seventy six percent of today's proposals are from repeat contractors. In addition, 59% are in the priority industry sector of manufacturing, and 47% are from small businesses, while 29% are from High Unemployment Areas.

VI. UPDATE OF CAL-E-FORCE

We have implemented SB-1321, which included changes to our application for the self-attestations and questions to collect priority information, fringe benefits and wage progression. This bill also includes a posting and list of applications that are submitted to ETP that is refreshed every sixty days. A new feature was also implemented to assist in managing trainee changes. So our contractors are now allowed to mass drop trainees to change job numbers and locations for a group of trainees in the system rather than one at a time. Reference guides and videos are available on our website and you are welcome to contact our command center for assistance.

VII. LEGISLATIVE AND LEGAL UPDATE

We are now in the 2025-2026 legislative session and bills are working their way through committees at this time, with June 6, 2025, being the last day for each house to pass bills introduced in that house.

Regarding the Legislative Memorandum there are two bills of particular interest.

The first one is AB-765, which starts at the bottom of page one, which would prohibit monies in the Employment Training Fund from being diverted, transferred, or otherwise used to pay interest charged on federal loans to the unemployment fund without the approval of the legislature by statute and a public report justifying the necessity for the diversion transfer use. We talked about this bill at our last public meeting. Phil Herrera shared some comments about it. ETP remains agnostic in regards to this bill. At this time, it has been re-referred back to the Committee on Insurance. We will continue to track it.

The second bill of particular interest is AB-1186, which starts at the bottom of page 2. AB-1186 would do two things. One, it would potentially expand the requirements regarding categories of demographic information that we receive. And two, it would establish a chief statistician of California who would be required to standardize the collection of demographic data across state agencies. We can see how this bill may potentially impact ETO and how we are receiving and handling demographic information. Your legal unit is tracking that bill, and we shared this information with the tech folks. We are following it as it goes through the process and through the development. It is set for hearing on April 30, 2025.

VIII. REPORT OF THE CHIEF DEPUTY DIRECTOR

Regarding Funding:

Today's Panel meeting is for approximately \$3 million. It includes six Delegation Order for a total of \$332,920. Delegation Orders are proposals capped at \$75K and approved under the delegated authority of the Executive Director on a continuous flow basis. For this state fiscal year, ETP has approved a total of 29 delegation orders. We have four projects on the consent calendar for approximately \$674,430. If all proposals scheduled for this Panel Meeting are funded today, the Panel will be approving 15 projects.

Regarding Demand and Allocations:

There are 222 applications currently in demand, and 115 applications are with the Regional Offices in development, 27 applications are under review with the Applications and Assessment Unit, and 80 submitted applications are pending review. The estimated value of the 222 applications is \$110.3 million (\$34.2million in demand for single employer contracts, \$13.7 in demand for small business \$62 million in demand for multiple employer contracts, \$446,655 million for apprenticeships and \$52,416 in demand for critical proposals. We are currently within our total allocations for this fiscal year 2024-25.

Tab 1 (CP Manufacturing, Inc.) has withdrawn. Two proposals have been removed from the consent calendar: Tab 4 (Structure Therapeutics), and Tab 5 (The Olive Oil Factory).

IX. CONSENT CALENDAR

ACTION: Member Newsom moved and Member Smiles seconded approval of the Consent Calendar as amended. Panel Members present voted in the affirmative for approval of the Consent Calendar as moved.

Motion carried, 8 to 0.

Rebecca Bettencourt –aye
Rick Smiles –aye
Gretchen Newsom –aye
Doug Tracy –aye
Mike Hill –aye
Jennifer Fothergill –aye
Mike Greenlee –aye
Derek Kirk –aye

X. POLICY COMMITTEE REPORT

Member Newsom provided a Policy Committee Report. There was a discussion on the content of MEC proposals in order to gain further information into the ways different MED or multiple employer contractor models operate, especially as concerns have been raised related to their participating employers and how they develop curriculum. MEC's will be sent a survey within the next few weeks and all MEC's are encouraged to participate in the survey.

A discussion on ETP contract revisions, both on the quality and the type of revisions that are requested and on ways that we can modify our revisions process. More date on revision requests will be coming to Policy Committee especially regarding the different types of revision requests we receive and on the timing of those requests.

There was an action item to approve revisions to the Veterans Guidelines and these revision were approved by Committee and will be coming to Panel for full approval likely next month or at the next Panel meeting.

Similarly, there was an action item to approve revisions to what was called the EX Offender at Risk Youth guidelines and soon to be known as the Justice involved Opportunity Youth guidelines. These revisions were approved by Committee and will also be coming before Panel for full approval at a future Panel meeting.

XI. REVIEW AND ACTION ON ITEMS REMOVED FROM THE CONSENT CALENDAR

Tab No. 4: Structure Therapeutics USA Inc. dba Structure Therapeutics

First time contractor. Funding requested \$189,000 to train 90 workers. Training will take place at their South San Francisco location.

Panel asked how they found out about the training vendor, Hands On. They seem to be coming up a lot lately.

Marianne Bartolo stated she had worked with them previously and they specialize in learning and organizational development, specifically in life sciences. They know their business model and the types of courses offered fit what they were looking for.

Panel asked how they were going to administer the contract since they are a first time contractor and training 90 employees.

Marianne Bartolo explained that she and two colleagues will be managing the administration.

Panel asked if the employees and workers will be in the same room with all the other employees and trainings from other contractors receiving this training from Hands On.

Marianne Bartolo explained that they worked with Hands On to make sure that their training plan is customized to their needs.

ACTION: Member Newsom moved and Member Hill seconded approval of the proposal submitted by Structure Therapeutics USA Inc. dba Structure Therapeutics in the amount of \$189,000. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 8 to 0.

Rebecca Bettencourt –aye
Rick Smiles –aye
Gretchen Newsom –aye
Doug Tracy –aye
Mike Hill –aye
Jennifer Fothergill –aye
Mike Greenlee –aye
Derek Kirk –aye

Tab No. 5: The Olive Oil Factory, LLC

Repeat contractor, with good prior performance, requesting \$110,880 in funding to serve 99 workers.

Panel commented that on their last contract the approved amount was 30,000 but the earning were only 81%. Now you are coming in for triple the amount, what are you doing to ensure that you have a higher payment earned percentage?

Kelly Miller explained that on their last contract they were still dealing with COVID and had an HR team on one person who went out on maternity leave. This time there are three individuals on our HR team and we are bringing in a training specialist in July.

ACTION: Member Newsom moved and Member Hill seconded approval of the proposal submitted by The Olive Oil Factory, Inc. in the amount of \$110,880. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 8 to 0.

Rebecca Bettencourt –aye
Rick Smiles –aye
Gretchen Newsom –aye
Doug Tracy –aye
Mike Hill –aye
Jennifer Fothergill –aye
Mike Greenlee –aye
Derek Kirk –aye

XII. ACTION ON PROPOSALS

Single Employer Contracts

Tab No. 6: Cepheid

Repeat contractor, with good prior performance. Funding requested \$598,080 to train 356 workers. Training will take place at their locations in Lodi, Sunnyvale, Newark, and Fremont.

Panel commented that the turnover rate is slightly higher and you are a larger company. Can you explain why the turnover rate is elevated?

Ester Rivera explained that they moved the manufacturing hub from the Bay area to Lodi which caused the majority of that. The Lodi building is under renovation and we will be expanding.

ACTION: Member Smiles moved and Member Kirk seconded approval of the proposal submitted by Cepheid in the amount of \$598,080. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 8 to 0.

Rebecca Bettencourt –aye
Rick Smiles –aye
Gretchen Newsom –aye
Doug Tracy –aye
Mike Hill –aye
Jennifer Fothergill –aye
Mike Greenlee –aye
Derek Kirk –aye

Tab No. 7: Altos Labs, Inc.

First time contractor. Funding requested \$472,500 to train 375 workers. Training will take place at their locations in Redwood City and San Diego.

Panel asked about wage progression for the workers that are receiving this training specific to the technical staff and the operation staff, the wage range right now is between \$30 an hour up to \$115 which is a significant range.

Connie White answered that they conduct a biannual compensation review at which time they look at benchmarks. We benchmark with companies that are both medium size as well as larger size and competitors with various market caps that are attuned to our industry. We also do specific talent assessments twice yearly.

Panel asked about Hands On and if they can elaborate on their specific relationship and how they are specializing training to their members rather than the other folks and what they are doing.

Connie White explained that she worked with Hands On previously and Hands On helped build out job architectures of major functions and did a successful job. They have built a team of facilitators that have good professional credibility. They have the soft skills which include presentation skills and emotional intelligence, including how to collaborate. They did a workshop with us last year, which was a trial to evaluate. The quality of the training and responsiveness scored a 92% satisfaction

ACTION: Member Smiles moved and Member Kirk seconded approval of the proposal submitted by Altos Labs, Inc. in the amount of \$472,500. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 8 to 0.

Rebecca Bettencourt –aye
Rick Smiles –aye
Gretchen Newsom –aye
Doug Tracy –aye
Mike Hill –aye
Jennifer Fothergill –aye
Mike Greenlee –aye
Derek Kirk –aye

Tab No. 8: B-K Lighting, Inc.

Repeat contractor, with good performance. Funding requested \$204,120 to train 90 workers Training will take place at their location in Madera.

Panel commented about the 13% turnover rate, which is about 11 employees. In your proposal you plan to hire around 11. Can you explain the turnover rate?

Jennifer Owens explained that they had offered a little mini sandwich shop on site for the manufacturing plant. Unfortunately, it did not go well and closed, resulting in laying off about 8%.

ACTION: Member Newsom moved and Member Smiles seconded approval of the proposal submitted by B-K Lighting, Inc. in the amount of \$204,120. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 8 to 0.

Rebecca Bettencourt –aye
Rick Smiles –aye
Gretchen Newsom –aye
Doug Tracy –aye
Mike Hill –aye
Jennifer Fothergill –aye
Mike Greenlee –aye
Derek Kirk –aye

Tab No. 9: Chrisp Company

Withdrawn.

Tab No. 10: MASS Precision, Inc.

Repeat contractor, with good performance. Funding requested \$344,960 to train 224 workers. Training will take place at their three locations in San Jose and Fremont. Correction the turnover rate is actually 12% not 15%.

Panel requested an explanation regarding the turnover.

Al Slickly explained that they saw a drop off in business and they are starting to see retirements (they have a lot of long term employees). Also, a lot of people come in from Stockton and Salinas and the commute gets old.

ACTION: Member Smiles moved and Member Kirk seconded approval of the proposal submitted by MASS Precision, Inc. in the amount of \$344,960. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 8 to 0.

Rebecca Bettencourt –aye
Rick Smiles –aye
Gretchen Newsom –aye
Doug Tracy –aye
Mike Hill –aye
Jennifer Fothergill –aye
Mike Greenlee –aye
Derek Kirk –aye

Multiple Employer Contracts

Tab No. 13: Pasadena City College

Repeat contractor with good performance. Funding requested \$407,824 to train 218 workers. Training will take place at in the following counties, Fresno, Los Angeles, Monterey and San Bernardino.

Panel asked for elaboration as to why Pasadena City College is now training workers far away from Pasadena City College. What is the connection? What's going on there?

Gordon Kirkpatrick from International Optimum Solutions dba Kirkpatrick Enterprises International explained that they are the ones who are doing a lot of the training for the organization and they have a fairly widespread client base. The group in Monterey is another food company, Dole Foods. They have been working with the food industry for decades. In Monterey there isn't any funding sources. A lot of companies find it difficult to get their own ETP funds and to administer them. Mission Foods is the other one which is in Fresno and the Bay Area. Most of the efforts are going to be in the LA zone

Panel asked for elaboration on the training that is being provided through City College.

Sasha King explained that they have the Career Center, a small Business Development Center, the women's business center and a PCC Extension which offers training services and academic training.

Panel commented that the working of the contract is ½ is working the vendor and going out with existing clients and other working on that angle of training. And then Pasadena's focusing more locally but is opening the door with the vendor side of it to other companies that have connections to be able to use ETP funds for training. This is an interesting new model for us.

ACTION: Member Smiles moved and Member Greenlee seconded approval of the proposal submitted by Pasadena City College in the amount of \$407,824. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 8 to 0.

Rebecca Bettencourt –aye
Rick Smiles –aye
Gretchen Newsom –aye
Doug Tracy –aye
Mike Hill –aye
Jennifer Fothergill –aye
Mike Greenlee –aye
Derek Kirk –aye

XIII. PRESENTATIONS AND ACTION ITEMS

A. LA Wildfires

A request was made on behalf of ETP, as mentioned in January staff were assessing the impact of the LA wildfires and after extensive assessment, staff are requesting up to two and a half million of our out of state competition to support those contractors that have been impacted by the LA wildfires.

ACTION: Member Kirk moved and Member Smiles seconded approval of the dedication of two and a half million dollars to LA wildfire recovery. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 8 to 0.

Rebecca Bettencourt –aye
Rick Smiles –aye
Gretchen Newsom –aye
Doug Tracy –aye
Mike Hill –aye
Jennifer Fothergill –aye
Mike Greenlee –aye
Derek Kirk –aye

B. Status Update on the 2025-2026 Apprenticeship

Willis Atkinson presented that we will follow the same apprenticeship application process as last year. The window will open on May 13, 2025, and will close on June 23, 2025. The projects should go to the September Panel as usual. After the September Panel, we will be convening with stakeholders to discuss changes going into the following fiscal year around the apprenticeship proposals and applications. Caps will be based on demand.

C. Review of Funding Strategies

Each year in mid to late spring, ETP reviews funding strategies for the coming state fiscal year, including project caps, reimbursement rates, allocations and moratoriums. This does not include information regarding the alternative fund that ETP may receive. Regarding allocations, staff is recommending the following allocations based on an estimated 102 million in contracting capacity for 2025-2026: Single employer 40%, small business 5%, critical proposals 5%, MEC 25% and apprenticeships 25%.

For the project caps, staff is recommending keeping our funding caps the same as 2024-2025, so that would be 600,000 single employer, 850,000 for critical proposals and 850,000 for MEC. Please note that apprenticeships in not on here this year because apprenticeships is to pay based on demand.

Reimbursement rates, staff is recommending keeping our reimbursement rates the same as last year \$100.00 for computer based training, \$22.00 apprenticeship, \$24.00 non-priority industry and \$28.00 for retraining.

Moratoriums, ETP staff is recommending a continuation of the moratorium on the following types of projects: Adult entertainment, car dealerships, commission on retail trades, gambling, mortgage banking, multi-level marketing partners and principals and professional firms. No changes from last year.

ACTION: Member Newsom moved and Member Smiles seconded approval what was presented as the reimbursement rates, the project caps, the allocations and the moratoriums. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 8 to 0.

Rebecca Bettencourt –aye
Rick Smiles –aye
Gretchen Newsom –aye
Doug Tracy –aye
Mike Hill –aye
Jennifer Fothergill –aye
Mike Greenlee –aye
Derek Kirk –aye

D. ETP Priority Industry Review and Recommendations

Each year the Panel establishes priorities for the fiscal year and identifies key industries that contribute to a healthy labor market. By reviewing employment projections, average weekly wages, and state economic factors, industries crucial in advancing California's workforce are identified and designated as priority industry. ETP decisions are based on legislation and California initiatives. With Panel approval priority industry may obtain benefits such as higher reimbursement rates or quality for lower wages under set projects on a case by case basis.

Recommendation is to keep ETP's current priority industries with the removal of 7 and adopt LMID's recommended addition of 56 more priority industries. Staff also recommends the approval of NAICS codes changes.

Panel asked if Professional, Scientific, and Technical Services is no longer aligned with the strategy of the state.

Staff stated that it could be that there is not much growth in this sector or maybe they job title to fluctuate more with AI services .Some of these are tied to a lot of consultants.

Panel was concerned regarding the removal of the word scientific that's an innovation driver for the whole state.

Director Grimes stated that her understanding is that what we see in the table outline is the moving of 4 codes but not necessarily the overall industry.

Panel remarked that it sits in a different category increasing on one side based on information services but under professional business we are removing an information service. Panel continued even though they don't anticipate this priority designation drastically moving markets. However those four NAICS codes are tied to companies like Alphabet and Snap and a few other

major tech companies in California. We should be cautious about not identifying those particular companies as priority for these type of funding, yes, there are downturn and in some ways we should be doing more proactive outreach to ensure that those companies understand the benefits and incentive that are available and the opportunities to continue to grow in California so they are not leaving. So while we understand the removal of the top 2, not sure the bottom one has support. There is an immense amount of nuance in the NAICS codes.

Panel wanted to make sure that the recommendation to remove the pipeline transportation and NAICS code is not related to the pipeline or transportation of hydrogen because the industry is starting to boom.

Staff stated that the hydrogen industry fell under a different NAICS code 486990.

Panel asked for more information regarding the recommendation to add under finance and insurance and, credit intermediation and related activities, what kinds of specific jobs.

Brandon Hooker responded that those jobs would be tied more to the financial planners. Some of the high end jobs that are done within the banking industry, not so much the bank teller side. Those that are tied to venture capital and do more of the advising directly for firms in terms of their overall financial structure.

Panel had some conversation regarding the repair and maintenance industry group that is still overly reliant on the compensation structure associated with piece pay rates as this does not align with the principles that we have of investing in High Road jobs that promote stable and sustainable wage. This is a hard one it's a mix of how they are employed and compensated. The broad stroke is very hard one when we look at the compensation structure. It's sort of important to the infrastructure, especially to our small businesses there are a lot who do bring these people in to do that. There was concern with removing it due to the worldwide shortage of equipment maintenance people and how hard they are to find. If they come to Panel there's always the conversation about piece rates.

ACTION: Member Hill moved and Member Smiles seconded approval of retaining the current ETP priority industries, and all but the Professional, Scientific, and Technology industry name NAICS code 5415 and related codes. All Panel Members present voted in the affirmative to approve the proposal as moved.

Public Comment: Michelle Rickner commented that she like the discussion. Last year one of the industries left out was hospitals. She would like to see it re-added.

Motion carried by roll call vote, 8 to 0.

Rebecca Bettencourt –aye
Rick Smiles –aye
Gretchen Newsom –aye
Doug Tracy –aye
Mike Hill –aye
Jennifer Fothergill –aye
Mike Greenlee –aye
Derek Kirk –aye

E. Amended guidelines for the Electric Vehicle Infrastructure Training Program or EVITP fund

ETP partnered with the California Energy Commission to train and certify 3000 electricians in the EVITP program. Amendments have been made in response to feedback and are included in Panel packet.

ACTION: Member Smiles moved and Member Hill seconded approval the recommendations on the EVITP program. All Panel Members present voted in the affirmative to approve the proposal as moved.

Motion carried by roll call vote, 8 to 0.

Rebecca Bettencourt –aye
Rick Smiles –aye
Gretchen Newsom –aye
Doug Tracy –aye
Mike Hill –aye
Jennifer Fothergill –aye
Mike Greenlee –aye
Derek Kirk –aye

XIV. OPPORTUNITY FOR PANEL MEMBERS TO REQUEST AGENDA ITEMS FOR FUTURE PANEL MEETING

No comments.

XV. PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA

Phillip Herrera commented there is positive news with the legislature and the Governor and GoBiz the budget allocations that the governor included in January we should see the 50 million back in the May revision. We remain hopeful. AB-765 did its job and it will be a two year bill.

Rocio Leon commented that she likes seeing phone numbers on emails from staff.

XVI . MEETING ADJOURNMENT

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

ACTION: Member Newsom moved and Member Smiles 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, 8 to 0.

Rebecca Bettencourt –aye

Rick Smiles –aye

Gretchen Newsom –aye

Doug Tracy –aye

Mike Hill –aye

Jennifer Fothergill –aye

Mike Greenlee –aye

Derek Kirk –aye

Acting Chair Smiles Adjourned the meeting at 11:09 a.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 \$600,000.

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 \$850,000 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 May 22, 2025

cc: Jessica Grimes, Executive Director
Peter Cooper, Assistant Director/Senior Advisor
Kumani Armstrong, Assistant Director/Chief Counsel
Tara Armstrong, Deputy Director/Chief Information Officer

From: Michael A. Cable, Staff Attorney

Subject: Pending Legislation; California Legislature; 2025-2026 Regular Session

I. ASSEMBLY BILLS

- **AB-42 CalWORKs: CalFresh: eligibility: income and resource exclusions.**
Summary: This bill would exempt any grant, award, scholarship, loan, or fellowship benefit that is provided to any assistance unit member for educational purposes and that is not administered by the United States Department of Education from consideration as income for purposes of determining CalWORKs and CalFresh eligibility or grant amounts, and would also exempt those funds as resources for purposes of determining CalWORKs eligibility or grant amounts. The bill would also require, to the extent permitted by federal law, regulation, or guidance, or a waiver thereof, the State Department of Social Services to exercise a federal option to exclude, for purposes of calculating a household's income under CalFresh, any type of income that the department excludes when determining eligibility or benefits for CalWORKs. This bill would require the department to implement these provisions through an all-county letter or similar instruction until regulations are adopted. By expanding the scope of eligibility for CalWORKs and CalFresh, the bill would impose a state-mandated local program.

Status: On 04/09/2025: In committee: Set, first hearing. Referred to APPR. suspense file.

- **AB-95 California Education Interagency Council.**
Summary: This bill, subject to an appropriation, would establish in the Government Operations Agency the California Education Interagency Council, composed of specified state officers for purposes of evaluating workforce and economic changes in the state, integrating and aligning education and employment systems, maximizing funding impact, supporting adult skill development, coordinating regional education and workforce needs, and serving as a forum for discussions of intersegmental and cross-sector policy issues, as specified. The bill would require the council, among other duties, to adopt a strategic plan, and work plans, report to the Governor and the Legislature on the outcome outcomes of its work and recommendations to advance transitional kindergarten to postsecondary education, inclusive, intersegmental student pathway efforts aligned to careers, establish a faculty and employer advisory committee, and provide advice and recommend tools designed to support students across their educational careers, as specified. The bill, subject to an appropriation, would establish the Office of the California Education Interagency Council in the

Government Operations Agency as a neutral administrative body tasked with supporting the California Education Interagency Council, as specified.

Status: On 05/14/2025: In committee: Set, first hearing. Referred to suspense file.

- **AB-323 Strong Workforce Program: work-based learning opportunities.**

Summary: Existing law establishes the California Community Colleges, under the administration of the Board of Governors of the California Community Colleges, as one of the segments of public postsecondary education in this state. Existing law establishes the Strong Workforce Program to provide funding to career technical education regional consortia made up of community college districts and local educational agencies, as specified. Existing law requires the office of the Chancellor of the California Community Colleges to, no later than June 30, 2017, bring before the board of governors any policies, regulations, and guidance necessary to accomplish, among other things, providing work-based learning opportunities for students that increase their employability and earning potential, as provided. Existing law requires a percentage of the funds apportioned for community colleges under the program to be apportioned directly to community college districts in the consortia to fund, among other things, student grants to cover fees for third-party certification and licensing. This bill would require the chancellor's office to revise, no later than June 30, 2026, the above-described policies, regulations, and guidance necessary to provide students, employers, or both, with paid work-based learning opportunities, as provided. The bill would authorize a community college district to also use those funds apportioned directly to community college districts to provide direct support to students, employers, or both, for paid work-based learning to increase employability and employment, as provided.

Status: On 04/23/2025: In committee: Set, first hearing. Referred to suspense file.

- **AB-345 Apprenticeship programs: approval process.**

Summary: This bill would require the Division of Apprenticeship Standards to confirm the completeness of an application for a new apprenticeship program within 30 days of receiving the application. The bill would provide that, where the chief has not made a final determination on a completed application for a new program within 6 months of receiving the application, the program shall have conditional approval to operate if it satisfies specified conditions, including approval by the United States Department of Labor. The bill would require the chief to make a final determination on an application for a new apprenticeship program within one year of receiving a completed application. The bill would provide its provisions do not apply to apprenticeship programs in the building and construction trades or to firefighter programs.

Status: On 04/23/2025: In committee: Set, first hearing. Referred to suspense file.

- **AB-353 Communications: broadband internet service providers: affordable home internet.**

Summary: This bill would require every California internet service provider, except as specified, to offer for purchase to eligible households, as defined, within their California service territory affordable home internet service that meets minimum speed requirements. The bill would also require every California internet service provider to make commercially reasonable efforts to promote and advertise the availability of affordable home internet service for eligible households, as provided.

Status: On 05/14/2025: In committee: Hearing postponed by committee.

- **AB-537 Community colleges: California College Promise.**

Summary: This bill would remove, for purposes of eligibility for the California College Promise, the qualification that students be full-time. The bill would additionally require, as a condition of participating in, and receiving funding for, the California College Promise, community colleges and community college districts to refrain from referring to any other student financial aid funding or program as the California College Promise.

Status: On 05/07/2025: In committee: Set, first hearing. Referred to APPR. suspense file.

- **AB-673 Unaccompanied homeless pupils: Unaccompanied Youth Transitional Housing Program.**

Summary: This bill would require the State Department of Education, in consultation with the State Department of Social Services and county offices of education, to administer competitive grants as part of a pilot program, to be known as the Unaccompanied Youth Transitional Housing Program, for purposes of enabling school districts, county offices of education, and charter schools to partner with local nonprofits, as defined, and to offer 5-year grants to fund transitional housing projects for unaccompanied homeless youth who are 16 and 17 years of age, and would require grant funds to be used for, among other things, referrals to residential facilities with single-occupant units, provision of clothes, nutritious meals, and stipends for public transportation, and educational support services, as specified. The bill would also require funding preference under the program to be given to local educational agencies that partner with nonprofits that demonstrate certain characteristics, as provided.

Status: On 04/09/2025: In committee: Set, first hearing. Hearing canceled at the request of author.

- **AB-731 Pupil instruction: dual enrollment: College and Career Access Pathways partnerships.**

Summary: This bill would revise the CCAP partnership provisions to eliminate the requirement that the protocols require principal recommendation. This bill would require a CCAP partnership agreement to also establish protocols that authorize a pupil to complete one application for the duration of the pupil's attendance at a community college as a special part-time student participating in a CCAP partnership agreement. Existing law authorizes a community college district to limit enrollment in a community college course solely to eligible high school pupils if the course is offered at a high school campus, either in person or using an online platform, during the regular school-day and the community college course is offered pursuant to a CCAP partnership agreement. This bill instead would authorize a community college district to limit enrollment in a community college course solely to eligible high school pupils if the course is offered either in person at a high school or community college campus, or using an online format, either synchronous or asynchronous, as defined, and the community college course is offered pursuant to a CCAP partnership agreement. The bill would require the Board of Governors of the California Community Colleges to adopt regulations to ensure that comprehensive support services are provided to high school pupils dually enrolled in asynchronous courses, as specified.

Status: On 05/14/2025: In committee: Set, first hearing. Referred to suspense file.

- **AB-765 Employment Training Fund: federal loan interest payments.**

Summary: Existing law establishes the Employment Training Panel within the Employment Development Department and sets forth its powers and duties with respect to certain employment training programs. Existing law establishes the Employment Training Fund in the State Treasury, and requires that moneys in the fund be expended only for the purposes of the Employment Training Panel, except as provided. Existing law authorizes, with the approval of the Legislature,

the fund or contributions to it to be used to pay interest charged on federal loans to the Unemployment Fund. This bill would instead prohibit moneys in the fund from being diverted, transferred, or otherwise used to pay interest charged on federal loans to the Unemployment Fund, or related liabilities, without the approval of the Legislature by statute and a public report justifying the necessity for the diversion, transfer, or use. The bill would also make related findings and declarations.

Status: On 04/03/2025: From committee: Do pass and re-refer to Com. on INS. with recommendation: To Consent Calendar. (Ayes 7. Noes 0.) (April 2). Re-referred to Com. on INS.

- **AB-988 Pupil instruction: statewide dual enrollment framework: advisory board.**

Summary: This bill would require the Superintendent of Public Instruction, in collaboration with the dual enrollment advisory board, which the bill would establish, to develop a statewide dual enrollment framework to provide guidance for how dual enrollment programs should operate in the state to reach specified goals. The bill would require the dual enrollment advisory board membership to be composed of specified individuals, as provided. The bill would require the Superintendent and the advisory board, in developing the framework, to do certain things, including, among others, reviewing existing laws, policies, and efforts in California and other states on dual enrollment, course choice, pupil remediation, articulation and transfer, and transition courses, and providing a guide of best practices to accomplish specified dual enrollment-related policies. The bill would require the Superintendent to, by January 1, 2027, submit the framework to certain legislative committees, as provided.

Status: On 05/14/2025: In committee: Set, first hearing. Referred to APPR. suspense file.

- **AB-1111 Pupil transportation: schoolbuses: zero-emission vehicles: extensions: scrapping.**

Summary: Existing law authorizes state funds, upon appropriation by the Legislature, to be distributed to the Superintendent of Public Instruction for distribution to certain local educational agencies for the purchase of low- or zero-emission schoolbuses that replace, or increase the number of, schoolbuses in the existing schoolbus fleet or for retrofitting existing schoolbuses to achieve reductions in emissions, as specified. Among other things, this bill would revise and recast those provisions by (A) delaying the deadline by 10 years to 2045, for certain local educational agencies, (B) changing the extension applicable only to frontier local educational agencies from an annual extension to a 5-year extension, (C) authorizing 5-year extensions due to (i) a lack of sufficient infrastructure, or a lack of availability of sufficient repair and maintenance, that is necessary to support the operation of a zero-emission schoolbus, as provided, or (ii) safety concerns relating to a local fire agency's response capabilities and resources, as provided, and (D) requiring the State Air Resources Board, in consultation with the State Department of Education and the State Energy Resources Conservation and Development Commission, to receive and evaluate a local educational agency's extension request and to grant an extension if the local educational agency reasonably demonstrates the conditions required for the requested extension.

Status: On 05/14/2025: In committee: Set, first hearing. Referred to APPR. suspense file.

- **AB-1136 California Workforce Development Board: high road training partnerships.**

Summary: Existing law 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. Existing law requires the board to assist the Governor in promoting the development of a well-educated and highly

skilled 21st century workforce, and the development of a high road economy that offers an educated and skilled workforce with fair compensation and treatment in the workplace. Existing law also requires the board to assist in developing standards, procedures, and criteria for defining, among other things, high road training partners, as specified. Existing law defines “high road training partnership” to mean an initiative or project that models strategies for developing industry-based, worker-focused training partnerships, including labor-management partnerships. Existing law further describes high road training partnerships as operating via regional, industry- or sector-based training partnerships comprised of employers, workers, and their representatives including organized labor, community-based organizations, education, training, and social services providers, and labor market intermediaries, as specified.

This bill would expand the description of “high road training partnership” to include operating via a partnership across multiple industry sectors, as defined.

Status: On 04/23/2025: In committee: Set, first hearing. Referred to suspense file.

- **AB-1174 Clean Transportation Program: eligible programs and projects: electric vehicle charging stations: vandalism deterrence.**

Summary: Existing law establishes the Clean Transportation Program, administered by the State Energy Resources Conservation and Development Commission, to provide funding to certain entities to develop and deploy innovative technologies that transform California’s fuel and vehicle types to help attain the state’s climate change policies. Existing law limits funding under the program to specified categories of programs and projects. Existing law creates the Alternative and Renewable Fuel and Vehicle Technology Fund, to be administered by the commission, and requires the moneys in the fund, upon appropriation by the Legislature, to be expended by the commission to implement the program. This bill would add to the categories of programs and projects eligible for funding under the Clean Transportation Program programs and projects to deter and combat vandalism of publicly available electric vehicle charging stations.

Status: On 03/10/2025: Referred to Com. on TRANS.

- **AB-1186 Data collection: race and ethnicity: minimum categories.**

Summary: This bill would: (1) potentially expand the requirements regarding the categories of demographic information we receive, and (2) establish, within the Demographic Research Unit, the position of the Chief Statistician of California, who would be required to, among other things, standardize collection of demographic data across state agencies.

Status: On 04/30/2025: In committee: Set, first hearing. Referred to suspense file.

- **AB-1443 Personal income taxes: unemployment insurance: tips.**

Summary: This bill, for taxable years beginning on or after January 1, 2026, and before January 1, 2031, would exclude tips, as defined, from gross income for the purposes of the Personal Income Tax Law. The bill, on and after January 1, 2026, and until January 1, 2031, would also exclude tips from the definition of wages paid for employment for purposes of income tax withholding and for purposes of unemployment insurance and the employment training tax. This bill would also make related changes to other provisions.

Status: On 04/28/2025: In committee: Set, final hearing. Held under submission.

II. **SENATE BILLS**

- **SB-17 Personal income taxes: unemployment insurance: tips.**

Summary: This bill, for taxable years beginning on or after January 1, 2026, would exclude tips, as defined, from gross income for the purposes of the Personal Income Tax Law. This bill also would exclude tips from the definition of wages paid for employment for purposes of income tax withholding and for purposes of unemployment insurance and the employment training tax. This bill would also make related changes to other provisions.

Status: On 05/16/2025: Set for hearing May 23.

- **SB-275 Eligible training provider list.**

Summary: This bill would prohibit an approved training provider from being removed from the eligible training provider list if the provider has submitted verification of completion of continued eligibility requirements through a local workforce development board, except as provided. The bill would require continued eligibility review to be conducted once every two fiscal years, and would require local workforce development boards to submit continued eligibility reviews to the Employment Development Department, in the form and manner prescribed by the department, no later than September 30 of each even numbered year for the prior two fiscal years, as provided. By expanding the duties of local workforce development boards, this bill would impose a state-mandated local program.

Status: On 05/16/2025: Set for hearing May 23.

- **SB-470 Bagley-Keene Open Meeting Act: teleconferencing.**

Summary: This bill would extend the provisions regarding teleconferencing from January 1, 2026, to January 1, 2030.

Status: On 04/29/2025: Read second time. Ordered to third reading.

- **SB-638 California Education and Workforce Development Coordinating Entity: Career Technical Education and Career Pathways Grant Program.**

Summary: Existing law establishes the California Career Technical Education Incentive Grant Program, administered by the State Department of Education, with the purpose of encouraging, maintaining, and strengthening the delivery of high-quality career technical education programs. Among other things, this bill, subject to an appropriation by the Legislature for this purpose, would establish the Career Technical Education and Career Pathways Grant Program, to be administered by the department, for purposes of providing programs and services related to career technical education and career pathways, as provided. The bill would establish the Career Technical Education and Career Pathways Grant Program Fund in the State Treasury, and would require moneys in the fund to be available, upon appropriation by the Legislature, to the Superintendent of Public Instruction for purposes of the grant program.

Status: On 05/16/2025: Set for hearing May 23.

III. **BUDGET BILLS**

- **AB-4 Budget Act of 2024.**

Summary: The Budget Act of 2024 made appropriations for the support of state government for the 2024-25 fiscal year. This bill would amend the Budget Act of 2024 by adding appropriations and making other changes. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: CHAPTERED. On 01/24/2025: Chaptered by Secretary of State - Chapter 1, Statutes of 2025.

- **AB-15 Budget Act of 2024.**

Summary: The Budget Act of 2024 made appropriations for the support of state government for the 2024-25 fiscal year. This bill would amend the Budget Act of 2024 by adding appropriations and making other changes. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: On 04/09/2025: In committee: Set, first hearing. Referred to APPR. suspense file.

- **AB-100 Budget Acts of 2023 and 2024.**

Summary: The Budget Act of 2023 and the Budget Act 2024 made appropriations for the support of state government for the 2023-24 and 2024-25 fiscal years. This bill would amend the Budget Act of 2023 and the Budget Act of 2024 by adding appropriations and making other changes. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: CHAPTERED. On 04/14/2025: Chaptered by Secretary of State - Chapter 2, Statutes of 2025.

- **AB-227 Budget Act of 2025.**

Summary: This bill would make appropriations for the support of state government for the 2025–26 fiscal year. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: On 02/03/2025: Referred to Com. on BUDGET.

- **SB-1 Budget Act of 2024.**

Summary: The Budget Act of 2024 made appropriations for the support of state government for the 2024-25 fiscal year. This bill would amend the Budget Act of 2024 by adding appropriations and making other changes. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: CHAPTERED. On 02/07/2025: Chaptered by Secretary of State. Chapter 3, Statutes of 2025.

- **SB-2 Budget Act of 2024.**

Summary: The Budget Act of 2024 made appropriations for the support of state government for the 2024-25 fiscal year. This bill would amend the Budget Act of 2024 by adding appropriations and making other changes. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: CHAPTERED. On 02/07/2025: Chaptered by Secretary of State. Chapter 4, Statutes of 2025.

- **SB-3 Budget Act of 2024.**

Summary: The Budget Act of 2024 made appropriations for the support of state government for the 2024-25 fiscal year. This bill would amend the Budget Act of 2024 by adding appropriations and making other changes. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: CHAPTERED. On 01/23/2025: Chaptered by Secretary of State. Chapter 2, Statutes of 2025.

- **SB-65 Budget Act of 2025.**

Summary: This bill would make appropriations for the support of state government for the 2025-26 fiscal year. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: On 01/13/2025: Read first time.

- **SB-100 Budget Acts of 2023 and 2024.**

Summary: The Budget Act of 2023 and the Budget Act of 2024 made appropriations for the support of state government for the 2023-24 and 2024-25 fiscal years. This bill would amend the Budget Act of 2023 and the Budget Act of 2024 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: On 04/10/2025: Re-referred to Com. on Budget pursuant to Assembly Rule 97.



Employment Training Panel

M e m o r a n d u m

To: Panel Members

Date: May 30, 2025

From: Lis Testa, Policy Manager

File:

Subject: Action Item to Approve Revised Veterans Guidelines

I. Brief Issue Statement:

ETP is engaged in a comprehensive review of all of our Pilots and Guidelines per the legislation requirement in 10205(i). At the April 2025 Policy Committee meeting, Committee reviewed the Veterans Guidelines, which provide information for supporting and including this population in ETP contracts.

Policy Committee approved moving the revised Guidelines to Panel for full approval. Below is a short explanation of the edits included in the revised version of the Guidelines.

II. Background Information:

The revisions to the Veterans Guidelines are as follows:

- 1) To perform a general clean-up of the guidelines for small items such as punctuation, grammar, etc.;
- 2) Removing all references to the Retrainee Job Creation Program, which has been discontinued;
- 3) Ensuring all references to ETP contacts, forms, and other references are correct;
- 4) Giving funding priority to projects with Veterans component;
- 5) Ensuring Veterans receive the highest reimbursement rate.

A draft version of the Veterans Guidelines, with the above changes incorporated, are included in your meeting materials for today.

III. Recommendation

Staff is requesting an action item to approve the revised draft of the Veterans Guidelines.



Employment Training Panel

Guidelines: Veterans

Effective: October 16, 2008

Revision History: 10/26/2021: Updated references to reimbursement rates to always refer to the current Fiscal Year's reimbursement rate table 1/7/2021: Added EDU's contact information for their veteran's services referral program. 12/12/2019: Summary: added transitioning active duty veterans to the definition of veterans, and clarifies how to handle this group as new hires. 02/22/2019 Summary: Revised guidelines to remove PL limitation on training hours. 05/24/2018: At the May 2018 Panel Meeting, the Panel approved an update of ETP reimbursement rates (from \$22 to \$26 for classroom, AT and class/lab, from \$8 to \$9 for CBT; removed Small Business exception) to be effective for all projects with a term date starting in FY 18/19. 01/01/2016: Removed the Job Creation benchmark for "date of hire" as a condition of Retrainee eligibility, and made related clarifications (i.e. Veterans can still have a Job Creation attribute). Clarified two exceptions to the \$22 reimbursement rate: \$26 for Vets in Priority Small Business, and \$13 for Veteran Apprentices. Removed the 24-month look-back period for SET/MB eligibility. Clarified that training for Veterans can be both MEC and SEC. Clarified that hours for training are standard, unless there is justification. Removed "advance payments" given the lack of demand. Other minor revisions for clarity. 11/19/2015: Clarifies that retrainees may exceed the 200-hour cap with an approved justification, for this and other programs. Also noted, for the Productive Laboratory delivery method the maximum training hours are capped at 60 (24 for Small Business). 10/20/2011: Revised to indicate in projects with vets and non-vets, only the VET Job Number eligible for 20% support costs. 09/23/2011: Revise Retrainee eligibility criteria consistent with Retrainee/Job Creation Guidelines (benchmark period criteria). For Set Multiple Barriers, extend prior time period trainee may have been on active duty, from 12 to 24 months. Revise curriculum requirements to allow basic skills training necessary for veterans to transition into the civilian workforce. Revise retention requirements for occupations where it is not customary to work 90 consecutive days, to allow 500 hours within 272 days (rather than 180 days). Increase training reimbursement rate, from \$20 to \$22 per hour. Increase support costs, from 12% to 20%. Increase allowable incidental placements, from 35%, to 45%. 06/03/2010: Revised to indicate program no longer a pilot and incorporated into the Panel program. 03/05/2009: Amended standard 90-day Retention criteria to remove reference to employment with up to 3 employers. Also removed reference from retention period of 500 hours within 180 days. 01/15/2009: Standardized Pilot templates with standardized main headings, added new logo, removed standard ETP criteria.

These are guidelines only. If a proposal raises the need for further modifications, that will be accomplished on a case-by-case basis with direction from Executive Staff. Unless modified by these guidelines, all other program criteria apply.

BACKGROUND

The need for employment training assistance for veterans has increased due to the number of active and reserve personnel who have performed military service in recent years. In response to the need to assist veterans, ETP designated service to veterans as a funding priority in its Fiscal Year (FY) 2008-09 Strategic Plan and implemented a veteran's pilot program. The intent of the pilot was to recruit, train, and place more

unemployed veterans in jobs through multiple employer contracts (MECs) or single employer contracts for retrainees who met the pilot definition of veteran and who were hired as full-time employees of the contractor by the start of retention. Veteran training has since been incorporated fully into the Panel program.

PURPOSE:

- The program provides veterans with necessary skills to enter the workforce and improves their opportunities for advancement in high wage, secure jobs.
- The program enables the Panel to test the concept of new training models designed to serve veterans.

ELIGIBILITY

- **Employers:** Veterans training may be provided under a Multiple Employer Contract (MEC) and/or a Single Employer Contract.
- **Funding Priority:** All projects with a Veterans component shall receive funding priority.
- **Trainees:**
 - Participants must be veterans who have served on active full-time duty in the Armed Forces and were (a) honorably discharged; (b) released from active duty because of a service-connected disability; or (c) are transitioning active duty military personnel within one year prior to their anticipated separation date. Reservists who have served on active full-time duty, and who are still on reserve status, are also eligible to participate. For the purpose of these guidelines, the California National Guard is considered to be a branch of the Armed forces.
 - Participants may be New Hires or Retrainees. The standard eligibility criteria per UI Code Section 10201(c) apply; except for projects funded under SET, which are exempt from those criteria. Additionally, transitioning active duty veterans who are within one year prior to their anticipated separation date also qualify for new hire training, even though they are not eligible to receive Unemployment Insurance benefits until they actually separate from service.
 - If SET, Multiple Barriers (SET/MB) then:

Veterans may qualify for SET/MB without regard to date of deployment on a case-by-case basis, with justification.
 - Contractor is responsible for determining trainee eligibility in accordance with these Guidelines. Contractor must keep documentation of eligibility on file and available for review by ETP Monitors upon request.
 - Veterans will identified with a 'tag' during enrollment within ETP's online system.

Curriculum

- At least 50% of a trainee's training hours must consist of vocational skills training. The remaining hours may consist of literacy training, or other basic skills training

necessary to transition into the civilian workforce as approved on a case-by-case basis.

Retention Requirements

- Full-time employment is required for a minimum of 30 hours per week during the consecutive 90-day employment retention period; or,
- For occupations in which it is not customary for a worker to be employed 90 consecutive days with a single employer, retention may be 500 hours within **272** days with one or more participating employers.

Wage

- Standard Wage requirements and waivers apply.

Reimbursement

- Refer to the current Fiscal Year's reimbursement rate table for the correct reimbursement rate. Veterans receive the highest reimbursement rate unless taking CBT courses, where the CBT reimbursement rate applies.
- The new hire cap on cost per trainee may be modified for good cause, on a case-by-case basis. HUA and SET/HUA is deemed good cause.
- The retraining cap on hours may be modified.
- In a MEC with Veterans and other trainees, Veterans must be enrolled in a Veteran's Job Number in order to qualify for **20%** support costs.

Training Hours

- The minimum and maximum training hours are 8 and 200. An approved justification is required to exceed the maximum training hours.

Additional Information

- **Incidental Placement:** Incidental placement of veterans with public and non-profit entities is permissible but placement generally should not exceed 25% of the number to retain in employment, by Job Number. The incidental placement rate may increase, on a case-by-case basis, to **45%** if the contractor can demonstrate good cause. (SET/MB or HUA is deemed good cause.)
- **Data Collection:** At contract closeout, contractors may be asked to complete a survey to provide ETP with quantitative and qualitative data including, but not limited to:
 - Recruitment outreach
 - Eligibility determination
 - Training completion
 - Placement efforts
 - Actual training cost
 - Stability of participating employers
 - Areas served (rural or urban)

Veterans Guidelines

- EDU Referrals: EDU will be assisting with referrals for ETP contractors and potential contractors to veteran hiring organizations and other veteran service programs. Please refer all stakeholder inquiries on these topics to EDU as follows:

Phone: (916)737-4181

Email: connect@etp.ca.gov



Employment Training Panel

M e m o r a n d u m

To: Panel Members

Date: May 30, 2025

From: Lis Testa, Policy Manager

File:

Subject: Action Item to Approve Revised Ex-Offender/At-Risk Youth Guidelines

I. Brief Issue Statement:

ETP is engaged in a comprehensive review of all of our Pilots and Guidelines per the legislation requirement in 10205(i). At the April 2025 Policy Committee meeting, Committee reviewed the Ex-Offender/At-Risk Youth Guidelines, which provide information for supporting and including this population in ETP contracts.

Policy Committee approved moving the revised Guidelines to Panel for full approval. Below is a short explanation of the edits included in the revised version of the Guidelines.

II. Background Information:

The revisions to the Ex-Offender/At-Risk Youth Guidelines are as follows:

- 1) To perform a general clean-up of the guidelines for small items such as punctuation, grammar, etc.;
- 2) To change the name of the program to Justice-Involved/Opportunity Youth Guidelines, in order to align with wider Labor Agency terminology;
- 3) To change what is considered to be full-time work from 30 hours to 35 hours;
- 4) To have all trainees meet whichever ETP wage is relevant to their population, rather than having all trainees held to the New Hire wage – in other words, standard ETP wages apply. Additionally, contractors may request a lower wage with sufficient justification, subject to Panel approval;
- 5) To allow training in life skills along with basic and literacy skills at a maximum of 50% of the training curriculum;

- 6) To give funding priority to all projects with a Justice-Involved/Opportunity Youth component, rather than to just those with a pre-apprenticeship component.

A draft version of the Justice-Involved/Opportunity Youth Guidelines, with the above changes incorporated, are included in your meeting materials for today.

III. Recommendation

Staff is requesting an action item to approve the revised draft of the Justice-Involved/Opportunity Youth Guidelines.



Guidelines: Justice-Involved/Opportunity Youth

Effective: September 1, 2007

Revision History: 03/02/2016 Clarifies that retrainees may exceed the 260-hour cap with an approved justification, for this and other programs. 08/010/2015 Summary: Governor Brown signed AB1270 changing the name of the California Workforce Investment Board (CWIB) to California Workforce Development Board (CWDB). All CWIB citations have been updated to reflect this name change. 06/07/2010 Revised to indicate program no longer a pilot and incorporated in the Panel program. 03/05/2009 Amended standard 90-day Retention criteria to remove reference to employment with up to 3 employers. 01/15/2009 Standardized Pilot templates with standardized main headings, added new logo, removed standard ETP criteria. 03/11/2008 Amended wages – can be modified up to 25% below ETO new hire wage. Amended Incidental Placement – can be increased to 35% with good cause.

These are guidelines only. If a proposal raises the need for further modifications, that will be accomplished on a case-by-case basis with direction from Executive Staff. **Unless modified by these guidelines, all other program criteria apply.**

BACKGROUND

On May 2, 2007, Governor Schwarzenegger signed Assembly Bill 900, the Public Safety and Ex-Offender Rehabilitation Services Act (Rehabilitation Act). This legislation fundamentally reformed California's penal system, and gave the State a means to reduce prison overcrowding, and lower recidivism. A goal of the Rehabilitation Act was to release prisoners with tools to prevent recidivism.

On May 25, 2007 the governor also proposed a new initiative to combat gang violence in California. The California Gang Reduction, Intervention and Prevention Program (CalGRIP) will target over \$48 million toward local anti-gang efforts, including job training, education and intervention programs. The Governor's budget investment in career technology education, equipment and teachers (\$227 million), as well as after-school programs and school counselors will give at-risk youth alternatives to gang life. CalGRIP redirects millions of dollars in uncommitted Workforce Investment Act funds to expand job training for current gang members, gang-involved and at-risk youth in fiscal year 2007-08. The proposal combines funding, coordination, and a balanced approach of suppression, intervention, and prevention strategies to fight the gang problem.

To support these efforts, effective September 1, 2007, the Panel implemented a new ETP pilot program, pursuant to UI Code, Section 10214.5, under the Special Employment Training (SET) category, serving workers with multiple barriers to employment. The Panel was to approve up to \$2 million in FY 2007-08 for Ex-Offender/At-Risk Youth projects. The program addressed the Panel's Strategic Plan goal of supporting hard-to-serve populations

through the implementation of a pilot project to provide critical job skills training and jobs to ex-offenders and youth at risk of becoming involved in gangs and/or criminal activities. The pilot has since been incorporated into the Panel program.

ELIGIBILITY

Contractor:

- The contractor must be eligible to contract with the Panel, under Unemployment Insurance Code Section 10205 (c) as one of the following:
 - An employer or group of employers;
 - A training agency;
 - A local California Workforce Development Board (CWDB); or
 - A grant recipient or administrative entity, pursuant to the Workforce Investment Act.
- Contractors must demonstrate past success in training and placing Justice-Involved (formerly known as ex-offenders) and/or Opportunity Youth (formerly known as At-Risk Youth) in skilled jobs through referrals from federal and state corrections, justice, or employment agencies. In addition, the contractor must describe its recruitment, training, and placement plans for the proposed ETP training project.
- All projects with a Justice-Involved/Opportunity Youth component will receive funding priority.

Participating Employer:

- Employers must be subject to the Employment Training Tax, per UI Code, Section 10201 (b).
- Employers are not required to meet the Panel's out-of-state competition eligibility requirements set forth in UI Code, Section 10200 (a)(1).

Trainees:

- Trainees can be either employed or unemployed Justice-Involved individuals, or employed or unemployed Opportunity Youth.
- Young adults between 18 and 23 years of age may be deemed to be an Opportunity Youth if they are not in school or employed full-time at time of recruitment, and meet one or more of the following criteria:
 - Previously involved in or heavily exposed to gang activities
 - Homeless
 - History of drug addiction
 - Have child on public assistance
 - Emancipated foster youth (can be younger than 18)
 - Physical or mental disability
 - Parent is incarcerated

- High school dropout
- The Justice-Involved/Opportunity Youth trainees will all be enrolled in SET job numbers, as these Guidelines are an outgrowth of the SET Multiple Barriers Regulation 22 CCR 4409(a)(7).
- **Proof of Trainee Eligibility:**
 - *Opportunity Youth* - The contractor must retain written documentation and certify that the Opportunity Youth trainee has at least one of the identified at-risk factors.
 - *Justice-Involved* - The contractor must certify that the Justice-Involved trainee has a criminal record, and is on probation, parole, or is experiencing difficulty in obtaining or retaining secure employment, due to the trainee's Justice-Involved status.

A Contractor must obtain/maintain evidence of trainee eligibility on file for ETP review. As the trainee's ETP eligibility is based solely on their Justice-Involved status, the contractor is responsible for obtaining written proof of the trainee's eligibility from the Department of Corrections and Rehabilitation, or other written documentation. Since all Justice-Involved individuals are assigned a parole or probation officer, the trainee may obtain written documentation from their parole/probation officer. At a minimum, such documentation must identify the following:

- Justice-Involved individual's name and case number (or other ex-offender identifier);
 - Parole or Probation Officer's name and phone number; and,
 - Indication that the trainee is a Justice-Involved individual with a record from a Division of Juvenile Justice or Department of Corrections institution.
- The regional office analyst must review contractor files to ensure that evidence of trainee eligibility is being maintained as described above.

Training Delivery

- Standard Training Delivery Requirements apply.

Training Hours

- The minimum and maximum training hours are 8 and 260. An approved justification is required to exceed the maximum training hours.

Curriculum

- Training may consist of classroom, laboratory, videoconferencing, and computer-based training.
- At least 50% of trainee's total training hours must consist of vocational skills training. In conjunction with vocational skills training, training may also include basic skills, life skills, and literacy skills.
- The standard cap on training hours for retrainees (200 hours) does not apply.

Retention Requirements

- Full-time employment is required for a minimum of 35 hours per week during the consecutive 90-day employment retention period.
- Retention may be 500 hours within 180 days with one or more participating employers.

Wage

- Standard ETP wages apply. Contractors may request a lower wage with sufficient justification, subject to Panel approval.

Reimbursement

- Multiple employer contractors (MEC) may receive up to 12% for support costs.
- The standard cap on new-hire trainee costs may be exceeded for good cause.

Additional Information

- **Program Evaluation:** ETP will work with contractors to obtain trainee data, which can be used for analysis of the effectiveness of Justice-Involved/Opportunity Youth training.

ETP will follow-up on trainees after the completion of training and employment retention (e.g., using EDD's Base Wage File, surveys, etc.), to determine the effectiveness of the training in helping trainees obtain and keep secure, good-paying jobs.

- **Program Parameters:**
 - Projects may be funded to serve either unemployed or employed individuals with a criminal record who are currently, or have been in parole status; or young adults who are deemed to be at risk for becoming involved in anti-social activities.
 - Projects must emphasize training to support the long-term job preparation and job security of the Justice-Involved trainees, and/or training to assist Opportunity Youth in learning work skills, and helping them find and succeed in a career path.
 - All projects with a Justice-Involved/Opportunity Youth component will receive funding priority.
 - All training provided to Justice-Involved or Opportunity Youth will be separated from other training in a combined project by distinct job numbers.
- **Recruitment and Collaboration**
 - The contractor must identify a plan for recruiting and screening trainees, which must be submitted with the proposed training project.
 - The contractor must describe other program funds and resources that will be used in collaboration with ETP funds to serve project trainees (e.g., wage subsidies, transportation costs, supportive services, employer tax credits).
- **Incidental Placement:** Incidental placement of Justice-Involved and Opportunity Youth with public and non-profit entities is permissible, but placements generally

Justice-Involved/Opportunity Youth Guidelines

should not exceed 25% of the number to retain in employment, by job number. With showing of good cause, incidental placements may be increased up to 35%.

Employment Training Panel

Workforce Literacy Pilot Program & Healthcare Workforce Advancement Fund

May 2025 Panel Meeting

**Ilya Launitz
Laura Campbell**



Workforce Literacy Pilot Program (Literacy)

Literacy was designed to provide workforce literacy training to unemployed, employed or seasonal workers who are immigrants, refugees or English Language learners to advance equity, increase competitive edge, and support pathways to quality jobs.

ETP approved a total of \$8,156,096 in active Literacy Contracts.



Literacy Performance

Average Time into Contract:

66%

Total Training Hours:

91,124

Total Trainees Enrolled:

1,884

Total Trainees Placed:

424

Total Potential Earnings:

\$2,336,593

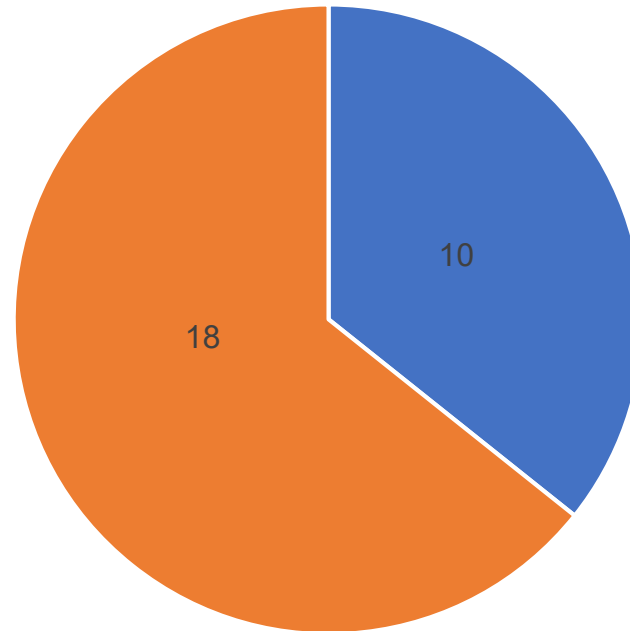
Total Actual Earned:

\$534,151

Average Total Performance:

31%

Contracts



■ Single Employer ■ Multiple Employer

Data as of 5/19/2025



Healthcare Workforce Advancement Fund (HWAF)

HWAF was designed to fund training that supports the development of strategic system-wide career pathways and wage progression for entry-level health and human service workers.

ETP approved a total of \$19,718,095 in HWAF Contracts.



HWAF Performance

Average Time into Contract:

56%

Total Training Hours:

393,121

Total Trainees Enrolled:

7,683

Total Trainees Placed:

1,577

Total Potential Earnings:

\$8,818,786

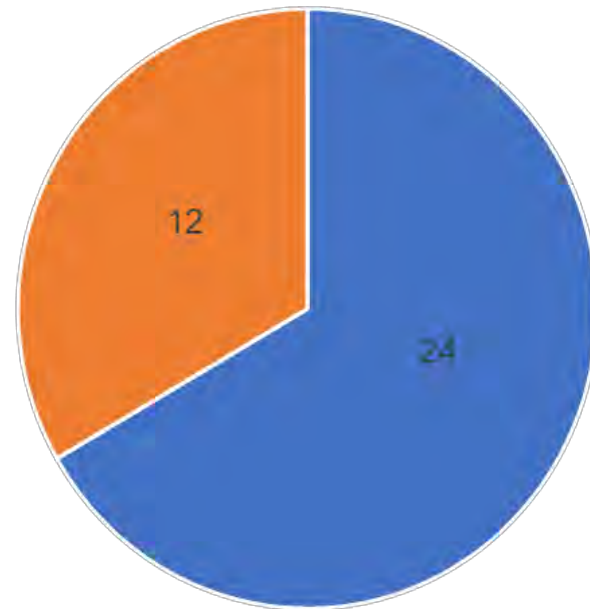
Total Actual Earned:

\$3,361,125

Average Total Performance:

49%

Contracts



■ Single Employer ■ Multiple Employer

Data as of 5/20/2025



Thank you

Any Comments or Questions?



THE EMPLOYMENT TRAINING PANEL

ANNUAL REPORT

2023-24

RESEARCH ANALYTICS DIVISION
MAY 30, 2025



102K

**BUSINESSES
FUNDED**

1.6M

**WORKERS TRAINED
& RETAINED FOR
EMPLOYMENT**

\$2.0B

**TRAINING
FUNDED**

**Over
40
YEARS
OF ETP**

HIGHLIGHTS

2024

WAGE PROGRESSION

LITERACY TRAINING

APPROVED

CONTRACTS APPROVED BY PANEL



87,443

TOTAL TRAINEES



\$99.6M

TOTAL AMOUNT



307

CONTRACTS



\$319K

**AVERAGE CONTRACT
AMOUNT**

ONGOING

CONTRACTS ACTIVE AND ONGOING AT
THE END OF THE FISCAL YEAR



75,111

TOTAL TRAINEES



\$84.7M

TOTAL AMOUNT



322

CONTRACTS



\$263K

AVERAGE CONTRACT
AMOUNT

COMPLETED

CLOSED CONTRACTS WHICH SUCCESSFULLY
TRAINED AND RETAINED EMPLOYEES



76,645

TOTAL TRAINEES



\$82.4M

TOTAL AMOUNT



282

CONTRACTS



\$292K

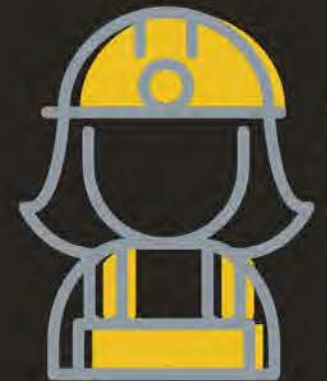
AVERAGE CONTRACT
AMOUNT

SMALL BUSINESS Contracts by Business Size



3.2K

TOTAL SMALL
BUSINESSES

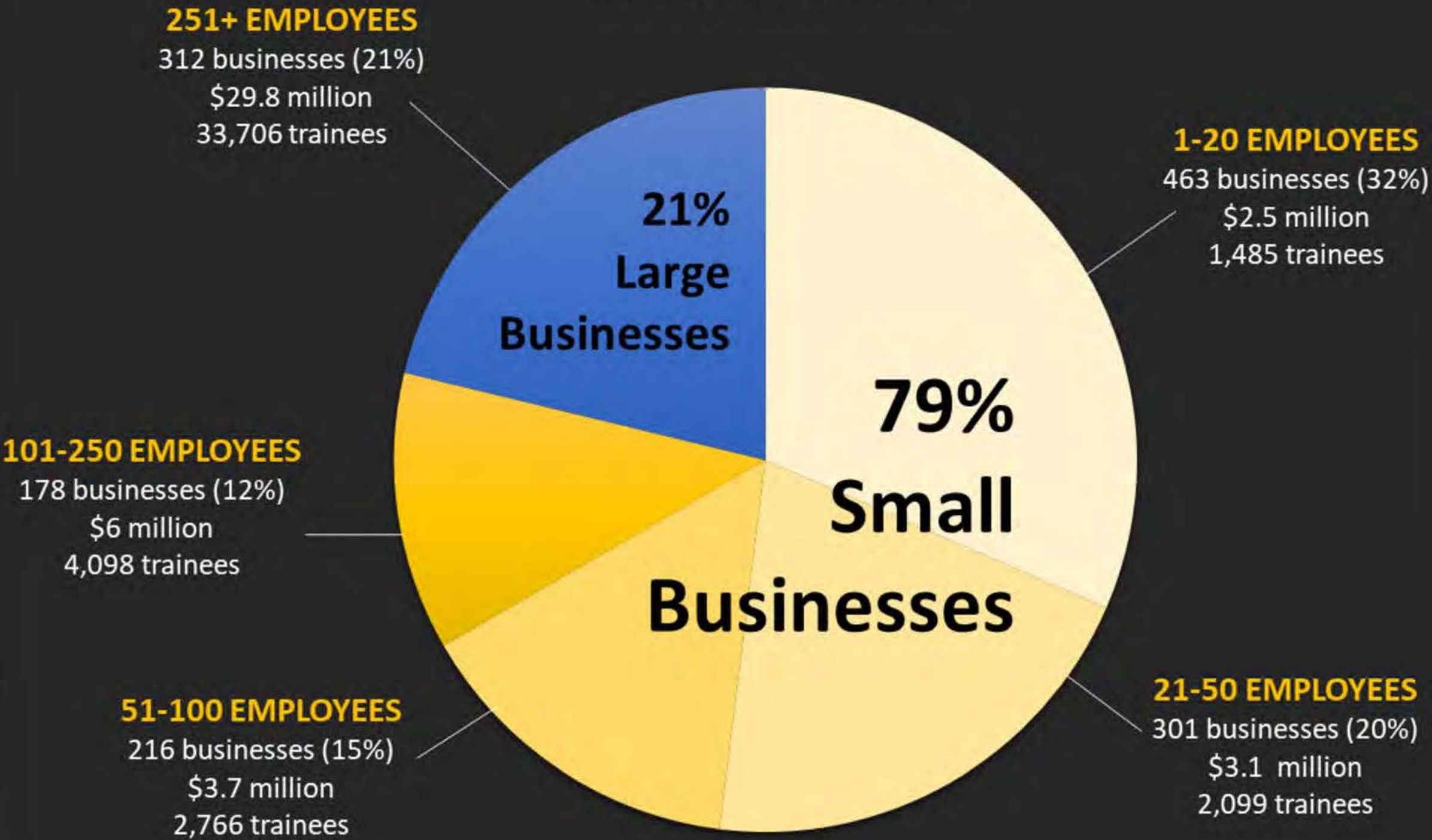


10.4K

TOTAL SMALL
BUSINESS TRAINEES

FIGURES ABOVE ARE BASED ON COMPLETED DATA
FOR CORE FUNDED CONTRACTS

CONTRACTS BY BUSINESS SIZE



■ 1-20 ■ 21-50 ■ 51-100 ■ 101-250 ■ 251+

Unknown: Due to a variety of factors, a number of participating businesses' business sizes are undetermined and not included in this visual.

CONTRACTS SERVED IN HIGH UNEMPLOYMENT AREAS (HUA)



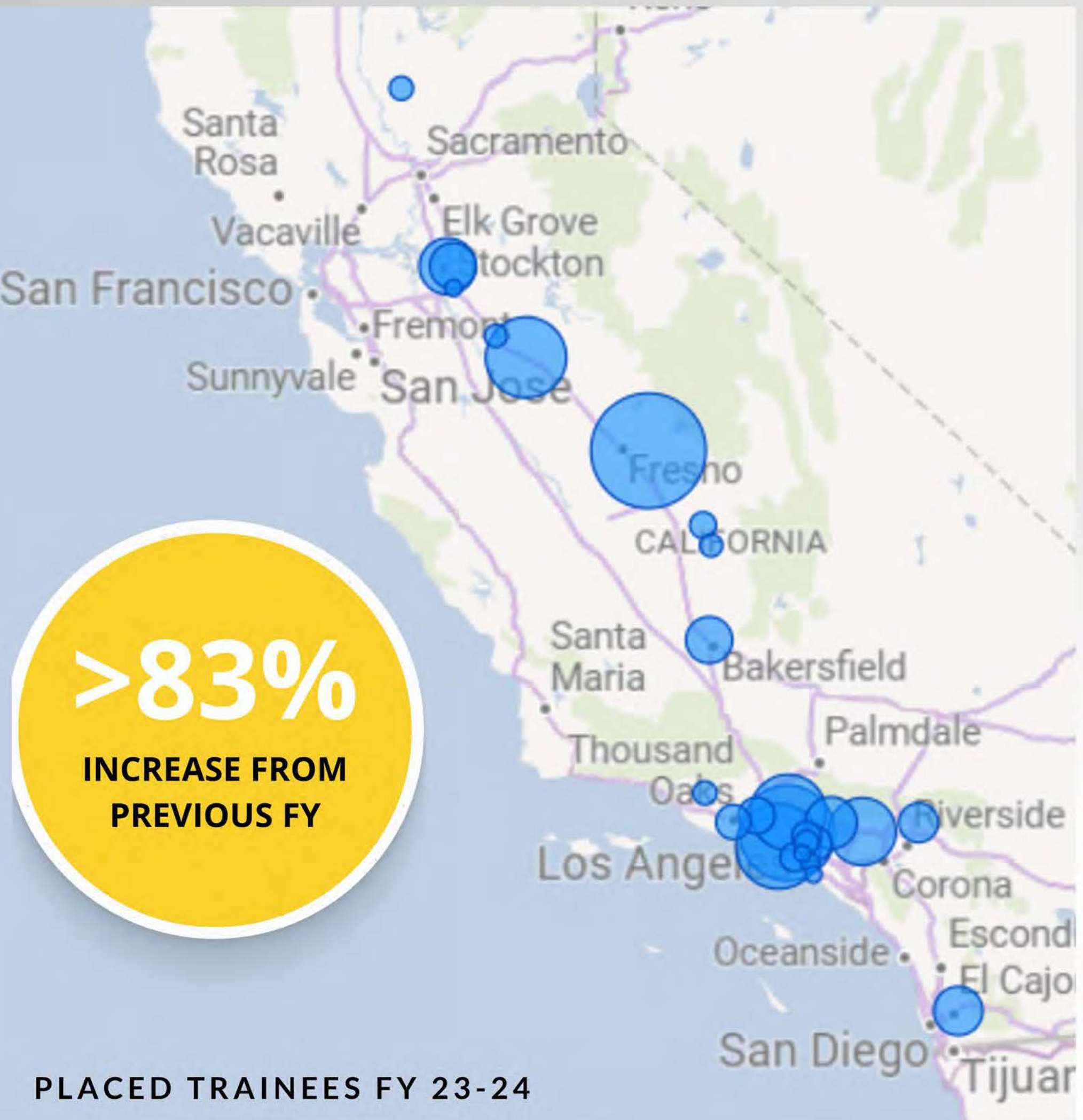
\$17.9M

IN APPROVED FUNDED
TO TRAIN



15K

WORKERS



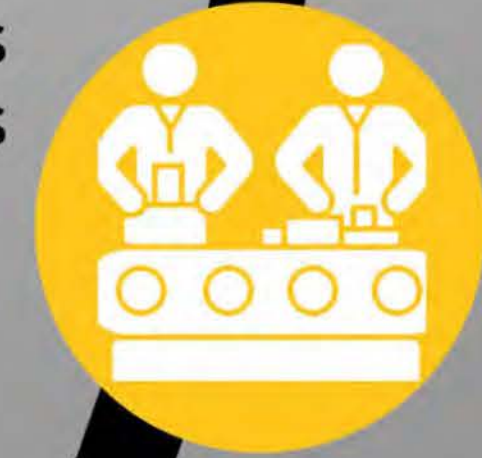
Construction

\$28.7 Million
3,223 Businesses
21,882 Trainees



Manufacturing

\$19.5 Million
954 Businesses
26,348 Trainees



Healthcare & Social Assistance

\$11.9 Million
188 Businesses
11,868 Trainees



PRIORITY INDUSTRIES

Agriculture

\$1.4 Million
97 Businesses
631 Trainees



WAGE PROGRESSION

\$29.38/hr

**MEDIAN WAGE AT
ENROLLMENT**

\$32.00/hr

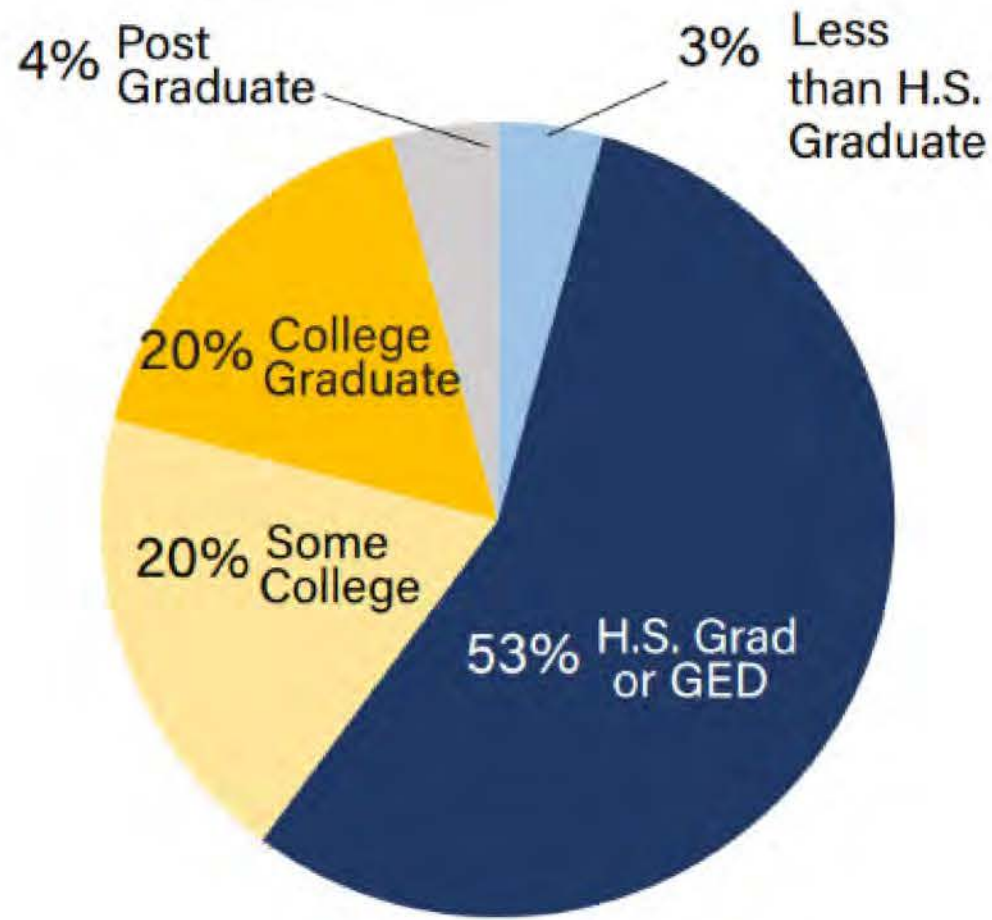
**MEDIAN POST
RETENTION WAGE**



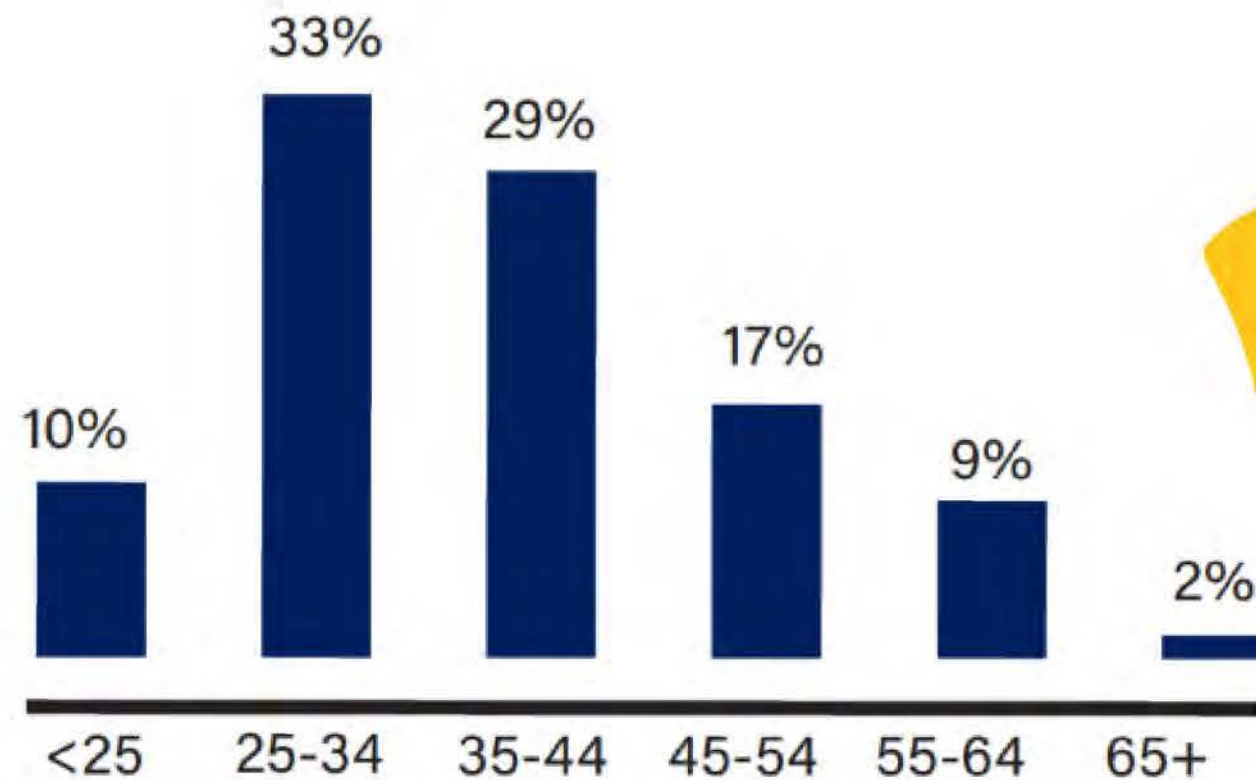
an average of
\$2.62
wage gain at the
end of training

TRAINEE DEMOGRAPHICS

EDUCATION



AGE



COMPARE TO
LAST FY

5%

INCREASE IN ETHNIC
HISPANIC OR LATINO

2%

INCREASE IN
AGE RANGE 45-55

7%

INCREASE IN
EDUCATION
COLLEGE GRADUATE

NOTE: ETP ECONOMIC DATA - FOR PLACED TRAINEES FROM CORE AND ALTERNATIVE FUNDING SOURCES

THE CREATION OF NEW JOBS

\$14M
FUNDED
FOR THE CREATION
6,960
NEW JOBS





APPRENTICESHIP

\$21M
IN APPROVED FUNDING
TO TRAIN OVER
22K
TRAINEES IN
APPRENTICESHIPS

ETP is actively collaborating with partners across the state to meet Governor Newsom's goal of serving 500,000 apprentices by 2029.

Agriculture Initiative

\$2.6M

FUNDED TO

10

AGRICULTURE
INITIATIVE
CONTRACTS



Workforce Literacy Pilot Program



APPROVED
\$7.5M
IN FUNDING

ESTIMATED TO TRAIN
4.9K
TRAINEES

8 additional contractors provided essential vocational skills to 250 more workers in sectors such as Agriculture, Construction, Manufacturing, Public Administration, and Transportation & Warehousing

A woman in a military uniform is sitting at a desk, smiling and looking towards a laptop. Another person is partially visible on the left, also at the desk. A large yellow text box is overlaid on the image.

VETERANS

APPROVED

\$289K

IN FUNDING

**ESTIMATED TO TRAIN
210 VETERANS**

**UNDER THE ETP
VETERANS TRAINING PROGRAM**

Justice Involved Opportunities

*FORMERLY EX-OFFENDER AT-RISK YOUTH



APPROVED

\$348K

IN FUNDING

**ESTIMATED TO TRAIN
159 TRAINEES**

**UNDER THE FORMER ETP
EX-OFFENDER AND AT-RISK YOUTH
TRAINING PROGRAM**

United Food & Commercial Workers Union Local 5

Multiple Employer Contract - JATC

\$287K

APPROVED
TO TRAIN AN ESTIMATED

103 TRAINEES



Leigha Tubbs, Bel Air Head Meat Cutter

***"The program teaches you to take pride in your work, because for some people this doesn't come naturally. They get you excited about your job,"** Tubbs said. Last September, Tubbs was promoted to the position of Head Meat Cutter at her Bel Air store in Roseville.*

Professionals in Human Resources Association



\$599K
APPROVED
TO TRAIN AN ESTIMATED
508 TRAINEES

*"One of the organizations that received ETP-funded leadership development training decided to include leads and above plus high-potential employees. In this case, **a high-potential employee who participated in the training received her certificate of completion and simultaneously was promoted to a management position.**"*

*-Liliana Argüello, MBA, SHRM-SCP
Director, Membership*

National Veterans Chamber of Commerce

Multiple Employer Contract

\$74K

APPROVED

TO TRAIN AN ESTIMATED

100

TRAINEES

"NTMA gave me the skills and knowledge, also confidence to succeed in life, I've been a Machinist for over 18 years"

*-Daniel Padillas
Brek Manufacturing*

"This has helped several employees move up in our organization"

"They appreciate the company providing this opportunity for them and they say they learn valuable information to help them in their current work."

*-Jo Nell Bevington
Allied Mechanical, HR Director*

Pars Equality Center, Los Angeles (PARs)

Social Entrepreneurs for Economic Development (SEED 2) Grant



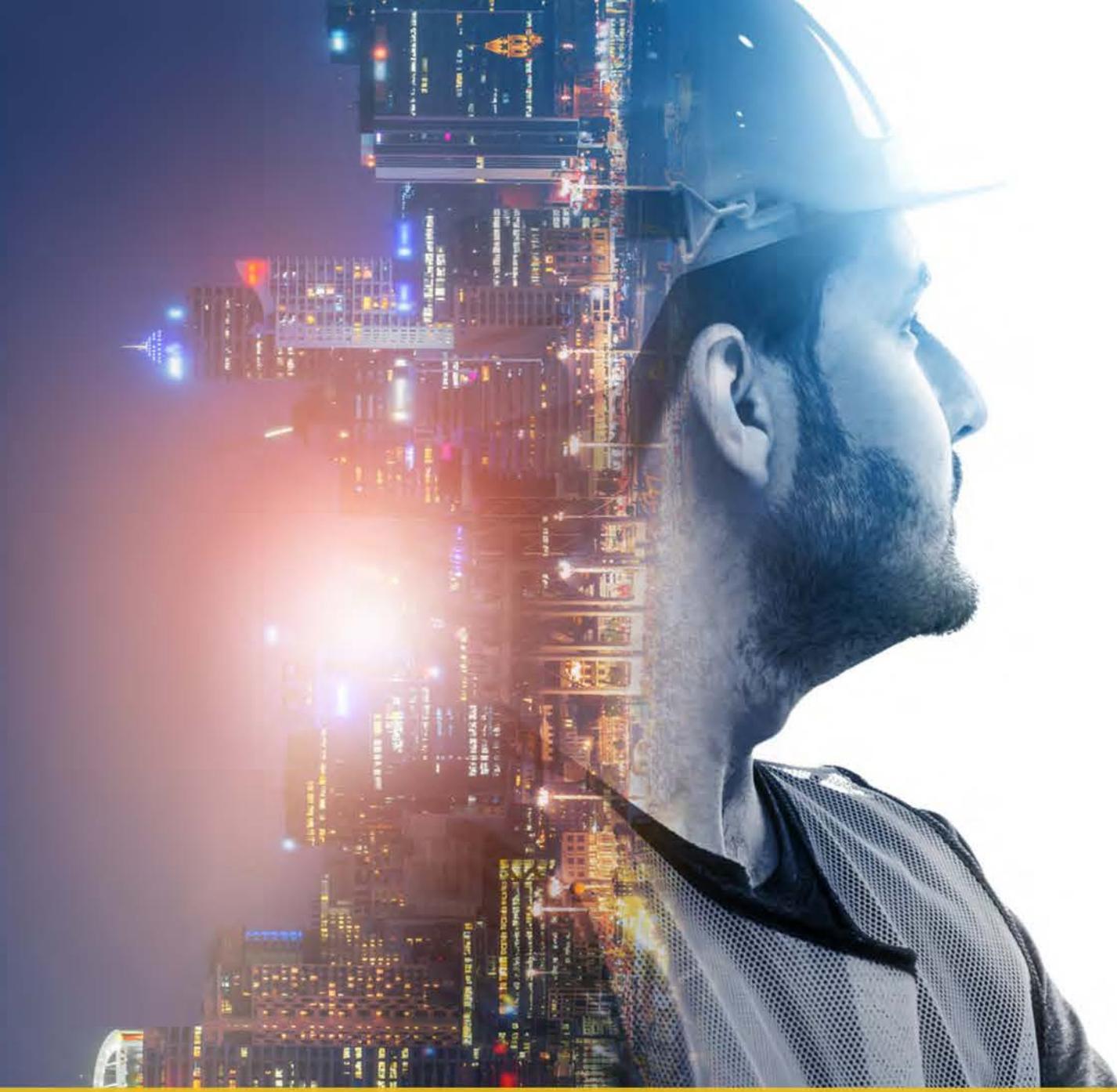
Students at PARs Entrepreneur Training



Graduates from PARs Entrepreneurial Program

"The support from the technical assistance partner, Pars Equality Center, was pivotal in our business outcomes. Through their workshops, training courses, and seminars, we found avenues to fund our startup, covering initial costs. With over seven consultation sessions, they guided our transition from an idea to a comprehensive and feasible business plan. Their contribution played a crucial role in shaping our business trajectory, for which we are immensely grateful."

-Sarah Bagheri, RainJoy



Thank you for your time

THE EMPLOYMENT TRAINING PANEL

STRATEGIC PLAN

2024-27
PHASE 1

RESEARCH ANALYTICS DIVISION
MAY 30, 2025





Mission

Partner with California businesses to create and retain high-wage jobs while ensuring equitable access for all workers to train for career advancement.



Vision

To be the premier resource for workforce training leading to high wages and career progression with a focus on diversity, equity, inclusion, and accessibility.



Values

Communication

Trust

Empathy

Respect

Integrity

Accountability

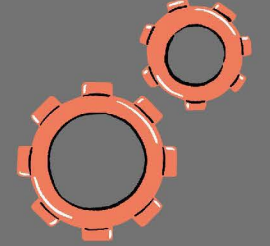
GOALS & OBJECTIVES



**Support California's
Workforce with Sustainable
Jobs & Strong Career
Pathways**



**Contribute to California's
Growth**



**Commitment to Innovation
in Technology & Data**



**Support for Small
Businesses Through
Private-Public Partnerships**



**Communication &
Engagement in
Internal Operations**

STRATEGIC PARTNERSHIPS



Priority Industries

- Accommodation and Food Services
- Administrative and Support and Waste Management and Remediation Services
- Agriculture, Forestry, Fishing and Hunting
- Arts, Entertainment, and Recreation
- Construction
- Finance and Insurance
- Health Care and Social Assistance
- Information

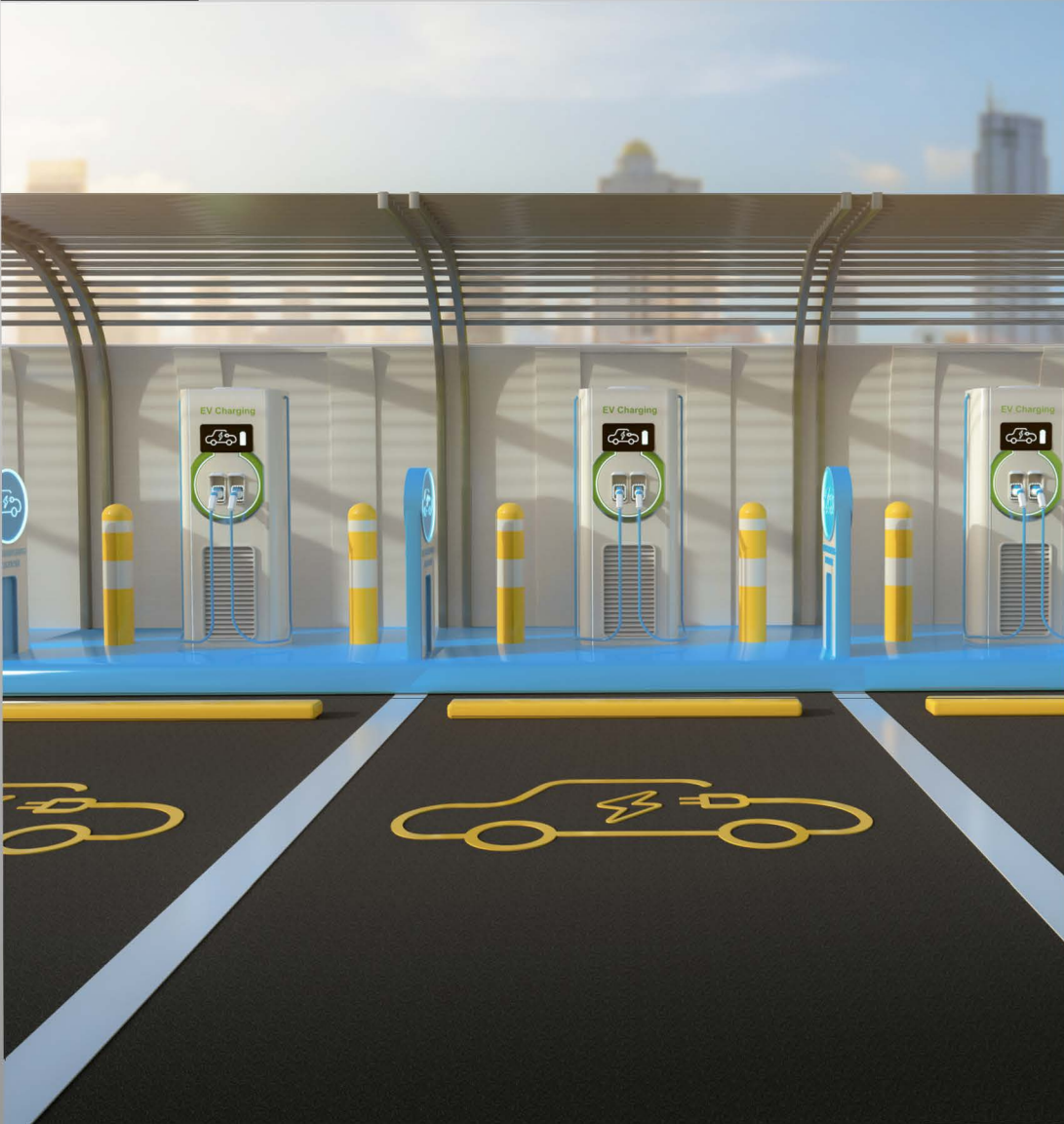
- Manufacturing
- Mining, Quarrying, and Oil and Gas Extraction
- Other Services (except Public Administration)
- Professional, Scientific, and Technical Services
- Retail Trade
- Transportation and Warehousing
- Utilities
- Wholesale Trade

LABOR FORCE & ETP KEY FOCUSES



Key Focuses include:

- Agriculture Initiative ⓘ
- Certified Nursing Assistance (CNA) to Licensed Vocational Nurse (LVN) ⓘ
- Critical Proposals ⓘ
- Ex-Offender/At-Risk Youth ⓘ
- Healthcare Workforce Advancement Funds Alternative Funding ⓘ
- High Unemployment Areas ⓘ
- Multiple Employer Contract (MEC) Entrepreneurial ⓘ
- Pre-Apprenticeships, Apprenticeship, and Journeyman
- Priority Industries
- RESPOND
- Seasonal Worker
- Small Businesses
- Veterans
- Workforce Literacy Alternative Funding



Clean Transportation

- **Employment Training Panel (ETP) Collaboration**
 - Partners with CEC to fund electrician training for Electric Vehicle Infrastructure Training Program (EVITP) certification.
 - Strengthens the clean transportation workforce.

Economic Development Unit



Robert Meyer on panel at Forestry Summit UC Davis

- Develops and executes outreach strategies to generate interest in ETP funding and build a pool of strong applicants.
- Supports marketing and engagement for contractors and partners aligned with ETP funding priorities.
- Assists with contract development for Critical Proposals, RESPOND projects, and those aligned with LWDA goals.



Thank you for your time

Funding Detail

In-Kind Contribution
\$613,115

Total ETP Funding
\$590,632

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	398	8-200	0-0	53	\$1,484	\$23.56

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$25.70 for Alameda County; \$23.56 for Fresno, Monterey, San Joaquin, Stanislaus and Yolo 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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$2.50

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Warehouse Staff	\$21.06 - \$25.00	8	0	8	0
Administrative Staff	\$21.25 - \$35.00	30	0	13	17
Coordinator	\$22.66 - \$48.90	9	0	2	7
Service Coordinator	\$25.01 - \$30.00	2	0	0	2
Project Coordinator	\$25.05 - \$36.00	12	0	0	12
Payroll Staff	\$25.75 - \$36.00	4	0	0	4
Project Manager Jr.	\$26.00 - \$35.00	5	0	0	5
Specialist	\$26.00 - \$35.00	7	0	0	7
Project Manager	\$26.00 - \$90.00	37	0	0	37
Technician	\$26.91 - \$30.00	2	0	0	2
Construction Wireman	\$26.99 - \$32.00	13	0	0	13
Designer	\$27.12 - \$31.25	4	0	0	4
Accounting Staff	\$28.00 - \$45.91	8	0	0	8

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
Engineer	\$28.30 - \$55.32	6	0	0	6
Purchasing	\$30.00 - \$50.00	7	0	0	7
Estimator	\$30.00 - \$75.00	21	0	0	21
Manager	\$35.00 - \$100.00	64	0	0	64
IT Technician	\$35.00 - \$40.00	3	0	0	3
Marketing	\$35.00 - \$50.00	9	0	0	9
Analyst	\$36.06 - \$37.00	2	0	0	2
Journeyman Electrician	\$47.00 - \$85.00	70	0	0	70
Foreman	\$50.00 - \$80.00	42	0	0	42
IT Staff	\$50.01 - \$67.10	4	0	0	4
General Foreman	\$60.00 - \$115.00	21	0	0	21
Design Engineer Manager	\$60.18 - \$85.31	2	0	0	2
Superintendent	\$66.85 - \$100.96	4	0	0	4
Design Build Manager	\$72.00 - \$84.18	2	0	0	2

Introduction

Founded in 1924 and headquartered in Stockton, Collins Electrical Company, Inc. (Collins Electrical) (www.collinselectric.com) provides electrical construction and engineering services in Northern California. Collins Electrical offers design build and assist, electrical support, traffic signal and street lighting, service and maintenance, preconstruction, prefabrication, energy services, and installation of photovoltaic electrical energy production systems. The Company provides service for institutional, commercial, industrial, healthcare, traffic/street lighting, and solar photovoltaic projects. Training will take place at the Company's California locations in Stockton, Modesto, Fresno, Livermore, Marina and West Sacramento. This will be the Company's third ETP project, and the third in the past five years.

Veterans Program

Collins Electrical recruits veterans through the Employment Development Department and veterans-focused job fairs. The Company also utilizes job fairs and job boards to reach prospective job candidates in underserved communities.

Union Support

The occupations of Construction Wireman, Foreman, General Foreman and Journeyman Electrician are represented by the International Brotherhood of Electrical Workers (IBEW) Local Unions 100, 234, 340 and 684. IBEW has submitted letters of support for this training project.

Project Details

Although Collins Electrical maintains six locations in Northern and Central California, the Company serves customers and performs work on projects throughout the entire state. To remain competitive, Collins Electrical is constantly adapting to industry and customer demand

by seeking out and investing in technically advanced equipment, with a sustained focus on environmental sustainability and renewables. In particular, the Company has placed an emphasis on expanding its Electric Vehicle (EV) Charging capacity. The Company is also making a concerted effort to upskill its field staff in the area of Lean Construction.

Collins Electrical recently completed the initial phase of a training initiative to equip its workforce with various production tracking software skills. Now that the Company has established a skilled cadre of production tracking software superusers, the next step in the process will be to roll out systems-related training to end users throughout the organization. Production tracking technology enables real-time accounting of project progress for office personnel, field staff and customers. Collins Electrical is also taking steps to improve and expand the capabilities of its Estimating team, which will enhance the Company's ability to serve new and existing customers more effectively.

As Collins Electrical strives to improve all aspects of its business, it is equally committed to enhancing the professional growth of its workforce. The proposed project is intended to support the Company's effort to deliver extensive employee training in the use of highly technical electrical energy equipment and software, introduce new technologies, improve production and installation methods, while maintaining high efficiency and quality standards. The Company has confirmed there will be no duplication of training for any employees who may have participated in a previous ETP contract, nor any duplication of union-related training for represented employees.

Training Plan

Training will be delivered via class/lab and E-learning in the following:

Commercial Skills: Training will be offered to all occupations, except Accounting, Administrative and Payroll Staff. Training will cover industry-specific production and installation skills for various electrical related construction projects and applications. Topics include Renewable Energy, Design Build, Pre-Fabrication, Custom Lighting, Photovoltaic Solar Power, Conduit Systems, Traffic Signal/Street Lighting, Emergency Power, and Electrical Troubleshooting & Preventative Maintenance.

Computer Skills: Training will be offered to all occupations. Employees across all departments and locations will improve their proficiency in the use of business solutions and resource planning tools. Training will cover Computer-Aided Design/Manufacturing, SAP Enterprise software, and construction-specific software applications. Information Technology Staff/Technicians will focus on server and hardware configuration skills.

Continuous Improvement Skills: Training will be offered to all occupations, with an emphasis on Communication, Team Building, Quality Concepts, Field Decision Making & Problem Solving, Lean Six Sigma, Customer Service and Leadership skills.

Hazardous Materials Skills: Training will be offered to all occupations, except Accounting, Administrative, IT and Payroll Staff. These modules will provide vital hazardous materials skills training to frontline workers and lead personnel. Trainees will learn the proper handling and documentation procedures for various hazardous materials/waste specific to electrical construction work.

Certified Safety Training

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. The coursework is geared to construction work and manufacturing. Training will be offered to all occupations. 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.

Alternate Recordkeeping

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

High Unemployment Area

Some trainees in Job Number 1 work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company's locations in Fresno, Monterey, Stanislaus, and San Joaquin counties are in an HUA.

For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the pre-retention wages. However, the Company is not requesting a wage modification.

Commitment to Training

Collins Electrical has an annual training budget of approximately \$40,000 per facility. Company-funded training includes health, safety and environmental training, new hire onboarding, basic job skills and industry related compliance training. ETP funds will not displace the existing financial commitment to training. Safety training is provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Human Resources Director will oversee administration of this project. Additionally, the Training Coordinator, along with Branch Managers at each company location will coordinate the scheduling, delivery, and documentation of training. Training will be delivered by in-house subject matter experts and vendors as needed. Collins Electrical has a training plan in place and is prepared to commence training upon contract approval. The Company has also retained an outside administrative consultant to assist with ETP project administration requirements.

Prior Projects

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET22-0286	03/28/22 - 03/27/24	\$485,070	\$476,566 (98%)
ET20-0128-000	09/03/19 - 12/01/21	\$596,160	\$591,122 (99%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Training Grants Intelligence Inc.	Redding, CA	\$12,143
Administrative	Training Grants Intelligence Inc.	Redding, CA	13% of Earned Amount

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

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

Trainees may receive any of the following:

Commercial Skills**Production/Installation**

- Renewable Energy
- Advanced Techniques for New Products, Industries Clients & Processes
- Installation Systems
- Design Build
- Design Assist
- Pre-Construction
- Pre-Fabrication
- Energy Services
- Traffic Signal and Street Lighting
- Solar Photovoltaics
- Conduit Systems
- Video, Voice and Data or Other Low Voltage Signaling
- Energized Equipment
- Plan and Initiate Projects
- Install Underground Voice or Data Circuit Feeders to Entrance Facilities
- Provide or Connect to the Grounding Electrode System
- Install Pathways and Spaces for Installation of Low Voltage Wiring
- Install, Terminate and Test Wires and Cables, both Copper and Fiber-Optic
- Install, Test, Certify and Troubleshoot Local Area Network (LAN) Cabling Systems
- Lay Out, Install and Verify Operation of Security and Access Control Systems
- Install Communications and Sound Distribution Systems
- Provide Testing, Analysis and Repair of Video, Voice and Data Systems; including Electronic Devices such as Gateways, Routers, Hubs, Network Interface Cards (NIC) Cards, Telephone Switches, etc.
- Prefabricate Systems, Such as Telecommunications Racks, for Field Installation
- Work on Other Sub-systems Such as Communications, Entertainment, Environmental, Life Safety, Energy Management
- Custom Lighting
- Electrical Fundamentals, Codes, and Safety
- Electrical Troubleshooting & Preventive Maintenance
- National Electrical Code
- High Voltage Electrical
- Electrical Ladder Drawings, Schematics, and Diagrams
- Electric Motors and Motor Control Circuits
- ControlLogix
- Emergency Power
- Generators and Emergency Power
- Electrical Power
- Photovoltaic Solar Power

- NEMA (National Electrical Manufacturers Association) and IEC (International Electrotechnical Commission) Electrical Drawings for Troubleshooting
- Testing Field Components
- Motor Troubleshooting and Preventative Maintenance
- Troubleshooting Variable Frequency Drives (VFDs)
- Power Quality
- Electrical Fundamentals
- Power and Hand Tools
- Photovoltaic Basics
- Photovoltaic System Components
- Photovoltaic System Design
- Photovoltaic System Commissioning
- Photovoltaic System Maintenance and Troubleshooting
- Programmable Logic Controller (PLC) Training
- PLCs for Non-Programmers
- PLC Programming & Applications
- Wiring and Troubleshooting Residential Electrical Systems
- Multimeter
- High End Saw
- High End Steel
- Logistics
- Installation/Equipment Safety
- Equipment Operation and Maintenance
- Design & Engineering
- Maintenance Equipment
- Assembly Skills
- Warehouse Skills
- Production Skills

Computer Skills

- CAD/CAM (Computer-Aided Design/Computer-Aided Manufacturing)
- OpenSpace
- cRIDE Technology - Construction tools/equipment/materials transport
- SAP – Enterprise-wide
- Intermediate/Advanced Software Systems
 - Microsoft Applications
 - Proprietary Reporting & Support Systems
 - Anchor Design Software, Line Design and Selection Software
- Server & Hardware Configurations

Continuous Improvement Skills

- Continuous Improvement Techniques
- Code of Excellence
- Communication
- Team Building
- Quality Concepts
- Quality Plan
- Field Decision Making & Problem Solving

- High Performance Workplace Systems
- Lean Six Sigma
- Best Practices
- Business Strategies
- Customer Service Skills
- Leadership
- Performance Management
- Sales & Marketing for Growth

Hazardous Materials Skills

- Classification of Hazardous Products
- Hazardous Products Identification, Packing, Marking and Labeling, Documentation
- Compliance with Federal Hazardous Material Regulations
- Learning to Assign Proper Shipping Name, the Division, the Identification Number, the Proper Warning Label
- How to Package the Material, and How to Mark it Properly
- Shipping Papers, Emergency Response Information, Emergency Telephone Numbers, Compatibility, Blocking, Placarding
- Creating a Security Plan
- How to Report an Incident
- Safety Data Sheets
- Spill Prevention
- Blood Borne Pathogens/Biohazards
- Small Quantity Generator of Haz/Waste
- Wood Dust
- Pesticides
- Oily Rags/Filters
- Waste Management
- Flammable/Combustible Materials
- Universal Waste

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

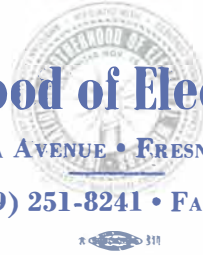
Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

International Brotherhood of Electrical Workers Local 100

5434 EAST LAMONA AVENUE • FRESNO, CALIFORNIA 93727

TELEPHONE (559) 251-8241 • FAX (559) 251-0543



April 22, 2025

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand that Collins Electrical Company, Inc. is requesting ETP funding. The International Brotherhood of Electrical Workers, Local 100, of Fresno California, represents workers employed by union contractor Collins Electrical Company at locations statewide. The proposed training plan for IBEW Local 100 union members has our support. Estimated number to train 48 (Construction Wireman, Foreman, General Foreman, Journeyman).

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

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

Sincerely,


Ronny Jungk

IBEW Local 100
Business Manager/Financial Secretary

International Brotherhood of Electrical Workers

LOCAL UNION

747 El Camino Real
Salinas, CA 93907
www.ibew234.org



N O . 234

(800) 499-4239
(831) 633-2311
Fax (831) 633-0570

The Electrician's Union for Monterey, San Benito, and Santa Cruz County

Date: 04-28-2025

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand Collins Electrical Company, Inc. is requesting ETP funding. The proposed training plan for the specified members has our support. The estimated number of 45 electrician /trainees will be participating in this project.

Exhibit E

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

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

Sincerely,

A handwritten signature in black ink that reads "Paul Gutierrez". The signature is written in a cursive style.

Paul Gutierrez
Business Manager
IBEW L.U.234



May 22, 2025

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand Collins Electrical Company, Inc. is requesting ETP funding. The proposed training plan for the specified members has our support. The estimated number of trainees from the following occupations will be participating in this project: Foreman (20), Journeyman (20), Construction Wireman (12)

Exhibit E

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

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

Sincerely,

A handwritten signature in blue ink, appearing to read "Robert D. Ward".

Robert D. Ward
Electrical Workers' Union Local No. 340



Local Union 684
**INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS**

Serving Stanislaus, Merced, Tuolumne, and Mariposa Counties Since 1910

Date: 4/28/2025e

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand Collins Electrical Company, dnc. is requesting ETP funding. The proposed training plan for the specified members has our support. The estimated number of trainees from the following occupations will be participating in this project: Foreman, General Foreman, Journeyman/Electricians estimated total 38e

Exhibit Ee

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

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

Sincerely,

Scott A Taylor
Business Manager
Local Union 684



Training Proposal for:

ESL Power Systems, Inc.

Contract Number: ET25-0291

Panel Meeting of: May 30, 2025

ETP Regional Office: North Hollywood

Analyst: M. Niquet

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing	
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	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: 152	U.S.: 152	Worldwide: 152
<u>Turnover Rate:</u>		5%		
<u>Managers/Supervisors:</u> (% of total trainees)		5%		

Funding Detail

In-Kind Contribution
\$325,999

Total ETP Funding
\$103,040

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	92	8-200	0-0	40	\$1,120	\$23.56

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:	
Job Number 1:	\$23.56 per hour for Riverside County
Health Benefits: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$2.50
Fringe Benefits:	N/A
Wage Progression:	N/A

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Production Staff	\$21.06 - \$40.00	54	0	1	53
Technical/Service/Sales Staff	\$21.06 - \$43.00	10	0	0	10
Administrative Staff	\$21.07 - \$42.00	5	0	1	4
Engineering Staff	\$21.10 - \$55.00	18	0	2	16
Supervisor/Manager	\$21.10 - \$55.00	5	0	0	5

Introduction

Founded in 1990 and headquartered in Corona, ESL Power Systems, Inc. (ESL) (<https://eslpwr.com/>) specializes in the design and manufacturing of safety-interlock electrical solutions. The Company's product portfolio includes electrical devices for refrigerators, ship-to-shore power equipment, transfer switches for emergency power systems, and power-distribution equipment for shipyards. The Company's diverse customer base spans hospitals, banks, schools, and the trucking industry. ETP training will be conducted at the Company's sole facility in Corona, California. This will be ESL's fourth ETP Contract, and its third within the last five years.

ETP Priority 10200(b)

This section is not mandated by law.

Veterans Program

While ESL does not have a dedicated Veterans' recruitment program or specific veterans job number listed in this proposal, the Company is committed to promoting Veteran inclusion and encourages Veterans to apply for employment through its standard company hiring process.

Project Details

In the previous contract, ESL focused on the release and training for two key products: the Q-Module and the MIL-C Receptacle. Additionally, the implementation of Dozuki, a cloud-based platform for work and video instructions, was essential for maintaining up-to-date and relevant processes. In this proposal, training will continue to emphasize and expand on updated Q-Module and MIL-C Receptacle specifications to reflect recent industry developments and evolving company requirements. Over the years, increased competition from both domestic and international markets has highlighted the growing need for ongoing training and product improvements. In response, ESL has invested heavily in research and development, resulting in the successful launch of two key product lines: the Q-Module and the MIL-C Receptacle.

- The Q-Module is designed to power refrigerated containers on ships or trucks while docked.
- The MIL-C Receptacle is primarily used on Navy and Coast Guard vessels while docked, allowing them to safely draw shore power.

Since their release, these product lines have undergone continual updates to meet evolving industry and unique customer specification demands as well as internal Company requirements. Customer specifications are becoming increasingly complex, requiring greater focus on cross-training employees throughout each project's lifecycle. By ensuring multiple team members are familiar with project updates, teams can better adapt to shifting demands. This kind of knowledge sharing helps eliminate bottlenecks, increases team flexibility, and boosts employee confidence in their ability to contribute effectively. This evolution has created a growing need for expanded training programs and updated instructional materials. To ensure consistent product quality and compliance, particularly given the strategic importance of these products being deployed to military bases and shipping ports, ESL is developing comprehensive work instructions to guide assembly and support teams. This project may involve employees who participated in previous contracts, and while some curriculum topics are repeated, the course content has been updated to reflect current needs. As such, training will not be duplicated. ESL has implemented a structured training program to ensure all employees receive necessary skills while maintaining business operations. To accomplish this, training will be conducted in phased sessions, allowing different departments to train at separate times, reducing disruptions to workflow.

New training will include instructional support for transitioning from the Dozuki Cloud system to SharePoint for documentation management. This transition is aimed at streamlining company processes and offering a more efficient, unified platform for managing essential resources. SharePoint will become the central repository for Standard Operating Procedures, work instructions, and development training materials. SharePoint training will support this shift by ensuring that all processes remain current, consistent, and effective.

ESL has also recently expanded its operations with the addition of a new building adjacent to its existing facility. This expansion accommodates production staff and new machinery, including a state-of-the-art Busbar bending machine. The introduction of this advanced equipment has significantly improved production efficiency, resulting in increased output. This operational growth has directly contributed to the need for workforce expansion and has highlighted the importance of ongoing employee training and development.

ESL is also launching new phases of their Enterprise Resource Planning system, Salesforce, alongside a new Human Resource Information System called Paylocity. These advanced platforms are designed to enhance productivity, streamline day-to-day operations, and significantly improve the overall employee experience. Comprehensive training will be provided to ensure a smooth transition. This training is key to maintaining consistent workflows, improving data accuracy, and increasing operational efficiency. Additionally, it will equip employees with best practices for data protection, ensuring compliance with all relevant legal and regulatory requirements.

ETP funding will enable ESL to align its training initiatives with organizational goals, ensuring the workforce evolves in tandem with the Company's needs. This investment will support continuous learning, foster innovation, and enhance operational efficiency. By equipping employees with the skills and knowledge needed, the training will cultivate a more skilled, compliant, and effective workforce, ready to address the ever-changing challenges of the industry.

Training Plan

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

Business Skills: Training will be offered to all occupations and will include Facilitator, Finance/Accounting Procedures, Leadership, Planning, Product Knowledge, Project/Program Management, Sales and Marketing, Strategy Deployment Process (X-Matrix), and Work Processes/Procedures.

Commercial Skills: Training will be offered to Engineering Staff and Production Staff and will include Product Education and Competitor Education.

Computer Skills: Training will be offered to all occupations and will include Calibration Manager, Customer Relationship Management (CRM), Engineering Design, Enterprise Resource Planning, Lean Six Sigma, Machine Programming, Microsoft Office (Intermediate/Advanced), Payroll Processing, Project Management, Training Manager, Salesforce, Paylocity, and SharePoint.

Continuous Improvement: Training will be offered to all occupations and will include in 5S, Lean Process Improvement/Kaizen, Problem Solving/Six Sigma Process Controls, Process Improvement, and Quality Improvement.

Manufacturing Skills: Training will be offered to Engineering and Production Staff and will include Daily Status Package/Operational Strategy Execution, Equipment Operation, Maintenance and Troubleshooting, Good Manufacturing Processes, Inspection Techniques, Inspection Tool Selection and Care, Quality Assurance Equipment and Underwriters Lab (UL) Certification.

Productive Laboratory

Trainees may produce goods for profit as part of the PL training in the courses identified under the Curriculum. The instructor must be dedicated to training delivery during all hours of training. PL is crucial to the manufacturing industry in order to produce high quality products that meet the industry standards. The Company must provide hands on training on its specialized equipment in order to produce successful outcomes.

PL training in Manufacturing Skills will be provided to approximately 50 Production Staff. Trainees will be trained equipment operations maintenance and troubleshooting as well as Good Manufacturing Practices to meet industry production requirements and customer demand. ESL is requesting approximately 0-12 hours of PL with a trainer-to-trainee ratio of 1:1 due to the complexity of the production equipment. Trainers will be Managers/Supervisors who are subject-matter experts with at least two years of experience operating equipment. Trainees will be observed and evaluated on their proficiency with the equipment after the training ends.

Alternate Recordkeeping

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

Commitment to Training

ESL's annual training budget in California is \$125,000 and includes on-boarding, mandatory training, as well as manufacturing skills and production processes for its Production, Engineering, Technical and Services staff. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Human Resources Manager at ESL will oversee the overall administration of this project. Supporting this effort will be a dedicated Human Resources Generalist responsible for coordinating training sessions, managing schedules, and tracking participant rosters. Additionally, the Company has engaged an administrative subcontractor to assist with project administration. All training will be conducted onsite at ESL's sole facility, utilizing both in-house subject matter experts and external vendors as needed.

Prior Projects

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET23-0148	08/29/22 - 08/28/24	\$75,555	\$69,181 (92%)
ET19-0455-000	03/28/19 - 03/27/21	\$51,090	\$51,090 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Training Funding Source	Seal Beach, CA	\$1,900
Administrative	Training Funding Source	Seal Beach, CA	13% of Earned Amount

Training Vendor(s)	City, State	Cost	Description of Service
To Be Determined	-	-	-

Self-Attestations

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, the applicant is in compliance with all state and federal labor and health and safety laws. UIC section 10205(e)(1)(F)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant is not ineligible to bid, be awarded, or subcontract on a public works project. UIC section 10205(e)(2)(B)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant does not have a final determination, order, judgment, or award issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Business Skills

- Facilitator
- Finance/Accounting Procedures
- Leadership
- Planning
- Product Knowledge
- Project/Program Management
- Sales and Marketing
- Strategy Deployment Process (X-Matrix)
- Work Processes/Procedures

Commercial Skills

- Product Education
- Competitor education

Computer Skills

- Calibration Manager
- Customer Relationship Management (CRM)
- Engineering Design
- Enterprise Resource Planning
- Lean Six Sigma
- Machine Programming
- Microsoft Office (Intermediate/Advanced)
- Payroll Processing
- Project Management
- Training Manager
- Salesforce
- Paylocity
- SharePoint

Continuous Improvement Skills

- Sort, Set in Order, Shine, Standardize and Sustain (5S)
- Lean Process Improvement/Kaizen
- Problem Solving/Six Sigma Process Controls
- Process Improvement
- Quality Improvement

Manufacturing Skills

- Daily Status Package/Operational Strategy Execution
- Equipment Operation, Maintenance & Troubleshooting
- Good Manufacturing Processes
- Inspection Techniques
- Inspection Tool Selection and Care

- Quality Assurance Equipment
- Underwriters Lab (UL) Certification

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

Trainees may receive any of the following:

Manufacturing Skills

- Good Manufacturing Processes
- Equipment Operations, Maintenance & Troubleshooting



Training Proposal for:
La Tapatia Tortilleria, Inc.
Contract Number: ET25-0279

Panel Meeting of: May 30, 2025

ETP Regional Office: North Hollywood

Analyst: J. Garcia

Project Profile

Contract Attributes:	HUA Priority Rate Retrainee	Industry Sector(s):	Manufacturing	
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	Fresno, Sacramento	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Number of Employees in:	CA: 119	U.S.: 119	Worldwide: 119	
<u>Turnover Rate:</u>	6%			
<u>Managers/Supervisors:</u> (% of total trainees)	11%			

Funding Detail

In-Kind Contribution
\$225,000

Total ETP Funding
\$171,808

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate HUA Retrainee	118	8-200	0-0	52	\$1,456	\$16.50

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$17.67 for Fresno County (HUA), \$23.56 for Sacramento County

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$1.17

Fringe Benefits: The employees have the option of signing on to the Company's health benefits, life insurance, and retirement plan. Vacation is offered in accordance to state workforce law.

Wage Progression: The Company utilizes Fresno County labor market information data to determine average starting wages. Employees receive annual performance evaluations, at which point annual performance-based pay increases are awarded. The Company promotes from within, providing many upward mobility opportunities.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, HUA, Retrainee					
Quality Control Staff	\$16.50 - \$21.00	5	4	1	0
Logistics Staff	\$16.50 - \$26.50	10	7	1	2
Operations Staff	\$16.50 - \$40.00	71	55	9	7
Marketing & Sales Staff	\$17.00 - \$34.42	11	3	1	7
Administration Staff	\$20.00 - \$22.50	6	2	4	0
Transportation Staff	\$21.00 - \$22.00	2	0	2	0
Management Staff	\$21.00 - \$42.07	13	0	3	10

Introduction

Founded in 1969 and headquartered in Fresno, La Tapatia Tortilleria, Inc. (La Tapatia) (www.tortillas4u.com) is a food manufacturer that produces corn and flour tortillas, tortilla chips, flavored wraps, strips, taco shells and tostada bowls. The Company's specialty products include gluten free, non-GMO, whole wheat, high fiber, and low carb options. The Company also offers private label programs, food service items, and works with many distributor programs. La Tapatia provides products to restaurants, grocery stores, school districts, and correctional

facilities throughout the state. La Tapatia's export programs have expanded to provide products overseas to South Korea, China, Indonesia, Egypt, and South America.

The Fresno facility consists of manufacturing, warehousing, office complex, and distribution center, with a second distribution center located in McClellan Park. Training will take place at both Fresno and McClellan Park locations. This is La Tapatia's fifth ETP Contract, and the third in the last five years.

ETP Priority 10200(b)

This section is not mandated by law.

Veterans Program

Although there is no veterans component in this project, La Tapatia actively recruits and hires veterans and values the workforce. The Company currently has three veterans employed.

Project Details

La Tapatia continues to expand its operations, which requires a significant amount of training across all departments. The Company is entering new markets around the world where the demand for tortilla products is on the rise, including Australia and India. The sales and marketing teams are working with their respective points-of-contact in these new territories to set up displays and end caps with specific prominent food distributors. The products have been well received and La Tapatia is beginning to see an increase in product requisitions. La Tapatia is also taking on new large customers, such as Target, Costco, and Sams, and numerous smaller customers around the country. Locally, the Company is collaborating with food service providers, such as Bobby Salazar's and several school districts. A new chip product has also been introduced, along with the launch of a new marketing campaign with the assistance of a prestigious marketing firm. These initiatives require a greater production capacity, more team members, and more sophisticated operation.

To meet the challenge, the Company has adopted a new artificial intelligence (AI) software that will integrate all existing systems into a singular platform. This AI software will help to enhance production efficiency by monitoring production lines, and collect sensors and historical data. Once it evaluates strengths and weaknesses, it will share what it has learned and make recommendations, such as predicting specific equipment failures, maintenance projections, and how to minimize downtime. It will also help to improve quality control and food safety by detecting anomalies and identify defects. Other benefits include end-to-end traceability for consumers. They will now be able to access origin, processing, and transportation information of the products. Along with lean manufacturing practices, these AI algorithms will help to reduce waste and increase overall productivity.

The Company also has begun using Salesforce Syspro Net software, a customer relationship management system, which has brought about tremendous improvements to how departments communicate with each other. The system provides real-time monitoring, improved inventory management, forecasting tools, valuable business analytics, and regulatory compliance reporting. Employees from different departments can check their current counts on this shared platform, and it can be done in English or Spanish for bilingual team members who may have a preference. The new software is used with new scanning tools hardware known as ScanCo, allowing La Tapatia to obtain scanned information throughout the operation.

Other initiatives include launching a new preventative maintenance program, which will help extend the life of production equipment and improve its performance, reduce unplanned downtime and associated costs, increase safety and food security, and help to better allocate limited resources. The Company will also build a more robust Preventative Controls Quality Individual certified food safety program to ensure compliance during site audits, allow self-audits within the production, and improve existing sanitation operating procedures. The program will make improvements to sanitation procedures, incorporating steam cleaning of critical components of processing equipment.

The training project will build on the foundation established by the previous contract and its initiatives, which included entering the health-conscious market, launching new product lines, increasing outreach efforts into the Chinese market, targeting new domestic corporate accounts, increasing online sales, increasing data-analytics collection, and increasing automation. Training in this contract will address and support the Company's new and emerging initiatives to expand its market share and operation. ETP funding will enhance La Tapatia's current training efforts by bringing more training opportunities in different areas, covering more topics. This will bring to light any current deficiencies that need to be addressed, resulting in more productive changes. It will also help to bring new employees up-to-speed, helping them attain higher skill levels.

Training Plan

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

Business Skills: This training will be offered to all occupations and will include Business Fundamentals, Financial Analysis, Operational Skills, and Retaining Customers.

Computer Skills: This training will be offered to all occupations and will include Artificial Intelligence Integration, Advanced Microsoft Office, and Financial Management System.

Continuous Improvement Skills: This training will be offered to all occupations and will include Lean Procedures Practices, Change Management, Project Management, and Statistical Process Control.

Literacy Skills: This training will be offered to Logistics, Operations, Quality Control and Transportation Staff. Topics will include Vocational English as a Second Language and Basic Math.

Management Skills: This training will be offered to Management Staff and include Administration, Finance for Technical Managers, and Supervisor Skills.

Manufacturing Skills: This training will be offered to Logistics, Operations, Quality Control, and Transportation Staff. Topics will include Chemicals and Dilution, Hydraulics, Pneumatics, Warehousing, and Changeover Procedures.

Certified Safety Training

1. OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. The coursework is geared to manufacturing 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.

2. Hazardous Materials (HAZMAT). This training is a series of courses, specific to industry sectors involved in the transport of hazardous materials. The coursework varies in length depending on the industry and the occupational title, as organized in five levels ranging from “first responder” to “incident commander.” It is generally a minimum of 24 hours with an 8-hour

annual refresher, and may be delivered by classroom or CBT. In this proposal, Operations Staff will receive up to 8 hours of training. Field training may be required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. This coursework is not under Cal-OSHA, but is administered under the Department of Transportation and CalTRANS. There are various certification entities for the coursework and instructors.

High Unemployment Area

Some trainees (Job Number 1) work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company's location in Fresno is in an HUA.

➤ Wage Modification

For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the pre-retention wages. The Company requests this wage modification for 50 trainees.

Other Resources

La Tapatia applies Work Opportunity Tax Credit (WOTC) for qualified New Hires. WOTC is a federal tax credit available to employers who invest in American job seekers who have consistently faced barriers to employment. La Tapatia receives up to \$2,400 of additional tax credit for qualified individual groups.

Commitment to Training

La Tapatia has a current CA training budget of \$230,000 and consists of orientation for new hires, department specific training, and monthly training which includes safety, new procedures, and new equipment.

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

➤ Training Infrastructure

The Director of Human Resources will oversee this training project and will coordinate training at the Fresno location. The Warehouse Manager will coordinate training at the McClellan location. A number of staff have been identified to assist for scheduling training, enrolling trainees, tracking training hours, and meeting with ETP staff. The training department has twelve in-house instructors and has designated a staff member to schedule trainees and track training hours. The majority of training will be delivered by in-house experts and vendors as needed. The Company also has retained an administration consultant, CALBEC Group.

Prior Projects

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET23-0150	08/29/22 - 08/28/24	\$174,915	\$158,108 (90%)
ET21-0125-000	08/03/20 - 08/02/22	\$114,954	\$114,954 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	CALBEC Group	Farmersville, CA	\$15,000
Administrative	CALBEC Group	Farmersville, CA	10% of Earned Amount

Training Vendor(s)	City, State	Cost	Description of Service
To Be Determined	-	-	-

Self-Attestations

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, the applicant is in compliance with all state and federal labor and health and safety laws. UIC section 10205(e)(1)(F)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant is not ineligible to bid, be awarded, or subcontract on a public works project. UIC section 10205(e)(2)(B)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant does not have a final determination, order, judgment, or award issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Business Skills

- Business Communication
- Business Fundamentals
- Marketing Strategies
- Customer Relationship Management
- Customer Service
- Cost Control
- Dealing with Difficult People
- Essential Skills for the New Supervisor
- Financial Analysis
- Interpersonal Communications
- Leadership
- Marketing/Sales Techniques
- Negotiating
- Operational Skills
- Planning and Organization
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Property and Resource Management Skills
- Retaining Customers
- Relationship Building
- Successful Selling Techniques/Sales

Computer Skills

- Artificial Intelligence Integration
- Customer Relation Management Software
- Advanced Microsoft Office
- Financial Management System
- Sage 100/ Master Accounting Series (MAS) 90 Enterprise Resource Planning Software

Continuous Improvement Skills

- Lean Procedures Practices
- Meeting Management
- Production Scheduling
- Production Operations/Workflow
- Creating a Quality Organization
- Change Management
- Decision Making
- Process Improvement
- Project Management
- Process Capability
- Quality Measurement Systems

- Root Cause Analysis
- Statistical Process Control
- Systems Failure Analysis
- Team Building
- Time Management

Hazardous Materials Skills - Certified

- Hazardous Chemical Cleaning/Handling
- Hazardous Waste Cleaning
- Hazardous Materials Handling

Literacy Skills

- Vocational English as a Second Language: (Basic English Language Skills: Writing, Reading, Language comprehension)
- Vocational English: (Basic English language skills...writing letters and business reports, reading work orders, safety regulations and other documents, language comprehension, understanding verbal direction and instruction)
- Basic Math: (Understanding the Numbering System, Fractions, Decimals, Positive and Negative Numbers, Rounding-off Rules, Basic understanding of Algebraic Equations)

Management Skills (Managers/Supervisors/Leads Only)

- Administration
- Effective Meetings for Leaders
- Finance for Technical Managers
- Supervisor Skills

Manufacturing Skills

- Food Processing: Tortilla, Dough, Ingredients, Chip, Specialty Products
- Chemicals and Dilution
- Maintenance
- Job Function Integration
- Hydraulics
- Inventory Control
- Machine Operation
- Machine Maintenance
- Manufacturing Practices
- Pneumatics
- Production Operations
- Troubleshooting
- Warehousing
- Assembly Process Control
- Assembly Procedures
- Blue Print Reading and Schematics
- Cross-training in Production Equipment/Skills
- Changeover Procedures
- Electrical and Electronics
- Equipment Operation

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



RESPOND

Training Proposal for:

San Marino Gardens Wellness Center, LP dba Pasadena Park Health Care

Contract Number: ET25-0280

Panel Meeting of: May 30, 2025

ETP Regional Office: North Hollywood

Analyst: M. Niquet

Project Profile

Contract Attributes:	Priority Rate Retrainee SET RESPOND	Industry Sector(s):	Health Care and Social Assistance
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, San Bernardino	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 156	U.S.: 156	Worldwide: 156
<u>Turnover Rate:</u>	8%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

Funding Detail

In-Kind Contribution
\$758,500

Total ETP Funding
\$604,800

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Temp to Perm SET Retrainee	270	8-200	0-0	80	\$2,240	\$23.56

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

Published Minimum Hourly Wage by County:	
Job Number 1:	\$23.56 per hour for San Bernardino County and \$24.01 per hour for Los Angeles County
Health Benefits: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	This is employer share of cost for healthcare premiums – medical, dental, vision.
Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$0.00
Fringe Benefits:	Employer benefits employer portion is over 4.75 per hour. This includes health, dental and vision benefits, vacation, 401K and educational reimbursement. Employee is eligible after 90 days of employment
Wage Progression:	Employer assesses trainees at 90 days, and every 180 days thereafter for skill and competency requirements, and as long as those are met, trainee is eligible for wage increases from 5-10% until occupation max rate

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Temp to Perm, SET, Retrainee					
Support Staff- Administrative, Environmental Services, Housekeeping	\$23.56 - \$40.00	25	0	5	20
Certified Nursing Assistant/Licensed Vocational Nurse	\$29.75 - \$40.00	130	0	0	130
Medical Staff-Therapist, Dietician, Respiratory Specialist, Vocational Therapist	\$29.75 - \$70.00	25	0	0	25
Team Lead	\$32.00 - \$60.00	35	0	0	35
Registered Nurse	\$48.00 - \$60.00	55	0	0	55

RESPOND

Under its Rapid Employment Strategies Pilot on Natural Disasters (RESPOND) pilot program, the Panel funds training for economic recovery from natural disasters, such as a wildfire. The

recent Eaton wildfire burned more than 14,000 acres and destroyed more than 9,000 structures. The scale of the Eaton wildfire and its impact on the community, especially to San Marino Gardens Wellness Center, LP dba Pasadena Park Health Care (Pasadena Park), has been devastating. Pasadena Park was partially destroyed by the fire, making the building uninhabitable. Pasadena Park Health was able to relocate 100% of its patients to affiliate facilities and, in order to avoid loss of jobs, also temporally transferred staff to these facilities while Pasadena Park rebuilds. The Company will train staff on rapid evacuation, medical skills for smoke inhalation and heat-related illnesses, as well as patient handling and assessment, all essential for protecting both patients and staff during these kinds of events.

Introduction

Founded in 1973 and headquartered in Pasadena, Pasadena Park Health Care (Pasadena Park) (www.pasadenaparkhc.com) serves as a 24 hour licensed skilled nursing facility that offers a wide range of services to support patients in various stages of recovery or ongoing care to patients. The Center's services include post-acute (pain management, continence, wound care); dialysis care, IV therapy and tracheostomy management; nutritional services like TPN (total parenteral nutrition); orthopedic care, diabetic management, bariatric care; hospice and palliative care; and long term care.

Training under this proposal will be led by Pasadena Park and will take place at the Company's facility in Pasadena. Training will also be provided to three affiliate facilities: Four Season's Healthcare in North Hollywood; York Healthcare and Wellness in Highland; and Montecito Health and Wellness Center in Los Angeles. Although Pasadena Park currently has 156 employees, this project will include 270 trainees to account for all participants, including employees from the Company's three affiliates. In addition, to note, while Pasadena Park will lead the overall training efforts, it will not conduct any training sessions during the first nine months of the project due to fire damage at its facility and the ongoing rebuilding process. Training during this time will be provided at the three affiliates facilities. This is Pasadena Park's first ETP Contract.

ETP Priority 10200(b)

Project supports growing state need for trained healthcare workers, living wage jobs and comprehensive skills training.

Veterans Program

Pasadena Park has actively recruited Veterans through Veteran's Affairs and the Department of Defense's Skillbridge program that helps with transitioning service members. Pasadena Park also works directly with local bases.

Project Details

Pasadena Park has experienced firsthand the limitations of traditional training when faced with critical emergencies. As California increasingly endures year-round climate-related events such as wildfires, floods, and other natural disasters, it has become clear that the foundational skills required of Certified Nurse Assistants (CNA) and Licensed Vocational Nurses (LVN) are not sufficient in these high-stakes scenarios. In addition, the healthcare industry has undergone significant changes, demanding innovative, out-of-the-box approaches to training. Today's training programs must go beyond basic clinical care and equip staff with the tools to respond effectively to a wide range of emergencies—including pandemics, evacuations, fires, floods, and even active shooter situations. While core medical competencies remain essential, the

evolving landscape calls for comprehensive, life-saving preparedness training that empowers healthcare workers to protect both patients and fellow staff during crises.

In the aftermath of the devastating Eaton Fire, Pasadena Park is mobilizing to restore full operational capacity across its critical healthcare and support services. As part of this emergency response, the Company is urgently hiring for multiple key roles, including CNA's, Registered Nurses (RN's), LVN's, Dieticians and Support staff. To ensure effective service delivery and emergency readiness, all new and current staff will undergo comprehensive training programs including: Occupational and Protocol Training, Emergency Preparedness Training, Medical Response Training and Cross-Training for Emergency Scenarios.

Pasadena Park will maintain its baseline level of medical skills training, in addition to providing basic operational training required across all occupations. Furthermore, safety training and emergency response training will continue to be delivered universally to ensure preparedness across the workforce. ETP funding will directly supports the state's growing demand for trained healthcare professionals, contributes to the creation of living-wage jobs, and promotes access to comprehensive, skill-based training programs.

This training program is designed to expand the capabilities of trainees in two key areas: rebuilding the workforce to fill critical positions, and preparing new full-time employees to return to the Pasadena Parks facility once it becomes operational post-reconstruction. Additionally, the training will equip both new and existing staff with the skills necessary to respond effectively in emergency situations, helping to preserve life in the event of a catastrophe. ETP training will enhance existing training processes by providing a comprehensive pathway for unskilled or semi-skilled new hires to build sustainable careers in healthcare. It will encompass foundational and advanced training in both clinical and didactic medical skills, as well as essential instruction in administrative procedures, patient care, and medical record documentation. This integrated approach will not only elevate workforce readiness but also lay the groundwork for real, living-wage jobs throughout Southern California.

In conclusion, this wildfire was unprecedented, but it likely will not be the last. The lessons learned from the Eaton Fire underscore the critical importance of comprehensive emergency response training and the urgent need to rebuild a skilled and prepared workforce.

Temporary to Permanent Hiring

The Company will train 35 workers under Panel guidelines for the Temporary-to-Permanent program. The Company has retained these employees on a temporary basis, with the intention of hiring them into full-time, permanent positions after training. The average time for "converting" temporary workers into full-time permanent employment is three months. It is expected that these workers will receive employer-paid share-of-cost for healthcare premiums while on temporary status, and upon hire into full-time permanent employment.

Under Panel guidelines for the Temporary to Permanent program, these trainees must be eligible to participate in ETP-funded training pursuant to Unemployment Insurance Code Section 10201(c). Trainees cannot be enrolled until after they have been hired by the Company into full-time, permanent employment. Until they are hired, retention and post-retention wage requirements cannot be met, and the Company will not receive progress payments

Training Plan

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

Business Skills: This training will be offered to all occupations and will include Client Relations, Coaching for Team Leads, Communication, and Business Conflict Management.

Computer Skills: This training will be offered to all occupations and will include Electronic Medical Records, Patient Services Routing Software, Patient Location Software, Point of Clinical Care (PCC) Electronic Tablet for Bedside Charting, PCC Electronic Medical Records Customer Relationship Management and PCC Clinical Key Performance Indicators.

Continuous Improvement Skills: This training will be offered to all occupations and will include Clinical Services System Management, Patient ID Procedures, Performing under Pressure (RESPOND), Patient Evacuation Procedures, Active Shooter Procedures, Culturally Appropriate Care, Documentation, Incident/Accident Management, Interdepartmental Collaboration, Patient Mobility Skills, Problem Analysis and Problem Solving, Teambuilding, Working with Outside Services in Emergency Situations, Contingency Planning.

Medical Skills(Preceptor & Didactic): This training will be offered to approximately 210 Certified Nurse Assistants, Licensed Vocational Nurses, Registered Nurses, Vocational Therapists, Respiratory Specialist and Team Leads and will include Medical Skills training within the Didactic or Clinical Preceptor areas based on need and job functions. Training includes Basic Life Support, Change of Condition Management, Psychotropic Medication Management, Resident Emergency Response, Cardiac Conditions, Patient Safety, Intravenous Therapy, Pain Management and Infection Control.

Certified Safety Training

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

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. Trainees will not receive 40 hours unless they work full time onsite at the clean-up location.

Alternate Recordkeeping

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

Special Employment Training

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

➤ **Wage and Retention Modifications**

As a caveat for RESPOND projects, trainees qualify for the standard wages instead of the statewide average hourly wage. Pasadena Park is requesting a wage modification (from \$32.12 to \$23.56).

Impact/Outcome

Role-specific certifications as applicable to occupational functions include Basic Life Support, Certified Medication Assistant, Certified Hospice and Palliative Nursing Assistant, Durable Medical Equipment, and Certified Nursing Assistant). Hazardous Waster Operations and Emergency Response and OSHA 10 safety certifications will also be obtained. Ongoing recertification will be managed in accordance with regulatory guidelines and organizational policy.

Commitment to Training

Pasadena Park's annual training budget per year is \$225,000 for new hire orientations, staff development and Medical Skills including Didactic and Preceptor Skills ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ **Training Infrastructure**

Pasadena Park's Administrator will oversee this ETP training project. Each of the affiliates also have a designated Administrator responsible for scheduling and collecting training rosters and will ensure both compliance and performance. In addition, Pasadena Park has retained an administrative subcontractor with three employees who will assist with ETP project administration.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Synergy Peak Performance Inc.	Grass Valley, CA	\$18,000
Administrative	Synergy Peak Performance Inc.	Grass Valley, CA	13% of Earned Amount

Training Vendor(s)	City, State	Cost	Description of Service
To Be Determined	-	-	-

Self-Attestations

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, the applicant is in compliance with all state and federal labor and health and safety laws. UIC section 10205(e)(1)(F)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant is not ineligible to bid, be awarded, or subcontract on a public works project. UIC section 10205(e)(2)(B)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant does not have a final determination, order, judgment, or award issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Business Skills

- Client Relations
- Coaching for Team Leads
- Communication
- Business Conflict Management

Computer Skills

- Electronic Medical Records
- Patient Services Routing Software
- Patient Location Software
- Point of Clinical Care (PCC) Electronic Tablet for Bedside Charting
- PCC Electronic Medical Records Customer Relationship Management
- PCC Clinical Key Performance Indicators

Continuous Improvement Skills

- Clinical Services System Management
- Patient ID Procedures
- Performing under Pressure (RESPOND)
- Patient Evacuation Procedures
- Active Shooter Procedures
- Culturally Appropriate Care
- Documentation
- Incident/Accident Management
- Interdepartmental Collaboration
- Patient Mobility Skills
- Problem Analysis and Problem Solving
- Teambuilding
- Working with Outside services in Emergency Situations
- Contingency Planning

HazWoper

- Hazardous Waste Operations and Emergency Response (HAZWOPER)

Medical Skills (Didactic)

- Administration of Antimicrobial Agent (ABT)
- Advanced Assessment Skills
- Advanced Cardiac Life Support
- Annual Skills Update
- Basic Life Support (BLS Certification)
- Behavioral Management
- Body Mechanics - Moving Patients
- Cardiac Conditions
- Change of Condition Management
- Dementia/Alzheimer
- Diabetic Management

- Palliative Life Care (Certification)
- External Feeding Tube Management
- Equipment Skills (including, but not limited to Pumps, Vital Monitoring, Devices, Support Systems, Therapeutic Modalities)
- Gastrointestinal System
- Incontinence Management (colostomy Care, Urinary Catheter Care)
- Pandemic Protocols
- Infection Control
- Intravenous Therapy
- Lab Electrolyte Imbalance
- Phlebotomy (Cert)
- Medication Administration Management (Cert)
- Neurological Conditions
- Neurovascular System
- Pain Management (Acute and Chronic)
- Patient Assessment & Care
- Patient Fall Prevention
- Patient Transfer Techniques
- Physical, Occupational, Speech Therapy
- Psychotropic Medication Management
- Resident and Family Education
- Resident Emergency Response(Heat Conditions)
- Respiratory care- (Smoke Conditions/Smoke Inhalation)
- Restraint and Restraint Reduction
- Skeletal/Orthopedic Conditions
- Urinary Management (Foley Catheter, Input/Output)
- Wound Management

Medical Skills (Preceptor)

- Activities of Daily Living
- Advanced Assessment Skills
- Advanced Clinical Skills
- Assistive Devices
- Bowel and Bladder Training of Patients
- Breathing Patterns and Respiratory Function
- Cardiac Conditions
- Charting
- Clinical Certification Skills
- Clinical Skills Review
- Colostomy Care
- Conduct Range of Motion Exercises with Patient
- Dementia Care
- Dementia/Alzheimer
- Enteral Management
- Equipment/Modalities
- Feed Tube Site Care
- Feeding Tube, Insert, Remove
- Functional Mobility and Ambulation
- Gastrointestinal Conditions
- Hazardous Waste Handling
- Hemovac/Pnuemovac

- Identification of Patient Change In Condition
- Identification of Skin impairments and Prevention
- Incontinence Management (Colostomy Care)
- Infection Control
- Intravenous Therapy
- Isolation Techniques
- Managing Patients with Neurovascular Conditions
- Medication Management
- Monitor Blood Pressure of Patients
- Monitoring Cardiovascular Changes(Vital Signs, Endurance, Level of Consciousness)
- Pain Management
- Patient Assessment and Care
- Patient Care of Foot and Hand
- Patient Safety
- Positioning of Patients for Correct Body Alignment.
- Proper Use of Exercise Equipment
- Rehabilitation Services
- Residents with Special Needs
- Respiratory Care
- Safe Patient Handling
- Skeletal/Orthopedic Conditions
- Therapeutic Activities
- Therapeutic Exercises
- Therapeutic Safety

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- Osha 10



Training Proposal for:
Senior Operations LLC dba Senior Aerospace SSP, a Division of Senior Operations LLC

Contract Number: ET25-0267

Panel Meeting of: May 30, 2025

ETP Regional Office: North Hollywood

Analyst: M. Reeves

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing	
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	Los Angeles	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) - Local 509			
Number of Employees in:	CA: 1,379	U.S.: 2,451	Worldwide: 6,362	
<u>Turnover Rate:</u>	18%			
<u>Managers/Supervisors:</u> (% of total trainees)	8%			

Funding Detail

In-Kind Contribution
\$534,000

Total ETP Funding
\$479,668

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	463	8-200	0-90	37	\$1,036	\$24.01

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$24.01 for Los Angeles County

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$2.47

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Financial Staff	\$21.54 - \$37.03	38	0	17	21
Production Associates	\$22.03 - \$32.59	91	0	30	61
Warehouse Workers	\$25.07 - \$31.53	13	0	0	13
Manufacturing Technicians	\$25.19 - \$33.24	27	0	0	27
Metal Fitters	\$25.83 - \$37.19	135	0	0	135
Operations Staff	\$25.94 - \$43.75	23	0	0	23
Maintenance Staff	\$26.65 - \$36.85	10	0	0	10
Welders	\$27.05 - \$42.36	62	0	0	62
Managers/Supervisors	\$27.46 - \$48.22	35	0	0	35
Engineers	\$34.97 - \$43.36	29	0	0	29

Introduction

Founded in 1945 and located in Burbank, Senior Operations LLC dba Senior Aerospace SSP, a Division of Senior Operations LLC (Senior Aerospace) (www.seniorssp.com) designs and

manufactures complex ducting systems and components for military and commercial aircraft. The Company's products include high-pressure ducting systems, hydraulic and fuel fittings, and system sensors. Senior Aerospace has several locations worldwide. This training proposal will only target employees at the Burbank facility. This will be Senior Aerospace's fourth ETP Contract, and the first in the past five years.

Veterans Program

Senior Aerospace has not included a separate veterans component in this proposal; however, the Company encourages veterans to apply for job openings through its normal hiring practices.

Union Support

Maintenance Staff, Manufacturing Technicians, Metal Fitters, Production Associates, Warehouse Workers and Welders are represented by United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) Local 509. UAW has submitted a letter of support for this training project.

Project Details

Industry-related factors such as supply chain challenges, parts shortages, and the workers strike at Boeing during the latter part of 2024 have all had an impact on business at Senior Aerospace. These industry issues are key drivers in the Company's need to reduce costs by operating more efficiently and reducing waste.

Training modules such as Six Sigma and root cause analysis will equip workers with the skills to minimize waste and control costs through the use of effective problem solving techniques and process improvement strategies. Training that includes manufacturing best practices, production scheduling, automated inventory technology and supply chain management will teach employees how to optimize resources more effectively throughout the Company's manufacturing and fulfillment processes.

Senior Aerospace plans to provide employee cross-training on manufacturing equipment and related process improvements designed to enhance production capacity and product reliability. Cross-training in the areas of component assemblies and fabrication, metal fitting, blueprint reading, machining techniques, engine components, welding, equipment maintenance and inspection procedures will help the Company form a highly versatile and responsive production team.

The Company has also placed an emphasis on better utilization of software solution tools to help workers respond more quickly to customer needs, improve on-time deliveries and increase sales. For example, computer-aided design training will help engineers improve their accuracy at drafting product models and drawings to precise customer requirements. Software skills training will ensure that Operations Staff, Finance Staff and leadership personnel are proficient in the use of business applications for project management, sales forecasting and inventory management. Cloud computing, Microsoft Office skills and computer security training will further assist the Company in achieving its objective to improve computer proficiency across all occupations.

Senior Aerospace is confident that the proposed upskill training will put the Company in the best position to adapt quickly to fluctuations in customer demand and prepare employees for professional growth opportunities within the organization.

Training Plan

Training will be delivered via Class/Lab, E-Learning, Productive Lab and Computer-Based Training as outlined below:

Business Skills: Training will be offered to all occupations. Learning modules will include Interpersonal Communication, Customer Service, Asset Management and Leadership Development.

Computer Skills: Training will be offered to all occupations. Employees will learn to work more efficiently through the use of business software solutions. Areas of emphasis will include Cloud Computing, Computerized Inventory, Product Scheduling, Sales Forecasting and Project Management Software.

Continuous Improvement: Training will be offered to all occupations and focus on Production Improvement Techniques, Team Problem Solving, Quality Assurance, Supply Chain Management and Waste Reduction.

Manufacturing Skills: Training will be offered to Manufacturing Technicians, Maintenance Staff, Warehouse Workers, Metal Fitters, Welders and Production Associates. Training will include Component Assemblies, Blueprint Reading, Equipment Maintenance, Machining Techniques, Engine Components, Metal Fitting, Heat Treating and Product Testing. This training will improve product quality, reduce errors/waste, and enhance the Company's overall production process.

Productive Laboratory

Trainees may produce goods for profit as part of the Productive Lab (PL) training in the courses identified under the Curriculum. The instructor must be dedicated to training delivery during all hours of training. Training will be delivered at a 1:1 ratio.

PL-Manufacturing Skills training will be provided to approximately 51 Manufacturing Technicians, Maintenance Staff, Metal Fitters, Production Associates, Warehouse Workers and Welders. PL training will allow Senior Aerospace to provide hands-on instruction in a productive environment that cannot be adequately replicated in a classroom setting. Equipment cross-training will be a key area of instruction to help workers achieve the competencies needed to perform their jobs with the highest level of safety and efficiency.

PL training will involve the use of proprietary production processes and machinery, testing and inspection equipment, and calibration tools. Training will be delivered by managers and supervisors with demonstrated aerospace manufacturing knowledge and expertise. Production is expected to be reduced by as much as 5% during PL instruction, as machinery will not be functioning at full capacity. Senior Aerospace will provide up to 8 hours of PL training per trainee, which represents approximately 22% of the weighted average hours for all trainees in Job Number 1.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab, which is a more convenient means of delivering basic training. Trainees may receive between 0-90 hours of CBT, although most trainees are expected to receive fewer than 60 hours.

Commitment to Training

Senior Aerospace has an annual California training budget of approximately \$500,000. Company-funded training includes new hire orientation, anti-harassment, confined space and proper lifting techniques. ETP funds will not displace the existing financial commitment to training. Safety training is provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Human Resources Director will oversee administration of this project. Additionally, a team of managers, trainers and training coordinator will handle the all training scheduling, delivery, tracking and documentation. Training will take place at the Company's facility in Burbank, and will be provided by in-house experts and vendors as needed. Senior Aerospace has also retained a third-party administrative consultant to assist with ETP program requirements.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	National Training Company, Inc.	Irvine, CA	\$15,000
Administrative	National Training Company, Inc.	Irvine, CA	13% of Earned Amount

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

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

Trainees may receive any of the following:

Business Skills

- Accounting Skills
- Asset Management
- Cost Effective Solutions
- Customer Service Skills
- Financial Management
- Interpersonal Communication
- Leadership Development
- Logistics
- Sales and Marketing

Computer Skills

- Cloud Computing
- Computer Aided Design
- Computer Numerical Control Systems
- Computer Security
- Computerized Inventory
- Internet Applications
- Inventory Management Software
- Microsoft Applications (Intermediate /Advanced)
- Product Scheduling
- Project Management Software
- Sales Forecasting
- Web-Based Computer Applications

Continuous Improvement Skills

- Adapting to Changing Roles
- Agile Planning
- AS9100 (Quality Management System)
- Best Manufacturing Practices
- Fluid Conveyance
- Goal Setting
- Order Fulfillment Logistics
- Pressurization
- Product Reliability
- Productivity Improvement Techniques
- Quality Assurance
- Root Cause Analysis
- Six Sigma
- Standard Work Instructions
- Supply Chain Management
- Team Building

- Team Problem Solving
- Waste Reduction

Manufacturing Skills

- Aerospace Components
- Air Conditioning
- Blueprint Reading
- Component Assemblies
- Component Fabrication
- Cross-Functional Equipment Training
- Drop Forming
- Engine Bleed Air
- Engine Components
- Engineering Processes
- Environmental Control Systems
- Equipment Maintenance
- Flex Joints
- Forklift Procedures
- Foundry Procedures
- Gas Turbine Engines
- Good Manufacturing Practices
- Handling Gases and Liquids
- Heat Treating
- High Pressure Ducting
- Hydro Forming
- Industry Standards
- Inspection Procedures
- Inventory & Raw Materials Training
- Machining Techniques
- Manuals and Reports
- Manufacturing Operating Procedures
- Material Processing
- Material Science
- Material Selection
- Measurement and Calibration
- Mechanical Systems
- Metal Fitting
- Non-Conforming Production
- Operational Objectives
- Part Assembly Procedures
- Preventive Maintenance
- Product Certification
- Product Inspection
- Product Loading and Storage
- Product Specifications
- Product Testing
- Production Metrics
- Prototyping

- Reading Technical Specifications
- Reliability Testing
- Resolving Production Problems
- Thermal Management
- Warehousing Operations & Distribution
- Welding
- X-ray Procedures

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

Trainees may receive any of the following:

Manufacturing Skills

- Component Testing Procedures
- Equipment Cross-Training
- Inspection Equipment Procedures
- Measurement and Calibration Procedures
- Standard Operating Procedures

Computer-Based Training

Trainees may receive any of the following:

Business Skills

- Auditing (4 Hrs)
- Basic Accounting (4 Hrs)
- Basic Asset Management (4 Hrs)
- Building Trust (4 Hrs)
- Business Analysis (4 Hrs)
- Business Value (4 Hrs)
- Communicating with Professionalism (3 Hrs)
- Cost Effective Solutions (4 Hrs)
- Customer Service (4 Hrs)
- Decision Making (4 Hrs)
- Giving Feedback (3 Hrs)
- Interpersonal Communication (4 Hrs)
- Leadership Essentials (4 Hrs)
- Leading Teams (4 Hrs)
- Logistics (4 Hrs)
- Managing Change (4 Hrs)
- Mentoring Techniques (4 Hrs)
- Monitoring Performance (4 Hrs)
- Overcoming Barriers (4 Hrs)
- Presentation Skills (4 Hrs)
- Problem Solving (4 Hrs)
- Sales Training (4 Hrs)
- Team Communication (4 Hrs)



AMALGAMATED LOCAL UNION NO. 509

6508 SOUTH ROSEMEAD BLVD., PICO RIVERA, CA 90660

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JOHN LOZANO
PRESIDENT

DUANE SMITH
VICE PRESIDENT

MARCOS VILLARREAL
FINANCIAL SECRETARY
TREASURER

BRANDON MACIAS
RECORDING SECRETARY

March 17, 2025

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Re: Senior Aerospace, SSP. Reference Number 25-0117

Dear Panel Members,

We understand Senior Aerospace, SSP. is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project:

62 Welders
135 Metal Fitters
91 Production Associates (Fabricators, Tube Benders, Brake Operators, Insulators, etc.)
10 Maintenance Staff
27 Manufacturing Technicians
13 Warehouse Workers

ETP - Exhibit E

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

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

Sincerely,

A handwritten signature in blue ink that reads "John Lozano". Below the signature, the name "John Lozano" and title "President UAW Local 509" are printed in black.

John Lozano
President UAW Local 509



Training Proposal for:

The Brownie Baker, Inc.

Contract Number: ET25-0283

Panel Meeting of: May 30, 2025

ETP Regional Office: North Hollywood

Analyst: J. Garcia

Project Profile

Contract Attributes:	HUA Priority Rate Retrainee	Industry Sector(s):	Manufacturing	
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	Fresno	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Number of Employees in:	CA: 142	U.S.: 142	Worldwide: 142	
<u>Turnover Rate:</u>	12%			
<u>Managers/Supervisors:</u> (% of total trainees)	12%			

Funding Detail

In-Kind Contribution
\$120,000

Total ETP Funding
\$87,696

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate HUA Retrainee	108	8-200	0-0	29	\$812	\$17.67

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$17.67 for Fresno County (HUA).

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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$1.17

Fringe Benefits:

Brownie Baker provides the following fringe benefits: 401k matching, health benefits, vacation, and holidays. The average annual cost per employee is \$25,842.26 broken down by fringe benefit below. They are distributed by pay period.

- 401K Matching: \$2,912.94
- Health Benefits: \$15,487.08
- Vacation: \$5,724.80
- Holidays: \$1717.44

The Company provides vacation hours accrued annually from the date of hire of each employee. Workers employed 10 or more years - 4 weeks vacation; 7 to 9 years - 3 weeks; 3 to 6 years - 2 weeks; 1 to 2 years - 1 week. Brownie Baker also offer 6 paid holidays after 6 months of employment.

Wage Progression:

Brownie Baker's strategy for wage progression involves a combination of performance-based increases, skills development, and proactive communication, ensuring employees understand expectations and have opportunities for growth. The Company promotes from within, giving employees great opportunities for upward mobility.

Performance-based evaluations are completed annually and are scheduled based on the employee's date of hire. Once an employee reaches their first year of employment, an evaluation is sent to the manager to complete. It is returned to human resources for review and managers' pay increase recommendations are entered into payroll. In addition to the annual raises, the Company also gives performance-based raises within the year based on recommendations made by employees' immediate supervisors. The maximum length of time between raises is one year. However, an employee who is promoted has the opportunity to earn a performance-based promotion raise within the year. Brownie Baker has a 90-day probation period for new hires.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, HUA, Retrainee					
Production Staff	\$16.50 - \$34.00	76	54	19	3
Administration Staff	\$17.50 - \$43.75	6	2	0	4
Quality Control Staff	\$18.50 - \$23.00	5	4	1	0
Managers/Supervisors	\$20.00 - \$105.00	18	1	2	15
Mechanics	\$28.00 - \$31.00	3	0	0	3

Introduction

Founded in 1979 and headquartered in Fresno, The Brownie Baker, Inc. (Brownie Baker) (www.browniebaker.com) is a wholesale manufacturer who specializes in the distribution of pre-packaged pastries such as brownies, cakes, cookies, Danishes, donuts, and muffins to various retail grocery and convenience stores. Customers include Performance Food Group, Alpine, Jackson, FoodMaxx, and Save Mart. Training under this proposal will be for the Company's two locations in Fresno. Fresno is located in an High Unemployment Area (HUA).

This is Brownie Baker's seventh ETP Contract and its third in the last five years.

ETP Priority 10200(b)

This section is not mandated by law.

Veterans Program

Although there is no dedicated job number specifically for Veterans, Brownie Baker actively encourages Veterans to apply for open positions. The Company recruits through local military facilities and organizations such as "Hire a Vet" and "Troop to Trades," which help connect local Veterans with employment opportunities. Currently, Brownie Baker employs four Veterans.

Project Details

In its first ETP project, Brownie Baker was focused on securing more market share in Mexico, and previous training focused on new safety practices and sustainable practices such as zero waste products. The Company also continued to provide training on the cookie injection systems, tunnel washers, effective communication, information workflow, and sterilization processes. In this proposal, training will focus on growing capacity to produce the products required by its diversified customer base. Brownie Baker is also currently in an expansion phase, and training will help support its expansion strategy which is focused on varying its customer base, exploring co-branding opportunities, research and development (R&D), and fostering a lean manufacturing environment.

Currently, the Company's primary customers include retail grocery and convenience stores. However, the sales team is reaching out to schools, restaurants, hospitals, and new grocery store chains throughout the country to gain market share in brand new markets. Additionally, the marketing team has increased co-branding and co-packaging arrangements and scope of work with large industry partners, including Nestle, Mars, Hershey, Larry's, and Reese's, which

in turn, requires Brownie Baker to increase its production capacity in order to meet the growing demand. The Company is making efforts to maintain its Safe Quality Foods (SQF) certification in order to recruit new higher-level retailers, by demonstrating its ability to manufacture the highest quality products.

Brownie Baker's R&D team is currently testing both new flavors for existing product lines and a new fast-freeze protein cookie product that is showing great promise in the market. Additionally, the Company continues to invest in new equipment including mixers, wrappers, and a new powder and flour sifting system. All of this will require training across all departments for existing and new team members.

Lastly, Brownie Baker is dedicated to the development and long-term retention of its staff. The Company likes to promote within, resulting in new jobs being created at a faster pace. ETP funding will complement existing programs which will accelerate its ability to provide critical skills to both existing and new staff.

Training Plan

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

Business Skills: Training will be offered to all occupations and will include course topics such as Business Communication, Cost Control, Negotiating, Information Workflow, and Strategic Planning.

Computer Skills: Training will be offered to all occupations and will include course topics such as Computer Maintenance Management Software, Computer Assisted Machinery, Intermediate/Advanced Microsoft Applications, and Financial Management System.

Continuous Improvement: Training will be offered to all occupations and will include course topics such as Creating a Quality Organization, Production Scheduling, Statistical Process Control, and Systems Failures Analysis.

Manufacturing Skills: Training will be offered to Quality Control Staff, Managers/Supervisors, Production Staff, and Mechanics, and will include course topics such as Assembly Procedures, Equipment Operation, Hydraulics, Manufacturing Practices, and Baking Processes.

High Unemployment Area

Some trainees (Job Number 1) work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company's locations in Fresno are in an HUA.

➤ Wage Modification

For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the pre-retention wages. The Company is requesting a wage modification from \$23.56 per hour to \$17.67 per hour for 105 trainees, including Quality Control Staff, Administration Staff, Managers/Supervisors, and Production Staff.

Other Resources

The Company applies Work Opportunity Tax Credit (WOTC) for qualified new hires. WOTC is a federal tax credit available to employers who invest in American job seekers who have

consistently faced barriers to employment. Brownie Baker receives up to \$4,000 of additional tax credit for qualified individual groups.

Impact/Outcome

Certifications will be provided for Business, Continuous Improvement, Computer, and Manufacturing Skills training.

Commitment to Training

Brownie Baker has a current training budget of \$60,000 for both locations. The current training consists of supervisor training, leadership training, manufacturing training, industry specific training, and cross-training to allow for work in various departments.

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

➤ Training Infrastructure

The Vice President of Operations and Human Resource Manager will oversee all aspects of the training program including collecting rosters and facilitating training. The Company has also retained the services of a third-party administrator, CALBEC Group, to work closely with staff to complete the project successfully. Training will take place at the Company's two facilities in Fresno, which are adjacent to each other, allowing project coordinators and trainers to serve both locations. Training will be provided by in-house experts. Additional external training vendors may be utilized during the contract term if needed. The Company has a detailed training schedule in place and is ready to begin training upon approval.

Prior Projects

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET23-0183	11/01/22 - 10/31/24	\$102,810	\$73,048 (71%)
ET21-0144-000	09/01/20 - 08/31/22	\$96,600	\$91,507 (95%)

In its previous contract (ET23-0183), the Company hired a third-party administrative subcontractor who, due to personal challenges, failed to deliver the level of service required to meet the program's goals. As a result, critical elements such as rosters, training hours, and new employee registrations were missed, leading to a performance outcome of 71%. Despite this, Brownie Baker's managers and their respective teams are well-versed in ETP processes. The executive team places high value on the program, having added it permanently to the Company's "vitals" discussion agenda—underscoring their commitment to its success. The performance shortfall was solely due to the subcontractor's issues and not reflective of the Company's efforts or capabilities. Brownie Baker is confident that, if given the opportunity, it can achieve 100% performance on the new ETP project.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	CALBEC Group	Farmersville, CA	\$8,500
Administrative	CALBEC Group	Farmersville, CA	13% of Earned Amount

Training Vendor(s)	City, State	Cost	Description of Service
Not Applicable	-	-	-

Self-Attestations

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, the applicant is in compliance with all state and federal labor and health and safety laws. UIC section 10205(e)(1)(F)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant is not ineligible to bid, be awarded, or subcontract on a public works project. UIC section 10205(e)(2)(B)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant does not have a final determination, order, judgment, or award issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Business Skills

- Business Communication
- Customer Relationship Management
- Customer Service
- Communication Styles
- Cost Control
- Dealing with Difficult People
- Essential Skills for the New Supervisor
- Financial Analysis
- Interpersonal Communications
- Leadership
- Marketing/Sales Techniques
- Negotiating
- Operational Skills
- Planning and Organization
- Product Knowledge
- Project Management and Methodology
- Export Procedures
- Information Workflow
- Project Requirements Analysis and Specifications
- Retaining Customers
- Relationship Building
- Strategic Planning

Computer Skills

- Computer Maintenance Management Software
- Computer Assisted Machinery
- Intermediate/Advanced Microsoft Applications
- Financial Management System

Continuous Improvement Skills

- Cross Training
- Creating a Quality Organization
- Change Management
- Decision Making
- Lean Manufacturing Principles - Intermediate and Advanced
- Meeting Management
- Production Scheduling
- Production Operations/Workflow
- Process Improvement
- Project Management
- Problem Solving and Decision Making
- Process Capability

- Quality Measurement Systems
- Root Cause Analysis
- Statistical Process Control
- Systems Failure Analysis
- Team Building
- Teamwork Development Skills
- Time Management

Manufacturing Skills

- Assembly Process Control
- Assembly Procedures
- Blue Print Reading and Schematics
- Cross-training in Production Equipment/Skills
- Changeover Procedures
- Electrical and Electronics
- Equipment Operation
- Hydraulics
- Inventory Control
- Machine Operation
- Machine Maintenance
- Manufacturing Practices
- Production Operations
- Troubleshooting
- Warehousing
- Baking Processes – Danishes, Muffins, Cookies, Cakes
- Packaging Equipment Operation
- Sanitation Best Practices



Critical Proposal for:

Wing Inflatables, Inc.

Contract Number: ET25-0284

Panel Meeting of: May 30, 2025

ETP Regional Office: North Hollywood

Analyst: J. Garcia

Project Profile

Contract Attributes:	Critical Proposal HUA Priority Rate Retrainee	Industry Sector(s):	Manufacturing
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Humboldt	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 191	U.S.: 191	Worldwide: 191
<u>Turnover Rate:</u>	3%		
<u>Managers/Supervisors:</u> (% of total trainees)	20%		

Funding Detail

In-Kind Contribution
\$514,710

Total ETP Funding
\$313,600

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate HUA Retrainee	140	8-200	0-0	80	\$2,240	\$17.67

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:	
Job Number 1:	\$17.67 for Humboldt County (HUA).
Health Benefits: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$0.17
Fringe Benefits:	PTO is accrued at 1-3 weeks per year based on years of service. Wing pays 85% of the cost of health benefits the first of the month following 60 days of employment. The Company matches \$.50 on the \$1 for 401K contributions, of which employees are eligible after 90 days.
Wage Progression:	Wing hires entry level employees with the plan that they advance their training to a level one within the first year, and level two thereafter. Salaries are reviewed at 90 days of employment, and again annually.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, HUA, Retrainee					
Finisher	\$17.50 - \$25.50	76	47	29	0
Welder	\$17.50 - \$25.50	18	11	7	0
Maintenance Technician	\$18.50 - \$28.00	5	2	3	0
Dull Coat Painter	\$19.00 - \$25.00	1	1	0	0
Quality Inspector/Technician	\$22.00 - \$28.00	7	0	6	1
Warehouse Associate	\$22.50 - \$24.50	4	0	4	0
Human Resources Generalist	\$23.00 - \$29.00	1	0	1	0
Lead/Supervisor	\$26.50 - \$32.50	27	0	8	19
Engineer	\$33.65 - \$48.08	1	0	0	1

Critical Proposal

Wing Inflatables, Inc. is designated as a "Critical Proposal" recommended by the Governor's Office of Business and Economic Development to facilitate the expansion of its California operations. Training under this proposal will provide staff with extensive training to continue to conduct business and grow in California, and makes it possible to have dedicated classroom training to equip employees with basic skills needed to enter the production floor to gain experience with lifesaving military products.

Introduction

Founded in 1991 and headquartered in Lafayette, Wing Inflatables, Inc. (Wing) (<http://winggroup.com/>) specializes in inflatable boats, life rafts, flotation devices, sponsons, dry suits, technical apparel, and other tactical and survival solutions for recreational, commercial, and military customers. Major customers include the U.S. Department of Defense and the Department of Homeland Security. Wing has developed highly technical and high quality customer solutions.

Wing operates three facilities in California, one in Lafayette and two in Arcata. Training will take place at the Company's Arcata locations, which are designated as a High Unemployment Areas (HUA). Wing has prior experience as a participating employer in multiple-employer contracts with ETP, but this will be their first contract directly with ETP.

ETP Priority 10200(b)

Wing is a manufacturing company operating in California, and is trying to grow business in the state.

Veterans Program

Although Wing does not plan to include a separate veteran's job number, the Company actively recruits and encourages veterans to apply for employment opportunities. The Company posts all open positions on Employment Development Department (EDD) with a veterans hold. They have also posted at Cal Poly Humboldt Veteran's Resource Group and the Arcata Veterans Hall, and distributed flyers at the Veterans Service office in Eureka. Wing currently has ten veterans employed.

Project Details

Wing was recently awarded a new Department of Defense (DOD) contract, which requires that the company hire 50 additional new employees. The new employee population require extensive training to get up to speed on Wing's production process and as result, the Company is creating an in-house skills university to provide the basic skill techniques needed to fabricate the products. There are no certifications or external education that would provide those skills. The Company has a three week classroom training program, followed by one-on-one training on the production floor to ensure new staff are competent in their roles. Wing also cross trains production workers to learn additional skills for their current roles. A swing shift has been added as of November 2024 to meet capacity needs. The Company has also added a building as of December 2024 to expand space for finishing, dull coat painting, and foam operations.

Wing has a new product line, the Enhanced Combat Rubber Reconnaissance Craft (ECRRC). This is a specialized boat used by the U.S. Marine Corps, primarily for reconnaissance missions and special operations. ECCRCs are a more robust and capable version of traditional combat rubber reconnaissance craft (CRRCs). They are designed for tasks including inserting small teams into hostile environments, gathering intelligence, and conducting reconnaissance. Compared to standard CRRCs, ECCRCs offer greater payload capacity, faster speeds, and more robust construction for challenging terrain and environments. These are utilized by units like Force RECON teams, Maritime Special Purpose Forces, and other special operations units. This product requires new material and new equipment.

Training Plan

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

Business Skills: This training will be offered to Leads/Supervisors, Quality Inspectors/Technicians, Warehouse Associates, Human Resources Generalist, and Engineer, and will include course topics such as Root Cause and Corrective Action Process, Netsuite, Benefit Administration, and Shipping.

Manufacturing Skills: This training will be offered to Finishers, Welders, and the Dull Coat Painter, and will include course topics such as Bonding Accessories, Heat Sealing, Welding Preparation, and Tape Machine.

Commercial Skills: This training will be offered to Maintenance Technicians, and will include course topics such as Welding Machine Maintenance, Forklift Maintenance, and Cutting Table Maintenance.

Productive Laboratory

Trainees may produce goods for profit as part of the PL training in the courses identified under the Curriculum. The instructor must be dedicated to training delivery during all hours of training. The trainer to trainee ratio will be 1:1, and will be received by 20 trainees, including Finishers (Assemblers), Welders, Warehouse Associates, Quality Technicians/Inspectors, Maintenance Technicians, and a Dull Coat Painter. Trainees will receive up to 20 PL hours.

Wing provides classroom training that teaches basic assembly techniques, as well as productive lab training with a dedicated trainer on the production floor. Some of the needed training requires the machinery Wing uses, handling the raw materials, or using the production software to learn the necessary skills.

High Unemployment Area

Some trainees (Job Number 1) work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company's locations in Humboldt County are in an HUA.

➤ Wage Modification

For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the pre-retention wages. The Company requests a modification to \$17.67 for Job Number 1.

Impact/Outcome

Trainees will have the opportunity to receive certification of completions in 49cfr (Code Federal Regulations) and IATA (International Air Transportation Association).

Commitment to Training

Wing has a current training budget of \$351,840 for the Arcata locations. Current training consists of safety training, policy training, assembly training, welding training, and cross training.

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

➤ Training Infrastructure

This training project will be overseen by the Company's Human Resources Director, and will receive assistance from two Production Managers, a Human Resources Coordinator, a Human Resources Director, and an Assistant Plant Manager. There are two physical locations in Arcata across the street from each other and they are managed by the same management team. There will be people at both training locations to coordinate the training. Training will be provided internally by subject matter experts, with additional training vendors possible throughout the contract term as needed. The Company has a detailed training schedule in place and is prepared to start training upon approval.

Subcontractors

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

Training Vendor(s)	City, State	Cost	Description of Service
To Be Determined	-	-	-

Self-Attestations

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, the applicant is in compliance with all state and federal labor and health and safety laws. UIC section 10205(e)(1)(F)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant is not ineligible to bid, be awarded, or subcontract on a public works project. UIC section 10205(e)(2)(B)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant does not have a final determination, order, judgment, or award issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Business Skills

- Root Cause and Corrective Action Process
- Calibrations and Certification (Testing)
- Technical Data Packet Review Process
- Netsuite - Enterprise Resource Planning System
- Design standards, security data control, and technical document control
- Human Resources Information System training
- Benefit Administration
- Human Resources Certification Coursework
- Leadership Skills

Manufacturing Skills

- Introduction to Wing, Tools, and Materials
- Adhesive Application (Methyl Ethyl Ketone & Glue)
- Bonding Chafe
- Bonding Accessories
- Baffle Testing
- Using Liquid Urethane to form seals
- Marking and Tape
- Attachment Application
- Bonding Rubstrake (Basic, Single rail)
- General Quality Assurance for production workers
- Techthane Mix and Application
- Ultraviolet (UV) Application
- Heat Sealing
- Cleaning Finished Product
- Hot Air Welding
- Industrial Sewing and Grommet Machine operation
- Welding Preparation - Panel Layout
- Basics of Radio Frequency Welding

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

Trainees may receive any of the following:

Commercial Skills

- Welding Machine Maintenance
- Forklift Maintenance
- Cutting Table Maintenance
- General construction/maintenance techniques (plumbing, electrical, light carpentry)

- Shipping - Pack final product, review crated product against contract specification, and load/unload shipments
- Quality Inspectors - Acceptance Criteria, walk through the inspection process

Manufacturing Skills

- Hot air welding - small part assembly
- Hot air welding - tube and dropstitch product assembly
- Sewing and grommet machine operation
- Tape Machine - Seam Taping



Training Proposal for:
Brewer Crane LLC dba Brewer Crane & Rigging

Contract Number: ET25-0297

Panel Meeting of: May 30, 2025

ETP Regional Office: San Diego

Analyst: T. Ky

Project Profile

Contract Attributes:	Priority Rate Retrainee SB < 100 SET	Industry Sector(s):	Construction
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 80	U.S.: 80	Worldwide: 80
<u>Turnover Rate:</u>	5%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

Funding Detail

In-Kind Contribution
\$104,500

Total ETP Funding
\$98,000

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate SB < 100 SET Retrainee	70	8-200	0-0	50	\$1,400	\$32.12

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:	
Job Number 1:	\$32.12 per hour (SET/Priority Industry) statewide
Health Benefits: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$2.50

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, SET, Retrainee					
Production	\$29.62 - \$40.00	28	0	0	28
Operators	\$29.62 - \$40.00	30	0	0	30
Administration Staff	\$29.62 - \$45.00	8	0	0	8
Managers & Supervisors	\$29.63 - \$50.00	3	0	0	3
Owner	N/A	1	0	0	1

Introduction

Founded in 1997 and based in Lakeside, Brewer Crane LLC dba Brewer Crane & Rigging (Brewer Crane) (www.brewer Crane.com) provides a wide range of crane, rigging, trucking, and construction services. The Company's crane offerings range from mini crawler cranes that fit in an elevator to tower cranes that are transported in pieces and assembled on site, with all equipment supported by certified operators and turnkey project management. The Company primarily serves clients in Southern California and Arizona. Brewer Crane's customer base includes colleges and universities, hotel companies, condominium and building owners, and other members of the construction industry. ETP training will be delivered at the Lakeside facility. This will be Brewer Crane's first ETP contract.

Veterans Program

Although this project does not include a veterans component, the Company welcomes veteran applicants for open positions and uses the Veterans Administration as a valuable recruitment resource.

Project Details

Brewer Crane is experiencing a surge in projects across Southern California and Arizona in an industry that is constantly evolving through advancements in building techniques, technological innovations, and changing safety regulations. The Company prioritizes keeping its workforce up to date with the latest industry standards and safety protocols and ETP funding will provide the financial assistance for training that will allow it to continue its focus on internal growth and market expansion.

The Company is launching a "crane school," a structured internal training program that will provide Operators with national certifications to operate tower and swing cab mobile cranes. Employee participation in this program will consist of at least 40 hours of crane operations training alone. Production staff will also receive equipment operation training that includes instruction on tools and machinery used at construction sites and in the Company's tool shop. Additionally, all staff will be provided with Computer Skills training to ensure proficiency in the software relevant to their specific job duties.

Training Plan

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

Business Skills: Training will be offered to all occupations to increase productivity and efficiency. Course topics will focus on Communication, Critical Thinking, Inventory Control, Sales and Marketing, and Time Management.

Commercial Skills: Training will be offered to Production, Operators, Owner, and Managers & Supervisors. Training topics will include Crane Equipment Operations, Equipment Operations, Job/Work site procedures, and Quality Control.

Computer Skills: Training will be offered to all occupations and will expand knowledge of programs vital to day-to-day operations. Course topics will cover 3D Lift, Electronic Logs, Fleet Cost & Care, Microsoft Office (Intermediate/Advanced), and QuickBooks.

Continuous Improvement Skills: This training will be offered to all occupations. Training topics will consist of Business process improvement and Operations and Systems Analysis.

Certified Safety Training

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

Productive Laboratory

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

Brewer Crane will administer approximately 10 hours of PL-Commercial Skills to 28 Production staff. This portion of the training program allows trainees to benefit from one-on-one training on equipment such as semi-trucks with flatbed trailers, cranes, forklifts, welders, and manlifts with a dedicated trainer. PL training is crucial to building an adaptable workforce and supplements

classroom/lab training by guiding trainees through real world situations where they must learn to perform in varying jobsite setup conditions and with unknown compositions of trailer loads or materials.

Brewer Crane PL trainers are qualified based on their experience and in-depth knowledge of the products and equipment on which they provide instruction. The Company expects slower production rates and a decrease in revenue during PL training. An employee is considered fully trained once they are able to independently perform assigned tasks without error.

Alternate Recordkeeping

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

Special Employment Training

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

➤ Wage and Retention Modifications

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$42.83 to \$32.12). The Company requests this modification.

Commitment to Training

Brewer Crane has an annual training budget of \$100,000 in CA. The Company's budget currently funds employee orientation, all hands meetings, crane training, rigging training, basic safety, and state mandated trainings. 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

Brewer Crane's Safety Manager will oversee the ETP-funded project. The company has also retained an outside administrative consultant to ensure that all training meets ETP requirements. Training will be delivered by in-house experts and vendors as needed.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Training Funding Source	Seal Beach, CA	\$1,900
Administrative	Training Funding Source	Seal Beach, CA	13% of Earned Amount

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

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

Trainees may receive any of the following:

Business Skills

- Communication
- Client Services
- Critical Thinking
- Inventory Control
- Leadership
- Sales and Marketing
- Time Management

Commercial Skills

- Crane Equipment Operations
- Equipment Operations
- Job/Work site procedures
- Quality Control
- Qualified Person 24 Hour Fall Protection

Computer Skills

- 3D Lift
- Electronic Logs
- Fleet Cost & Care
- Foundation (Financial Software)
- Microsoft Office (Intermediate/Advanced)
- QuickBooks

Continuous Improvement Skills

- Business process improvement
- Operations and Systems Analysis

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

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

Trainees may receive any of the following:

Commercial Skills

- Equipment Operation, Maintenance & Troubleshooting



Training Proposal for:

CP Manufacturing, Inc.

Contract Number: ET25-0154

Panel Meeting of: May 30, 2025

ETP Regional Office: San Diego

Analyst: P. Duarte

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Diego	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 282	U.S.: 335	Worldwide: 335
<u>Turnover Rate:</u>	8%		
<u>Managers/Supervisors:</u> (% of total trainees)	12%		

Funding Detail

In-Kind Contribution
\$386,800

Total ETP Funding
\$248,976

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	171	8-200	0-41	52	\$1,456	\$23.72

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$23.72 per hour for San Diego County.

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$2.49

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Customer Service Staff	\$21.23 - \$33.69	8	0	4	4
Production Team	\$21.29 - \$31.84	24	0	15	9
Financial Staff	\$21.37 - \$34.82	4	0	1	3
Operations Staff	\$25.19 - \$38.56	22	0	0	22
Equipment Operator	\$25.63 - \$29.43	15	0	0	15
CNC Operator	\$25.68 - \$29.71	13	0	0	13
Welder	\$26.59 - \$33.95	28	0	0	28
Mechanical Engineer	\$27.83 - \$30.58	21	0	0	21
Manager/Supervisor	\$29.85 - \$62.44	21	0	0	21
Project Engineer	\$35.07 - \$45.87	15	0	0	15

Introduction

Founded in 1977 and headquartered in San Diego, CP Manufacturing, Inc. (CPG) (<https://www.cpgrp.com/>) specializes in the design, manufacturing, and installation of state-of-the-art Material Recovery Facilities (MRF) for municipal solid waste, waste management, commercial and industrial materials, and single stream recycling, which separates recycling materials with optical sorters, AI and advanced electrical solutions. The Company's products and MRF systems are custom designed, built, and installed at customer locations; the machines separate waste and related materials. CPG has owned and operated an MRF for over 25 years, processing half of San Diego's curbside recycling. That firsthand experience gave the Company the capacity to manufacture machines and engineer solutions.

CPG's customer base includes, waste management, the County of Los Angeles, Burrtec Victorville and Republic Services in California, and other waste management companies

throughout the nation such as, ReCommunity Tucson, Pennsylvania Waste, North Texas Recycling Complex, ReCommunity Memphis, ReCommunity Beacon, and VT Land Company. Training will be delivered at the Company headquarters. This will be CPG's first ETP Contract.

ETP Priority 10200(b)

This section is not mandated by law.

Veterans Program

Although CPG does not have a formal Veteran outreach program in this project the company welcomes and encourages Veterans to apply for employment through its standard company hiring process.

Project Details

CPG continuously develops specific solutions for its customers by innovating the development and deployment of large-scale turnkey material recovery facilities. CPG's growing customer demand has driven the need to expand its workforce in order to meet the need for waste management equipment. Additionally, recent automation updates and the Company's robust manufacturing processes and quality systems require continuous training in order to meet the industry's stringent requirements. CPG's employees will be cross trained on different manufacturing equipment and product development, which will support the Company's rapid and ongoing growth. CPG is committed to high standards of product quality and upskilling its workforce.

Training Plan

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

Business Skills: Training will be offered to all occupations. Training includes Best Practices, Communication Skills, Industry Standards, Logistics, Recycling Trends and Waste Management. Training will establish production efficiencies to become more cost efficient and competitive in the market.

Computer Skills: Training will be offered to all occupations. Training includes Accounting Software, Cloud Computed Systems CAD, Inventory Software, Project Management Applications and Microsoft Office (Intermediate/Advanced). Training will increase productivity and efficiency.

Continuous Improvement: Training will be offered to all occupations. Training includes Inspection Procedures, Lean Manufacturing, Performance Improvement, Root Cause Analysis and Team Building Skills. Training will improve the manufacturing process.

Manufacturing Skills: Training will be offered to CNC Machine Operators, Equipment Operators, Production Team and Welders. Training includes Automation Processes, Diagnostics & Repairs, Electrical Systems, Equipment Cross-Training, and Machine Operation. Training will enable workers to have the skills required to manufacture products that meet the Company's standards for specialized products.

Productive Laboratory

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

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

PL training in Manufacturing Skills will be provided to approximately 35 CNC Machine Operator, Equipment Operator, Production Team and Welders. Trainees will be trained in equipment operation, assembly procedures, product installation, cross functional equipment operation and process methodologies to meet industry production requirements and customer demand. CPG is requesting approximately 0-13 hours of PL with a trainer-to-trainee ratio of 1:1 due to the complexity of the production equipment. Trainers will be Managers/Supervisors who are subject-matter experts with at least two years of experience operating equipment. Trainees will be observed and evaluated on their proficiency with the equipment after the training ends.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab, which is a more convenient means of delivering basic training. Trainees will receive between 0-41 hours of CBT.

Alternate Recordkeeping

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

Impact/Outcome

Upon completion of training, trainees will be equipped with the necessary industry knowledge and overall comprehension to adequately respond to the increased customer demand and the latest innovative technological industry changes. In addition, ETP funds will assist CPG provide cross-training opportunities to build a stronger workforce with increased wages, employee advancement, and long term career paths.

Commitment to Training

CPG's annual training budget is approximately \$382,000 and includes required safety training and continuous improvement training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

- Training Infrastructure

CPG's Human Resources Manager will oversee all aspects of the project, with the assistance of several Managers and Trainers. A Training Coordinator will be dedicated to training development, delivery, scheduling, tracking, and reporting. The Company has also retained the services of an administrative subcontractor to assist with the administration of this project. Training will be delivered at company site and by in-house subject-matter experts and vendors, as needed.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	National Training Company, Inc.	Irvine, CA	\$15,000
Administrative	National Training Company, Inc.	Irvine, CA	13% of Earned Amount

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

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

Trainees may receive any of the following:

Business Skills

- Best Practices
- Business Presentation Skills
- Communication Skills
- Critical Thinking
- Customer Service Standards
- Handling Difficult Customers
- Industry Standards
- Lead Generation
- Logistics
- Problem Solving
- Product Development Cycles
- Recycling Trends
- Risk Management
- Sales Performance Processes
- Strategic Business Operations
- Sustainable Operations
- Teambuilding Skills
- Technical Product Specifications
- Time Management
- Waste Management

Computer Skills

- Accounting Software
- Application Programming Interface
- Cloud Computing Systems
- Computer Aided Design
- Customer Relationship Management
- Cyber Security
- Electronic Invoicing
- Engineering Design Software
- Expanding Product Development
- Inventory Software
- Microsoft Office (Intermediate/Advanced)
- Project Management Applications
- Statistical Analysis
- Technology Software Training

Continuous Improvement Skills

- Change Management
- Increasing Throughput
- Inspection Procedures
- Internal Auditing

- Inventory Management
- Lean Manufacturing
- Performance Improvement
- Pricing & Equipment Estimations
- Root Cause Analysis
- Team Building Skills

Manufacturing Skills

- Advanced Operating Procedures
- Aluminum Fasteners
- Assembly Procedures
- Automation Processes
- Corrective Action
- Defect Elimination
- Design Standards and Processes
- Diagnostics & Repairs
- Digital Systems
- Disc-Screen Separation
- Distribution Systems
- Drive Train Systems
- Electrical Systems
- Emergency Response Systems
- Energy Procedures
- Equipment Cross-Training
- Failure Analysis
- Fuel Systems
- Innovative Engineering Practices
- Inspection Procedures
- Machine Operation
- Material Handling
- Power System Installation
- Product & Test Engineering
- Production Equipment
- Quality Management
- Renewable Energy
- Standard Operating Procedures
- Sustainability Techniques
- Technical Accuracy
- Tool Maintenance
- Using Equipment Safely
- Welding Procedures

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

Trainees may receive any of the following:

Manufacturing Skills

- Advanced Operating Procedures
- Drive Train Systems
- Equipment Cross-Training
- Machine Operation
- Power Systems
- System Testing
- Tool Maintenance

Computer-Based Training

Trainees may receive any of the following:

Business Skills

- Accounting Essentials (3 Hours)
- Business Communication (4 Hours)
- Contract Management (4 Hours)
- Customer Communication Skills (3 Hours)
- Customer Relations (3 Hours)
- Effective Presentations (3 Hours)
- Filling Out Work Orders (2 Hours)
- Financial Analysis (4 Hours)
- Inventory Control (2 Hours)
- Logistics (2 Hours)
- Negotiating (4 Hours)
- Purchasing Essentials (3 Hours)
- Successful Selling (4 Hours)



Training Proposal for:

iBASEt, Inc.

Contract Number: ET25-0290

Panel Meeting of: May 30, 2025

ETP Regional Office: San Diego

Analyst: T. Ky

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Professional, Scientific, and Technical Services	
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	Orange	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Number of Employees in:		CA: 53	U.S.: 107	Worldwide: 263
<u>Turnover Rate:</u>		2%		
<u>Managers/Supervisors:</u> (% of total trainees)		4%		

Funding Detail

In-Kind Contribution
\$90,523

Total ETP Funding
\$89,040

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	53	8-200	0-0	60	\$1,680	\$23.56

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

Published Minimum Hourly Wage by County:	
Job Number 1:	\$23.56 per hour for Orange County.
Health Benefits: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$2.50
Fringe Benefits:	N/A
Wage Progression:	The Company plans to add 10-15 new employees within the next two years, suggesting growth opportunities. Additionally, training is aligned with new technology integration, such as AI tools, which could provide employees with pathways for career advancement.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Administration Staff	\$21.06 - \$40.00	6	0	2	4
Supervisor/Manager	\$21.50 - \$50.00	2	0	1	1
Engineer/Developer	\$22.00 - \$65.00	45	0	4	41

Introduction

Founded in 1986 and headquartered in Lake Forest, iBASEt, Inc. (iBASEt) (<https://www.ibaset.com>) offers the manufacturers of highly engineered and complex products, digital strategies for improved operational resiliency and profitability. Its product, Solumina Manufacturing Operations Platform, provides a customizable approach to how complex manufacturing, quality, maintenance, repair, and overhaul processes are managed and improved to promote smart manufacturing strategies.

iBASEt services are used by manufacturing companies across various industries including aerospace and defense, electronics, industrial equipment, nuclear, space, and medical device. Among the Company's clients are: AIRBUS, BAE Systems, CML Composites GE Honda Aero Engines, General Dynamics, and Sandia National Laboratories.

The Company has one out of country location in India. In California, iBASEt has a single location in Lake Forest where training will be conducted. This will be iBASEt's second ETP Contract and its second in the last five years.

ETP Priority 10200(b)

This section is not mandated by law.

Veterans Program

Although this project does not include a veterans component, the training population of iBASEt may potentially include veterans. The Company welcomes veteran applicants for open positions.

Project Details

iBASEt has maintained a competitive advantage by offering innovative digital cloud solutions that can be remotely managed, easily integrated, and quickly scaled to deliver data-driven decision support to its customers. Future iterations of its product will incorporate Artificial Intelligence (AI) technology and tools to further support customers' business needs.

The previous contract focused on delivering product design, knowledge, and marketing trainings to facilitate employee and company growth.

This training project will continue to provide iBASEt's client-facing employees with updated training on necessary skills to assist customers during the roll out of the latest yearly iteration of the Solumina Manufacturing Operations platform. Engineers/Developers will also receive updated training on new technology and tools that will be integral as the Company begins working on next year's version of the Solumina platform. Although training topics may share titles from prior projects, actual course content is continually updated to reflect changes in technology, industry standards, and the Company's own evolving product features. There will be no duplication of training in any course.

The Company will also train employees on new programs and technology tools to increase efficiency and productivity. The Company plans to migrate their employees to a new Learning Management System, Udemy, and will train employees to navigate and utilize the system as it is customized for each department's training needs. As iBASEt begins to incorporate AI throughout its operations and products, all employees will require training to maximize their understanding and use of this emerging technology.

Training Plan

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

Business Skills: Training will be offered to all occupations and will focus on aligning employee professional development with the Company vision by improving processes and utilizing AI to increase efficiencies. Training topics will include Admin Processes & Procedures, Planning, Time Management, Vendor Relations, and Vision Casting.

Commercial Skills: Training will be offered to Engineers/Developers and will focus on the Solumina product updates. Course offerings include Manufacturing Execution System, Solumina AI, Solumina iSeries, and Supplier Quality Management.

Computer Skills: Training will be offered to all occupations and will focus on integrating updated technology and AI tools into products. Training topics will include Business Intelligence (BI), Cloud Solutions, SharePoint, and Udemy.

Continuous Improvement Skills: Training will be offered to all staff and will focus on enhancing the customer experience and product through internal collaboration. Training will include courses on All-hands Update, Excelerate, Quality Management Office (QMO), SCEP (SOD Customer Excellence Program), and Six Sigma.

Alternate Recordkeeping

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

Professional Employer Organization

iBASEt represents that it uses the services of Insperity, a Professional Employer Organization (PEO). However, please note that funding eligibility is based on the Contractor's qualifications, and iBASEt will be held solely responsible for performance under the ETP Contract. This Proposal has been reviewed by ETP staff to ensure compliance with all applicable guidelines, and iBASEt has been informed about the duty to make certain PEO representations in the ETP Contract; including, without limitation, that its PEO Agreement with Insperity clearly establishes the PEO as the party responsible for withholding and reporting Unemployment Insurance taxes, and that iBASEt retains the exclusive right to direct and control the work performed by trainees, and to set the amount of their wages.

Commitment to Training

iBASEt's annual training budget in CA is approximately \$125,000. The Company funds new employee orientations, position-specific onboarding, technical and skills training, and leadership and career development. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Vice President of People Operations will oversee the administration of the project. The Company's Learning and Development Team Lead will be responsible for organizing and directing training, tracking and uploading rosters into the ETP systems, and handling communication and meetings with ETP staff. Training will be delivered by in-house subject matter experts or training vendors if needed. The Company has also retained the services of a third party subcontractor to assist with administration of this training proposal.

Prior Projects

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET23-0308	05/01/23 - 04/30/25	\$109,710	\$0 (0%)

*ET23-0308: Based on ETP Systems, 4,708 reimbursable hours have been tracked for potential earnings of \$108,295 (99% of approved amount). The Contractor projects 99% performance based on hours delivered.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Training Funding Source	Seal Beach, CA	\$1,900
Administrative	Training Funding Source	Seal Beach, CA	13% of Earned Amount

Training Vendor(s)	City, State	Cost	Description of Service
To Be Determined	-	-	-

Self-Attestations

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, the applicant is in compliance with all state and federal labor and health and safety laws. UIC section 10205(e)(1)(F)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant is not ineligible to bid, be awarded, or subcontract on a public works project. UIC section 10205(e)(2)(B)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant does not have a final determination, order, judgment, or award issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Business Skills

- Admin Processes & Procedures
- Coaching/Communication
- Customer Relations
- Leadership
- Marketing & Business Development/Sales
- Data Analytics for Business Dev/Market Research
- Planning
- Project Management
- Time Management
- Vendor Relations
- Vision Casting

Commercial Skills

- iBASEt Digital Operations Suite
- Manufacturing Execution System
- Solumina AI
- Solumina iSeries
- Supplier Quality Management (SQM)

Computer Skills

- Adobe (PDF, InDesign, Photoshop, Illustrator, etc.)
- Business Intelligence (BI)
- Cloud Solutions
- Crystal Reports
- Customer Relationship Management (CRM Email marketing tools: Act ON, Survey Monkey, GoldMine)
- Social Media Tools
- Customer Experience
- State/Local Government Agencies
- ERP (ServiceNow)/ Quickbooks/SAP
- Knowledge Process Outsourcing (KPO)
- Microsoft Office (Intermediate/Advanced)/ Project/Azure/ Exchange
- Cyber Security / NIST / NISP Training
- Sales Force
- SharePoint
- Time Tracking & Time & Billing System
- WordPress, Web Design and Graphics Software
- Udemy

Continuous Improvement Skills

- Agile (DevOps) & SCRUM
- All-hands Update
- Excelerate
- Performance Improvement
- Process/Quality Improvement/Efficiency /Workflow
- Quality Management Office (QMO)
- SCEP (SOD Customer Excellence Program)
- Six Sigma
- Teamwork & Collaboration



Training Proposal for:

Life Generations Healthcare LLC dba Generations Healthcare

Contract Number: ET25-0293

Panel Meeting of: May 30, 2025

ETP Regional Office: San Diego

Analyst: L. Hughes

Project Profile

Contract Attributes:	Priority Rate Retrainee SET	Industry Sector(s):	Health Care and Social Assistance	
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Number of Employees in:	CA: 5,000	U.S.: 5,000	Worldwide: 5,000	
<u>Turnover Rate:</u>	3%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$844,800

Total ETP Funding
\$439,040

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate SET Retrainee	490	8-200	0-0	32	\$896	\$32.12

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:	
Job Number 1:	SET \$32.12
Health Benefits: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$1.12

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, SET, Retrainee					
Certified Nursing Assistant	\$31.00 - \$36.00	15	0	0	15
Licensed Vocational Nurse	\$31.00 - \$60.00	180	0	0	180
Therapist Staff	\$31.90 - \$68.00	70	0	0	70
Behavioral Health Technician	\$32.00 - \$77.00	15	0	0	15
Allied Health Staff	\$33.00 - \$40.00	90	0	0	90
Registered Nurse	\$40.00 - \$65.00	120	0	0	120

Introduction

Established in 1998, and headquartered in Santa Ana, Life Generations Healthcare LLC dba Generations Healthcare (Generations Healthcare) (www.lifegen.net) owns and operates multiple skilled nursing facilities as well as assisted living facilities in California, specializing in post-acute hospital, transitional care for sick, elderly, and infirm individuals in California. Over the last several years, Generations Healthcare has expanded its services to include Behavioral Health serving individuals with moderate to severe behavioral and mental health disorders. It offers twenty four hour nursing care; physical, occupational, and speech therapy; stroke and orthopedic rehabilitation; and assisted living, memory care, and behavioral health care services, as well as develops and implements various therapeutic recreational programs. The company also provides an outpatient rehabilitation program, facilitates laboratory testing and X-ray, medication management, audiology services, as well as physician, podiatrist, vision, and dental visits. The company currently operates 31 facilities in California serving over 3,100 patients/residents at any point in time.

This proposal will fund training for Generations Healthcare employees and trainees employed by 12 closely-held affiliates, located at 31 locations statewide. The Company's corporate office

located in Santa Ana will coordinate the implementation and administration of training. However, staff at this location are not included in the proposed training plan. This will be Generations Healthcare's fourth ETP contract; the second in the last five years.

The 12 affiliates are as follows:

- 1.Vista Manor Nursing Center; (San Jose, Santa Clara County)
- 2.Castle Manor Nursing & Rehabilitation Center; (National City, San Diego County)
- 3.Friendship Manor Nursing & Rehabilitation Center; (National City, San Diego County)
- 4.Pleasanton Nursing & Rehabilitation Center; (Pleasanton, Alameda County)
- 5.English Oaks Convalescent & Rehabilitation Hospital; (Modesto, Stanislaus County)
- 6.Lompoc Skilled Nursing & Rehabilitation Center; (Lompoc, Santa Barbara County)
- 7.Bayberry Skilled Nursing & Rehabilitation Center; (Concord, Contra Costa County)
- 8.Siena Skilled Nursing & Rehabilitation Center; (Auburn, Placer County)
- 9.Heritage Park Nursing Center; (Upland, San Bernardino)
- 10.Lawton Skilled Nursing and Rehabilitation Center; (San Francisco, San Francisco County)
- 11.Theragen; (Santa Ana, Orange County)
- 12.Gramercy Court Skilled Nursing Facility; (Sacramento, Sacramento County)

Veterans Program

Although the Company does not have a formal Veterans program, Generations Healthcare actively encourages veterans to apply and provides Veterans with special consideration during the hiring process.

Project Details

Skilled nursing facilities provide high-quality care at a lower cost than hospitals, which has led to a growing demand across the U.S., especially as the aging population increases and more people are living with chronic and age-related conditions. These facilities offer 24/7 care for individuals who can no longer live independently, most often serving elderly patients with serious illnesses or injuries. To keep up with this demand, there is a growing need for trained professionals who can provide this level of specialized care. To meet this need, Generations Healthcare has taken several steps to invest in its workforce and has identified the following changes in programs and services that are driving the current need for training.

First, outreach and engagement efforts implemented by two full-time employees being hired to build partnerships with trade schools and universities. Through clinical rotations, mock interviews, and recruitment efforts, the company is working to attract and retain new graduates. Tuition reimbursement and sponsorships are also offered to support students pursuing education and licensure.

Second, expansion into Behavioral Health services to include Special Treatment Programs for adults with severe, persistent mental illness. These patients require round-the-clock care that traditional skilled nursing facilities can't always provide. To support this expansion, the company is investing heavily in hiring and training new staff. All team members working in this program receive specialized training to care for patients with complex mental and physical health needs.

Third, workforce certification, whereas, Generations Healthcare recently earned a WRAP (Wellness Recovery Action Planning) Certification, which includes in-depth behavioral health training. This equips staff with tools to help patients manage their conditions and work toward recovery.

Fourth, new facilities & transitional care, as the Company opened two new transitional living facilities in 2024, which facilitated the need to hire more frontline staff. The new staff will need thorough training in mental health care, particularly, for patients transitioning out of behavioral health programs.

As Generations Healthcare shifts from traditional skilled nursing to behavioral health-focused care, training and development remain a key part of its strategy to ensure high-quality care and patient outcomes.

Training Plan

Training will be provided using Class/Lab and E-Learning methodologies.

Computer Skills: Training will be offered to all occupations as needed in the use of Electronic Medical Records software updates to accurately enter and retrieve patient information such as, Electronic Charting, Electronic Medical Records Application Skills/Soarian System Skills, and Electronic Tablet/mobile devices and applications.

Continuous Improvement: Training will be offered to all occupations in order to foster improvement in multiple skills such as Culturally Appropriate Care, Director of Nursing Huddles, Incident/Accident Management, Interdepartmental Collaboration, Medical Records, and Patient and Family Centered Customer Service.

Medical Skills:

Didactic Training will be offered to all occupations in order to better understand clinical processes to ensure competency and maximize patient satisfaction and safety. Courses include patient assessment & Care, COVID-19, Wound & Skin Care, patient fall prevention, infection control, and dementia/Alzheimer's.

Preceptor Training will be offered to new RNs, LVNs, Therapist Staff, and CNAs in order to demonstrate efficiencies of clinical processes learned in the classroom and guided by a skilled preceptor such as patient assessment and care, physical therapy rehabilitation, respiratory care, breathing patterns and respiratory function, pain management, and speech therapy rehabilitation.

Special Employment Training

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

➤ Wage and Retention Modifications

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$42.83 to \$32.12). The Company requests this modification.

Approximately 95 Certified Nursing Assistant's, and Licensed Vocational Nurse's will need the wage modification.

Commitment to Training

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

Generations Healthcare spends up to \$600,000 annually for training. Employee training includes staff orientation, in-services, sexual harassment prevention, safety training, and basic computer skills.

➤ Training Infrastructure

The Director of Clinical Services, Director of Behavioral Health Services, and in collaboration with Human Resources will manage the overall project. The Organization also has nurse educators who will provide and manage training under this ETP contract. The Company will utilize the Directors of Staff development (DSD) at each facility to oversee the training programs, ensure all training is accurately documented, and that the necessary information is provided to ETP. Generations Healthcare retained an administrative subcontractor to assist with ETP project administration.

Prior Projects

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET21-0176-000	10/05/20 - 10/04/22	\$487,968	\$406,599 (83%)

Reported Audits

Contract Number	Final Audit Report Date	Unearned/Disallowed Costs	Audit Findings
ET17-0448-000	3/10/2022	\$5,742.00	<ul style="list-style-type: none"> • Four trainees did not meet full-time employment requirements. • Two trainees had unsupported training hours. • Trainee wage rates were inaccurately reported to ETP.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Training Funding Partners	Fountain Valley, CA	\$19,000
Administrative	Training Funding Partners	Fountain Valley, CA	13% of Earned Amount

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

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

Trainees may receive any of the following:

Computer Skills

- Digital collaboration platforms and tools
- Electronic Charting
- Electronic Medical Records Application Skills/Soarian System Skills
- Electronic Tablet/mobile devices and applications

Continuous Improvement Skills

- Case Management/Discharge Planning
- Clinical Services System Management
- Communication Skills
- Crisis Prevention Intervention (CPI)
- Critical Thinking Skills
- Culturally Appropriate Care
- Director of Nursing Huddles
- Incident/Accident Management
- Interdepartmental Collaboration
- Medical Records
- Patient and Family Centered Customer Service
- Performance and Quality Improvement and Procedures Skills
- Problem Analysis and Problem Solving
- Process Improvement Skills
- Resident Centered Care
- Team Building Skills
- The Five Star Rating System

Medical Skills (Didactic)

- ABT Stewardship
- Acute Myocardial Infarction
- Acute Psychiatric Care
- Advanced Assessment Skills
- Advanced Cardiac Life Support (ACLS)
- Annual Skills Update
- Arterial Blood Gas (ABG) Interpretation
- Basic Life Support (BLS)
- Behavior Management
- Behavioral Health Skills
- Cognitive Behavioral Techniques
- Crisis Response/De-Escalation Training
- Mental Health First Aid
- Psychopharmacology Medical Training
- Substance Use Disorders
- Body Mechanics
- Cardiac Conditions
- Care of the Stroke Patient
- Central Lines Management
- Change of Condition Management

- Code Blue Response & Procedures
- COVID-19
- Critical Care Nursing Skills
- Decontamination Procedures
- Dementia/Alzheimer's
- Diabetes Care & Management
- Educating the Patient & Family
- End of Life Care
- Enteral Feeding Tube Management
- Equipment Skills (IV pumps, cardiac telemetry, vital signs, pulse-oximeter, ventilators, specialty beds and mattresses, etc.)
- Evidence Based Practices
- Gastrointestinal Assessment and Management
- Incontinence Management (colostomy care, urinary catheter care)
- Infection Control
- Intravenous (IV) Insertion & Therapy
- Laboratory (Electrolyte Imbalance/Arterial Blood Gas Interpretation)
- Medication Administration & Management
- Neurological Conditions
- Neurovascular System
- Nursing Diagnosis Skills
- Nursing Process Skills
- Pain Management (Acute and Chronic)
- Patient Assessment & Care
- Patient Fall Prevention
- Patient Transfer Techniques
- Physical, Occupational, Speech Therapy
- Pro Act Training - Professional Assault Crisis Training and Certification (Pro Act)
- Psychotropic Medication Management
- Rapid Response Skills
- Resident and Family Education
- Resident Emergency Response
- Residents with Special Needs
- Respiratory Assessment & Care
- Restorative Nursing
- Restraint and Restraint Reduction
- Skeletal/Orthopedic Conditions
- Urinary Management (foley catheter, input/output)
- Ventilator and Tracheotomy Care
- Wellness, Theory of Caring Science
- Wound & Skin Care

Medical Skills (Preceptor)

Inpatient & Outpatient Care Unit

- Advanced Patient Assessment Skills
- Assessing of Tube-Fed Individuals with Diabetes Mellitus
- Assisting and performing self-care skills with patients; facilitating functional gains of each patient
- Assistive Devices
- Blood Pressure Monitoring
- Bowel and bladder training of patients

- Breathing patterns and respiratory function
- Cardiac Conditions
- Charting/Documentation
- Clinical Certification Skills
- Clinical Skills Review
- Colostomy Care
- Conduct range of motion exercises with patient
- COVID-19
- Dementia/Alzheimer's
- Enteral Management
- Equipment/Modalities
- Feeding Tube (insertion/Site Care/Removal)
- Functional mobility and ambulation
- Gastrointestinal Conditions
- Hazardous Waste Handling
- Hemovac/Pnuemovac
- Identification of patient change in condition
- Identification of skin impairments and prevention
- Incontinence Management (colostomy care)
- Infection Control
- Intravenous Therapy
- Isolation Techniques
- Managing Patients with Neurovascular Conditions
- Medication Management
- Monitoring of cardiovascular changes such as vital signs, endurance, level of consciousness
- Occupational Therapy Rehabilitation
- Operate safety devices with patient
- Pain management
- Patient Assessment and Care
- Physical Therapy Rehabilitation
- Positioning of patients for correct body alignment
- Preventing and Identifying Complications Related to Tube Feedings
- Procedures for Temperature check for Hydrocollator/Paraffin
- Proper Use of Exercise Equipment
- Residents with Special Needs
- Respiratory Care
- Safe Patient Handling
- Skeletal/Orthopedic Conditions
- Speech Therapy Rehabilitation
- Therapeutic Activities/Exercises
- Wound Management



Training Proposal for:
Precision Fluid Controls, Inc.

Contract Number: ET25-0294

Panel Meeting of: May 30, 2025

ETP Regional Office: San Diego

Analyst: D. Alvarez

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Placer & Sacramento	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 138	U.S.: 139	Worldwide: 139
<u>Turnover Rate:</u>	10%		
<u>Managers/Supervisors:</u> (% of total trainees)	5%		

Funding Detail

In-Kind Contribution
\$280,549

Total ETP Funding
\$218,400

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	130	8-200	0-10	60	\$1,680	\$25.00

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:	
Job Number 1:	\$23.56 for Placer & Sacramento
Health Benefits: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$0.00
Fringe Benefits:	Employees receive a comprehensive benefits package, including three weeks of paid time off (PTO); 100% company-paid health, dental, and vision insurance for employees and their families; a 401(k) plan with a 6% company match; \$50,000 in company-provided life insurance; and long-term disability coverage.
Wage Progression:	Employees receive annual performance reviews, which include consideration for merit-based wage increases and bonuses. Salary adjustments are evaluated by managers and supervisors and are benchmarked against regional averages for each job classification. As employees complete training and develop specialized skills, they become eligible for higher wages based on their increased qualifications. When job openings arise, the company prioritizes internal promotions and departmental transfers before seeking external candidates.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Technician	\$25.00 - \$55.29	41	0	1	40
Machinist	\$25.00 - \$56.00	41	0	1	40
Quality	\$25.00 - \$62.50	14	0	5	9
Engineering	\$25.00 - \$76.92	14	0	1	13
Administrative	\$26.00 - \$50.00	10	0	0	10
Programmer	\$40.87 - \$47.04	4	0	0	4
Manager	\$50.00 - \$76.92	6	0	0	6

Introduction

Founded in 2004 and headquartered in Lincoln, Precision Fluid Controls, Inc. (PFC) (<https://www.precisionfluidcontrols.com>) designs, manufactures, and services advanced fluid

control systems. PFC currently operates two facilities within California—located in Lincoln, and Sacramento. Training under this proposal will take place primarily at the Lincoln headquarters and production site.

PFC serves a highly specialized market, providing precision valves, regulators, flow switches, and fluid control assemblies that are essential to the aerospace, defense, semiconductor, and medical device industries. Beyond manufacturing, the company also offers tailored engineering services, rapid prototyping, and rigorous testing solutions to meet the unique needs of its clients operating in mission-critical environments.

With continued growth in demand—particularly in the defense and semiconductor sectors—PFC is preparing for a significant expansion. This expansion will require the hiring of approximately twenty to thirty new employees within the next two years, with a focus on manufacturing, quality assurance, and engineering roles.

ETP Priority 10200(b)

PFC qualifies under ETP Priority Industry 10200(b) as a California-based manufacturing company with all operations located within the state, reinforcing its role in supporting and advancing California's high-wage manufacturing sector.

Veterans Program

While PFC does not currently have veterans participating in this specific project, the company actively employs veterans across various roles and remains committed to providing opportunities for military veterans within its workforce.

Project Details

PFC is undergoing significant changes that require targeted training to meet new business needs. The company is expanding into Federal Aviation Administration (FAA) and government contracts, that translates into an increased need to train its workforce on FAA certification processes, government contract compliance, and Request for Quotation (RFQ) procedures to comply with its military and aviation projects. Additionally, the company's investment in automated machinery, such as the DMG65 Monoblock and pallet exchanges, requires training in machine operation, programming, and automated manufacturing techniques to maintain high production efficiency.

To enhance production efficiency, PFC is introducing Lean manufacturing principles (5S) and requires training on these methods to streamline operations and reduce waste. The implementation of a new ERP system also necessitates training to ensure staff can effectively use the system for inventory, procurement, and production management.

PFC needs to certify staff in Non-Destructive Testing (NDT) techniques to meet regulatory requirements for safety and quality. In addition, PFC needs to train their sales team in government contracting, including RFQ processes and FAA regulations, to effectively meet their increasing goals. With growth, there is a need for training in leadership and communication skills to improve internal collaboration.

ETP training will support these needs by providing specialized training that aligns with the company's evolving business environment. A needs assessment was conducted, identifying the areas where training is crucial to help the company stay competitive, compliant, and efficient. This is particularly relevant as the company expands, improves and enhances its

training program to make it more robust, laying the groundwork to add new topics as market changes require.

Training Plan

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

Business Skills: Training will be offered to all occupations in a Class/Lab setting and will include conflict resolution, finance for technical managers, strategic planning, leadership, and government services administration (GSA) procedures.

Computer Skills: Training will be offered to all occupations in a Class/Lab and CBT settings, it will include training in various software programs that the company relies on such as CNC Machining, ESPRIT and LabView.

Continuous Improvement: Training will be offered to all occupations in a Class/Lab setting and will include communication skills, decision making, lean manufacturing and 5S.

Hazardous Material Skills (non-certified): Administrative, Machinist and Technician staff will receive training in a Class/Lab setting and include a series of non-certified courses specific to industry sectors in accordance to ETP regulations and policies.

Manufacturing Skills: Training will be offered to Engineering, Machinist, Programmer, Quality and Technician staff in areas such as project management, 5S and Geometric Dimensioning & Tolerancing.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0-10 hours of CBT.

Commitment to Training

PFC has an existing annual training budget of \$200,000. Training includes job-specific instruction, safety protocols, and skill development. With upcoming FAA certification, the company is expanding into the aviation and government sectors, introducing new procedures, codes, agencies, and clients. In support of this growth, PFC has acquired advanced high-technology equipment requiring specialized instruction. ETP funds will not displace the existing financial commitment to training, and will support expanded curriculum efforts to enhance employee development, performance, retention, and hiring. Safety training is, and will continue to be, provided in accordance with all applicable state and federal requirements.

> Training Infrastructure

The designated Project Manager for this ETP contract will oversee project administration and submit monthly rosters to the subcontractor. Training will be delivered internally and led by the HR Manager, with support from the Quality Manager and Payroll Specialist. A detailed training schedule has been developed, and training is set to begin immediately after approval. PFC has enhanced its administrative oversight to ensure successful execution of the project.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Carrasco LLP, Innovative Tax Solutions	Sacramento, CA	\$5,700
Administrative	Carrasco LLP, Innovative Tax Solutions	Sacramento, CA	4% of Earned Amount

Secondary Subcontractor(s)

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Sierra Consulting Services, Inc.	Cameron Park, CA	\$13,300
Administrative	Sierra Consulting Services	Cameron Park, CA	9% of Earned Amount

Training Vendor(s)	City, State	Cost	Description of Service
To Be Determined	-	-	-

Self-Attestations

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, the applicant is in compliance with all state and federal labor and health and safety laws. UIC section 10205(e)(1)(F)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant is not ineligible to bid, be awarded, or subcontract on a public works project. UIC section 10205(e)(2)(B)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant does not have a final determination, order, judgment, or award issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Business Skills

- Conflict Resolution
- Dealing with Difficult People
- Federal Aviation Administration (FAA) procedures
- Finance for Technical Managers
- Government Services Administration (GSA) procedures
- Leadership
- Management Skills
- National Stock Number (NSN) Identification
- Product Knowledge
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Request for Quote
- Strategic Planning

Computer Skills

- Citizen Swiss Screw Machine - CINCOM L-Series Programming (advanced operators)
- Citizen Swiss Screw Machine - CINCOM L-Series Training (new operators)
- CNC Machining (Computer Numeric Control)
- CNC Programming/Operating
- Coordinate Measuring
- ESPRIT – Swiss Essentials Training
- ESPRIT – Turning / Turn Mill Essentials Training
- Intermediate/Advanced Microsoft Office
- LabView
- Machines/Optical/Electronic Tools Inspection Software
- Mastercam
- Mastrol
- SQL Server (Management Studio)
- Swiss Virtual Classroom Training - E20xx
- TCMS (The Configuration Management System)

Continuous Improvement Skills

- 5S
- Communication Skills
- Cross Training
- Decision Making
- Lean Manufacturing
- Meeting Management
- Material Handling
- Root Cause Analysis
- Workflow/Production Scheduling

Hazardous Materials Skills

- Asbestos Removal
- Hazardous Material Handling
- Hazardous Chemical Cleaning/Handling
- Hazardous Waste Cleaning

Manufacturing Skills

- Advanced Mazak Programming
- Assembly
- Blueprint Reading and Schematics
- Calibration
- Chip formation
- Citizen Screw Machine Setup & Programming
- Clean Room Cleanliness Training
- Computer Numeric Control (CNC) Machining
- Contamination Control Plan Training
- Control of Documents/Records
- Control of Non-Conforming Product
- Coolant
- Coordinate Measuring (CMM) Training
- Counterfeit Parts
- Cutting Tools
- Deburring 101
- ECO Process Flow
- Electrical and Electronics
- Equipment Operation
- Fabrication
- Finishing
- Fixture Design
- Foreign Object Debris
- Forklift Training
- Geometric Dimensioning & Tolerancing Interpretation and Application
- Internal Audit Training (AS9100)
- Inventory Management
- IT Security
- International Traffic in Arms Regulations (ITAR)
- Job Planning & Preparation
- Logistics
- Machine crash prevention
- Machine Operations
- Machine shop Data Collection Training
- Maintenance, Cleaning & Repair
- Manufacturing Practices
- Material Handling & Preservation
- Measurements and Calculations
- Metrology
- Non-destructive testing

- Offline programming
- Operational Skills
- Orientation to AS9100 QMS
- Outgoing Inspection
- Packaging High Level Cleaned parts Training
- Production and Service Provision
- Receiving Inspection
- Sampling Plan and Sample Inspection
- Saw Maintenance
- Scissor Lift Start-Up
- Shop Maintenance
- Shop Raw Material Training
- Situational Awareness
- Speeds and Feeds
- Surface Finish Training
- Thread Inspection
- Turning (manual and CNC)
- Valves
- Vibration Analysis
- Visual Inspector Training
- Visual Workmanship Standard
- Warehousing

Computer-Based Training

Trainees may receive any of the following:

Computer Skills

- Outlook 365 Intermediate (1.5 hours)

Manufacturing Skills

- 5S Principles (2.5 hours)
- Geometric Dimensioning & Tolerancing (2 hours)
- Introduction to Engineering Drawings & Blueprints (1.5 hours)
- Project Management (2.5 hours)



Training Proposal for:

Stir Foods, LLC

Contract Number: ET25-0288

Panel Meeting of: May 30, 2025

ETP Regional Office: San Diego

Analyst: S. Phillips

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Orange	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 500	U.S.: 500	Worldwide: 500
<u>Turnover Rate:</u>	4%		
<u>Managers/Supervisors:</u> (% of total trainees)	4%		

Funding Detail

In-Kind Contribution
\$575,200

Total ETP Funding
\$560,000

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	400	8-200	0-0	50	\$1,400	\$23.56

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:	
Job Number 1:	\$23.56 for Orange County
Health Benefits: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$2.50
Fringe Benefits:	Stir Foods offers health insurance which includes medical, dental, and vision, as well as a 401(k) plan with an employer match program. Additional voluntary benefits include hospitalization indemnity, legal insurance, and critical illness care.
Wage Progression:	Stir Foods has an internal focus on employee training, internal promotions, and skill development. Employees are encouraged to gain new competencies through training programs, which help them advance within the organization and improve their earning potential.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Production Staff	\$21.06 - \$50.00	345	0	25	320
Administration & Accounting Personnel	\$21.07 - \$45.00	40	0	10	30
Supervisors/Managers	\$21.10 - \$55.00	15	0	2	13

Introduction

Headquartered in Orange and founded in 2000, Stir Foods, LLC (Stir Foods) (<https://www.stirfoods.com/>) manufactures refrigerated, frozen, and shelf stable dressings, sauces, soups, fresh salads, and dips. The Company specializes in pouching foods up to 10 pounds for industrial use, food service, and value-added meal kits. Customers include wholesale distributors who sell under their own brand, large and small retail food markets and restaurant chains, specialty shops who carry baking and drink mixes under brand names exclusive to their stores, large national brand companies, and warehouse store operators.

Stir Foods has three locations in Orange County that will participate in this project. This is Stir Foods's third ETP Contract overall, and its second in the last five years.

ETP Priority 10200(b)

This section is not mandated by law.

Veterans Program

Although there is no Veterans component in this project, Stir Foods is open to recruiting and hiring Veterans in the future. The Company currently works with the Veteran's Administration in an effort to seek out and recruit Veterans for open positions with the Company.

Project Details

The Food and Drug Administration's (FDA) Food Safety Modernization Act (FSMA) is transforming the nation's food safety system by shifting the focus from responding to foodborne illnesses to preventing foodborne illnesses. As such, the FDA finalized seven major rules to implement FSMA, recognizing that ensuring food supply safety is a shared responsibility among many different points in the global supply chain for both human and animal food. The FSMA's rules are designed to make clear and specific actions that must be taken at each point in the supply chain to prevent contamination. This will require extensive training for all employees to ensure that the new and improved FDA guidelines are met while maximizing efficiency and food distribution at Stir Foods. To that end, the Company will be upskilling its employees through leadership training, Computer Skills training, and the implementation of lean manufacturing to maintain and meet the new FDA requirements as well as remain competitive in the market. This will be achieved via the implementation of an extension of Stir Foods' Learning Management System (LMS).

Stir Foods is also implementing an addition to its Learning Management System (LMS), Alchemy, called Playbook. This addition will streamline training as well as provide a way to gauge employee strengths identifying where there is needed improvements to maintain FDA safety regulations as well as manufacturing efficiency. It will also allow the Company the ability to provide additional training when needed for employees to continue to upskill, as well as conducting cross-training when necessary. In addition, Stir Foods will formalize its leadership skills program by creating a "Succession Planning Program" to promote internally for open positions, building a pipeline of talent within the Company; all of which requires additional internal training. Therefore, while previous training focused on introducing a formalized training program, this project will focus on streamlining the newly implemented training program as well as the introduction of advanced technology to ensure compliance with regulations while maintaining efficiency necessary to remain competitive.

The focus of this project will be on cross-training on the production floor. This will ensure that production can continue as training commences.

Training Plan

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

Business Skills: This training will be offered to all occupations and will include Change Management, Coaching, Communication Skills, Performance Management, Problem Solving, Product & Service Knowledge, Project Management, and Working Successfully with Others.

Computer Skills: This training will be offered to all occupations and will include Materials Requirements Planning (MRP), Syspro and Red Zone, Alchemy-Playbook, and Financial/Accounting/Management Software.

Continuous Improvement: This training will be offered to all occupations and will include Decision Making, Leadership Skills, Lean Manufacturing, Lean Waste Reduction, 5S Program (Good Manufacturing Practices), Teambuilding, and Total Preventive Maintenance.

Manufacturing Skills: This training will be offered to Production Staff and will include Good Manufacturing Practices, HACCP (Hazard Analysis & Critical Control Point), Production Equipment/Tools (Preventative Maintenance), Sanitation Procedures/Materials, Standard Operating Procedures, and Work Procedures.

Productive Laboratory

Trainees may produce goods for profit as part of the PL training in the courses identified under the Curriculum. The instructor must be dedicated to training delivery during all hours of training. Production Staff will receive training in Manufacturing Skills and the training will include Preventative Maintenance. Training will be conducted by a qualified instructor at a trainer-to-trainee ratio of 1:1. Trainees will receive approximately 12.5 hours of productive lab training.

Impact/Outcome

The Company did not have a formal Training & Development Department before undertaking its previous ETP Contract. Due to the ETP program and how well its last contract was, the Company's vision for its Training & Development Department now has traction. Now, Stir Foods has the ability to develop and invest in training programs for employees, not only for current needs, but also for future needs with a strategic mindset on building a strong and dependable workforce. Additionally, Stir Foods is now able to continue ramping up production with the integration of the latest software with hands on cross-training to enhance employees' skills which will enable staff to adapt whilst on the production floor.

Commitment to Training

Stir Foods has an annual training budget of \$100,000 for its facilities located in Orange County. Current training consists of safety training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The training program's implementation will be overseen by the Corporate Environmental Health & Safety/Training & Development Manager, along with internal Human Resource (HR) Leads. The HR Leads will coordinate training administration, collecting training documentation, and reviewing those documents for quality control. In addition, Stir Foods has retained an administrative subcontractor to assist with project administration.

Prior Projects

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET23-0202	12/19/22 - 12/18/24	\$487,600	\$366,114 (75%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Training Funding Source	Seal Beach, CA	\$1,900
Administrative	Training Funding Source	Seal Beach, CA	13% of Earned Amount

Training Vendor(s)	City, State	Cost	Description of Service
To Be Determined	-	-	-

Self-Attestations

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, the applicant is in compliance with all state and federal labor and health and safety laws. UIC section 10205(e)(1)(F)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant is not ineligible to bid, be awarded, or subcontract on a public works project. UIC section 10205(e)(2)(B)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant does not have a final determination, order, judgment, or award issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Business Skills

- Change Management
- Coaching
- Communication Skills
- Performance Management
- Problem Solving – Root Cause Analysis
- Product and Service Knowledge
- Project Management
- Working Successfully with Others

Computer Skills

- Materials Requirements Planning (MRP)
- Syspro and Red Zone
- Financial/Accounting/Manufacturing
- Alchemy - Playbook

Continuous Improvement Skills

- Decision Making/Problem Solving
- Leadership Skills
- Lean Manufacturing
- Lean Waste Reduction (The 7 Wastes)
- 5S Program - (Sort, Set, Shine, Standardize, Sustain)
- Teambuilding
- TPM (Total Preventive Maintenance)

Manufacturing Skills

- Good Manufacturing Practices
- HACCP (Hazard Analysis & Critical Control Point)
- Production Equipment/Tools (Preventative Maintenance)
- Sanitation Procedures/Materials
- Standard Operating Procedures
- Work Procedures

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

Trainees may receive any of the following:

Manufacturing Skills

- Production Equipment/Tools (Preventative Maintenance)



Training Proposal for:
The San Diego Union-Tribune, LLC

Contract Number: ET25-0282

Panel Meeting of: May 30, 2025

ETP Regional Office: San Diego

Analyst: L. Hughes

Project Profile

Contract Attributes:	Retrainee	Industry Sector(s):	Information	
		Priority Industry:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Counties Served:	San Diego	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Number of Employees in:	CA: 119	U.S.: 125	Worldwide: 125	
<u>Turnover Rate:</u>	11%			
<u>Managers/Supervisors:</u> (% of total trainees)	5%			

Funding Detail

In-Kind Contribution
\$134,780

Total ETP Funding
\$110,400

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Retrainee	115	8-200	0-20	40	\$960	\$23.72

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:	
Job Number 1:	\$23.72 for San Diego County
Health Benefits: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$2.50
Fringe Benefits:	The SDUT offers a competitive benefits package that includes medical, dental, vision, life insurance, and a 401(k) retirement plan. Employees select from various medical and dental plans, with the Company covering 46%–73% of premiums based on the chosen plan. The Company also provides basic life insurance equal to one times the employee's annual salary, along with paid sick leave (48 hours annually), short-term and long-term disability coverage, and a generous time-off program. Full-time employees receive six paid company holidays and two personal holidays. The 401(k) plan allows employees to contribute through payroll deductions.
Wage Progression:	The Company's wage progression approach supports employee engagement and career growth through performance based increases, upskilling, and retention efforts. Merit increases reward high performers, while employees who gain new, business-aligned skills are recognized through upskilling adjustments. Competitive wages help attract and retain talent. Annual reviews typically offer 2% to 6% increases or promotions. Training programs further support wage growth by enhancing sales skills, product knowledge, and commission earning potential.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Retrainee					
Admin Support Staff	\$21.22 - \$38.17	8	0	4	4
Professional Staff	\$21.22 - \$42.31	5	0	2	3
Reporter	\$21.22 - \$60.74	35	0	10	25
Editorial Staff	\$21.22 - \$62.16	30	0	10	20
Sales & Marketing Staff	\$21.22 - \$64.90	18	0	8	10
Photographer	\$21.64 - \$32.67	6	0	2	4
Finance Staff	\$22.61 - \$34.22	3	0	1	2

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
Supervisor / Manager	\$23.74 - \$76.92	6	0	2	4
Technical Director - Frontline	\$33.65 - \$84.62	4	0	0	4

Introduction

Established in 1868 and headquartered in San Diego, The San Diego Union-Tribune, LLC (SDUT), (www.sandiegouniontribune.com), owns and operates a diverse portfolio of news and media assets, including a daily newspaper, website, and the weekly entertainment guide Night + Day. The Company also manages The San Diego Union Tribune en Español digital site and eight community newspapers: La Jolla Light, Del Mar Times, Encinitas Advocate, Rancho Santa Fe Review, Ramona Sentinel, Pomerado News, PB Monthly, and Point Loma OB Monthly. The San Diego Union-Tribune is the region's largest media company and the community's longest-running business.

Over the years, SDUT has provided local journalism with comprehensive, in-depth coverage of the people, places, and issues that shape the San Diego region. SDUT serves both readers and advertisers by offering print and digital content, along with tailored advertising solutions for individuals and national corporations. The proposed training will take place at the San Diego location, as well as online. This will be SDUT's first ETP Contract.

ETP Priority 10200(b)

This project aligns with ETP priorities by providing training in emerging technologies and modernized systems, including Oracle AI, financial reporting tools, the Naviga order entry system, the BluYogurt online advertising platform, and various software updates. SDUT is requesting additional funding to support the training necessary to further develop the digital skills of their editorial, sales, and marketing teams; key departments driving the growth of the Company's digital audience and advertising base. These efforts will strengthen their ability to remain competitive and innovative in the digital media industry.

Veterans Program

Although the Company does not have a formal veterans program, SDUT actively encourages veterans to apply and provides veterans with special consideration during the hiring process.

Project Details

In today's highly competitive digital media landscape, success requires ongoing investments in both advanced technologies and a skilled workforce capable of leveraging them effectively. While these investments are essential for operational efficiency, they also place pressure on overall profitability, particularly within the digital space. Through the proposed training, employees will gain a more comprehensive understanding of evolving digital trends and tools. Specifically, editorial staff will receive training on the latest Google AI tools to enhance story linking and page design, while advertising personnel will be trained on the BluYogurt platform to build and manage online classified advertising. These efforts will strengthen the Company's ability to remain competitive and innovative in the digital media industry.

SDUT is committed to addressing the demands of a rapidly evolving digital media landscape through strategic investment in employee training, new technologies, and system upgrades. The proposed project focuses on upskilling staff across editorial, sales, marketing, operations, and circulation departments to ensure continued growth in digital audiences and advertising revenue.

Training Plan

Training will be provided using Class/Lab and E-Learning methodologies. Key training areas will include:

- **Digital Tools & AI Integration:** Employees will be trained on ChatGPT, Gemini, Google AI tools, and Marfeel to enhance content creation, audience engagement, and mobile optimization.
- **System Implementations:** Company-wide rollouts of Naviga (order entry system), BluYogurt (legal/classified advertising platform), Oracle (financial reporting), and Cadence (sales communication tool) require comprehensive cross-departmental training.
- **Editorial Training:** Ongoing instruction will cover digital storytelling, Search Channel Optimization (SEO), social media, multimedia production, and ethical use of AI in journalism.
- **Sales Enablement:** Sales teams will receive instruction in campaign reporting, digital advertising, data management, and AI-driven productivity tools to streamline workflows and drive conversions.
- **Business & Leadership Skills:** Development programs will cover customer service, communication, conflict resolution, project management, onboarding, consultative sales, and campaign optimization.
- **Remote Work & Productivity:** As SDUT continues supporting a hybrid workforce, training will include time management, digital collaboration, and productivity tools.

Business Skills: Training will be offered to all occupations as needed to update digital media skills in; Account Management, Audio Advertising, Broadcast Techniques, Campaign Optimization, and Consumer Journey Sales.

Computer Skills: Training will be offered to all occupations as needed to update computer skills in; Applicant Tracking Systems – Workday, BluYogurt advertising portal, Google AI, HelpDesk IT, Intro to Mirrorless Cameras, Luna Salesforce, and Merlin Software Application.

Continuous Improvement: Training will be offered to all occupations in order to foster quality and process improvement skills in; Budgeting Techniques, Creativity and Innovation; Managing a Remote Workforce; Mindful Leadership, Project Planning & Delegation, Team Building and Development, and Time and/or Project Management.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0 - 20 hours of CBT.

Alternate Recordkeeping

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

Commitment to Training

SDUT spends up to \$150,000 annually for training. Employee training includes staff orientation, in-services, sexual harassment prevention, safety training, and basic computer skills. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Human Resources Manager will manage the overall project. SDUT has retained an administrative subcontractor to assist with ETP project administration. In addition the HR Manager and Administrative Assistant will be responsible for internal administration along with the administrative subcontractor for ETP tracking enrolling, drops, invoices, reports, modifications, roster compliance and completeness.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	California Training Administration, Inc.	Rocklin, CA	\$2,500
Administrative	California Training Administration, Inc.	Rocklin, CA	13% of Earned Amount

Training Vendor(s)	City, State	Cost	Description of Service
To Be Determined	-	-	-

Self-Attestations

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, the applicant is in compliance with all state and federal labor and health and safety laws. UIC section 10205(e)(1)(F)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant is not ineligible to bid, be awarded, or subcontract on a public works project. UIC section 10205(e)(2)(B)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant does not have a final determination, order, judgment, or award issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Business Skills

- Account Management
- Advanced Targeting
- Advertising Creative Design Software
- Audio Advertising
- Auto Sales
- Automotive Advertising
- Broadcast Techniques
- Business Category Training
- Campaign Optimization
- Campaign Reporting
- Case Studies
- Challenger Sales Model
- Circulation Updates
- Client Retention & Growth Strategy
- Connected TV Advertising
- Consultative Sales Skills
- Consumer Journey Sales
- CRM - Customer Relationship Management
- Department Processes
- Digital Advertising Products for Desktop, Mobile/Tablets and Applications
- Digital Display and Video
- Digital Marketing
- Digital Platforms
- Digital Skills
- Email Marketing & Sales
- Finance Reporting
- Google Advertising
- Google AdWords and Analytics
- Marketing & Sales Techniques
- Native Advertising
- Negotiations and Closing
- New Call Center Procedures
- Newsletters
- Newspaper Processes (new hire skills: sales, advertising, marketing)
- Outreach Training – Sales Enablement
- Presentation Skills
- Print Media Technology
- Product Knowledge
- Product Marketing and Support
- Project and Product Management Tools
- Promotional Content

- Prospecting Skills
- Reporting with Data
- Sales Approach Tips and Training
- Sales Strategy
- Single Copy Sales System
- Social Media
- TownNews
- Web Interface/Web Design/Website 101
- Writing for Journalist
- YouTube/Video Skills

Computer Skills

- AdTaxi
- AdMall
- AdOps
- Affinity
- AI Enterprise Tools
- Applicant Tracking Systems – Workday
- BluYogurt advertising portal
- Brainworks
- Call Center Systems & Tools
- Chat GPT
- Chat
- Convertly
- Connected TV
- Dashboard
- Data Content Management and Analytics
- Database Management
- Database Tools
- Design and Editing
- Digital Display
- DTI (Newscycle Solutions Database)
- eCommerce
- E-Edition
- Email, Calendars, and Document Financial Reporting (Advanced/Intermediate)
- Gemini
- Google AI
- Google Analytics
- Google Audience
- Google Certification Updates
- Google Gmail Ads
- Google Products
- Google Workspace
- HelpDesk IT
- Intro to Mirrorless Cameras
- JD Edwards Expense Management
- Luna Salesforce
- Merlin Software Application

- Intermediate Microsoft Programs (Word, Excel, PowerPoint, Access, Publisher)
- Mobile Devices
- Multimedia Tools
- Native Advertising
- Naviga Order Entry System
- Network Administration
- Oracle Systems & Tools
- Payroll & HR System Training
- PowerPoint Training
- Reporting & Analytics
- Salesforce
- Saxotech
- Search Engine Optimization (SEO)
- Shoom ETearsheets
- SnapChat
- Stratica
- Tiktok
- Video Tools
- Website Management
- WordPress
- Workday

Continuous Improvement Skills

- AI Prompt Library for Managers
- Best Practices
- Budgeting Techniques
- Change Management
- Coaching (*non-disciplinary*)
- Communications Skills
- Conflict Management
- Creativity and Innovation
- Critical Thinking
- Customer Service
- Decision Making
- Leadership Skills
- Managing a Remote Workforce
- Managing Covid Processes
- Mindful Leadership
- Negotiation Skills
- Problem Solving
- Process Improvements
- Quality Improvement
- Project Planning & Delegation
- Remote Work & Productivity
- Strategic Implementation
- Strategic Planning
- Team Building and Development
- Teamwork

- Telephone Skills
- Time and/or Project Management

Computer-Based Training

Trainees may receive any of the following:

Business Skills

- AI Sales Strategy (1 hr)
- Attribution Marketing Training (1 hr)
- Auto Sales Training (1 hr)
- Automotive (1 hr)
- Business Category (1 hr)
- Closing Sales (1 hr)
- Content Marketing (1 hr)
- Digital Marketing (1 hr)
- Effective Sales Presentations (1 hr)
- How and Why Customers Buy (1 hr)
- How to Effectively Sell Video (1 hr)
- How TV Sells Advertising (1 hr)
- Marketing Fundamentals (1 hr)
- Marketing Technology (1 hr)
- Needs Assessments (1 hr)
- Newsletter Advertising (1 hr)
- Outreach Training (1 hr)
- Political Advertising (1 hr)
- Research Library Use (1 hr)
- Search Audits (1 hr)
- Signal Tag Training (1 hr)

Computer Skills

- AdMall (1 hr)
- Admall Pro (1 hr)
- AdOps (1 hr)
- AdTaxi (1 hr)
- Affinity (1 hr)
- Brainworks (1 hr)
- Chat (1 hr)
- Connected TV (1 hr)
- Convertly (1 hr)
- E-Edition (1 hr)
- Email Marketing (1 hr)
- Googel Audience (1 hr)
- Googel Gmail Ads (1 hr)
- Google Analytics (1 hr)
- Google Drive Training (1 hr)
- Google Workspace (1 hr)
- iOS updates (1 hr)

- LiveIntent Trafficking (1 hr)
- Luna Salesforce (1 hr)
- PowerPoint (1 hr)
- Programming Updates (1 hr)
- Retail Industry Outlook and Facebook (1 hr)
- Search Engine Optimization SEO (1 hr)
- Shoom ETearsheets (1 hr)
- SnapChat Training (1 hr)
- Social Media (1 hr)
- TikTok (1 hr)

Continuous Improvement Skills

- Change Management (1 hr)
- Communication Skills (1 hr)
- Navigating Difficult Conversations (1 hr)
- Team Building in Remote Work Environment (1 hr)
- Team Development Leaders (1 hr) Leadership & Coaching
- Coaching for Change (1 hr)
- Driving Performance & Employee Development (1 hr)
- Leadership and Trust (1 hr)
- Managing a Remote Workforce (1 hr)
- Managing Employees in a Remote Work Environment (1 hr)
- Mindful Leadership (1 hr)
- Working in a Remote Work Environment (1 hr)



Training Proposal for:
True Organic Products, Inc.
Contract Number: ET25-0296

Panel Meeting of: May 30, 2025

ETP Regional Office: San Francisco Bay Area

Analyst: S. Ramakrishnan

Project Profile

Contract Attributes:	HUA Priority Rate Retrainee	Industry Sector(s):	Manufacturing	
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	Fresno, Kings, Monterey	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: 223	U.S.: 282	Worldwide: 302	
<u>Turnover Rate:</u>	9%			
<u>Managers/Supervisors:</u> (% of total trainees)	13%			

Funding Detail

In-Kind Contribution
\$596,722

Total ETP Funding
\$570,024

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate HUA Retrainee	261	8-200	0-0	78	\$2,184	\$19.36

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

Published Minimum Hourly Wage by County:

Job Number 1: \$17.67 for Fresno, Kings and Monterey 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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$0.00

Fringe Benefits: As part of True's commitment to supporting the well-being and financial security of its employees, the Company offers a comprehensive package of fringe benefits. These benefits are designed to provide both immediate support and long-term value.

Company Paid Health Benefits average \$3.00 per hour per employee. This does not include 401K benefits or Paid Vacation/Sick Leave/Holidays

Paid Vacation: Vacation hours are accrued based on an employee's length of service. Employees with 0–3 years of employment accrue 80 hours of vacation per year. Employees with 4 or more years of employment accrue 120 hours of vacation per year.

Health Insurance Coverage: 100% company-sponsored medical, dental, and vision insurance coverage for employees. This means employees receive full health coverage without any premium cost for individual plans.

Life and AD&D Insurance: Each employee is covered by a company-sponsored \$15,000 Life and Accidental Death & Dismemberment (AD&D) policy, at no cost to them.

401(k) Retirement Plan: Employees are offered a 401(k) retirement plan with a dollar-for-dollar company match up to 4% of the employee's contributions. This helps employees grow their retirement savings while maximizing the benefit of employer support. These fringe benefits reflect True's focus on creating a supportive and rewarding work environment for its employees.

Wage Progression: True is committed to providing fair and competitive compensation while supporting the growth and development(training) of its employees. The wage progression strategy is designed to ensure transparency, reward performance, and promote internal mobility. New employees are reviewed after 90 days and again at 180 days for performance and development. At that time wage increases are possible based upon

employee development. The average starting wage for job positions is competitive within the industry and reflects the skills and experience required for each role. Wages are reviewed by Management on a regular basis to be competitive in the industry.

Wage Increases Overall: Employees are typically eligible for merit-based wage increases annually, with reviews and adjustments taking place each January. These increases are determined based on individual performance (training) and contributions to company goals.

Performance Review Process: An annual performance evaluation is conducted for each employee. This structured review process assesses performance against job expectations, achievement of goals, and alignment with company values. Feedback from these evaluations helps inform merit increases and career development planning.

Internal Advancement Opportunities: The Company prioritizes internal mobility as part of its growth strategy. Internal candidates are considered first when filling open positions. This approach supports career advancement and retains valuable institutional knowledge within the company. Through this strategy, the Company aims to recognize employee contributions, encourage professional growth, and build a strong, motivated workforce.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, HUA, Retrainee					
Warehouse Staff	\$19.36 - \$30.00	28	10	7	11
Quality Staff	\$19.50 - \$25.00	18	9	9	0
Production Staff	\$19.63 - \$25.00	21	8	13	0
Operations Staff	\$20.00 - \$25.00	51	11	10	30
Shipping and Receiving Staff	\$20.00 - \$30.00	11	0	6	5
Research Staff	\$20.00 - \$45.00	15	0	4	11
Maintenance Tech	\$24.46 - \$30.00	24	0	7	17
Leads	\$25.00 - \$45.00	13	0	0	13
Managers & Supervisors	\$25.00 - \$50.00	34	0	0	34
Coordinators	\$26.00 - \$30.00	4	0	0	4
Accounting Staff	\$30.50 - \$35.00	16	0	0	16
Administration Staff	\$35.00 - \$50.00	10	0	0	10
Sales Staff	\$40.00 - \$55.00	8	0	0	8
Marketing Staff	\$45.00 - \$50.00	8	0	0	8

Introduction

Founded in 2003 and headquartered in Monterey, True Organic Products, Inc. (True) (www.true.ag) is a family-owned company specializing in manufacturing and selling organic

fertilizers for agricultural and home gardening applications. The Company's products include dry, liquid, and custom blends of organic fertilizers that are designed to suit different geographic and environmental conditions. Its customers include produce growers, farmers, nurseries, feed stores as well as retail stores. ETP training will be delivered to trainees at the Company's Monterey, Hanford, and Helm facilities.

This will be True's fourth ETP Contract, and it's fourth within the last five years. In its previous projects, the Company trained staff on new products, packaging, delivery systems, fleet vehicles, as well as Literacy skills for employees with limited English-language skills. In this proposal, it is adding new equipment and software, processes and technologies, new product lines, fleet vehicles, and expansion of operations. Training will focus on a cross-training effort of technical skills. Although some training topics in this proposal are similar to those provided in prior projects, trainees will not repeat the same training courses previously received.

ETP Priority 10200(b)

This section is not mandated by law.

Veterans Program

Although True does not have a specific Veterans' Job Number nor recruitment program in place, the Company employs several veterans that are included in all training efforts. The Company's job postings are made directly with online websites like Indeed.com. In addition, its job postings are made within the State of California's Employment Development Department.

Project Details

In response to increased demand for organic products, growing preference for sustainable agricultural practices, and ongoing innovations in fertilizer technology, True is preparing to meet its current and future opportunities and challenges by expanding operations and upgrading its workforce skills. From 2023 through 2025, the Company is projected to invest over \$51.5 million in new manufacturing equipment, fleet vehicles, product research, retail units, advanced technologies and production processes, and expanded product line for commercial and residential use.

- True will be investing \$1,000,000 through 2025-2026 to install new equipment and software, including a Transportation Management System to optimize logistic functions, and a new Shop Floor Management Software to optimize manufacturing processes.
- The Company is remodeling and expanding its Helm facility to centralize its Quality Control, Research and Development, Logistics, Operations Management and Administration units within a single building to improve operational efficiency.
- Since 2023 True has invested over \$20,000,000 to construct new facilities in multiple locations. At the Helm location, a new manufacturing site and a retail packaging center is currently operational at 30% capacity. Also undergoing construction currently is a free standing structure and new research lab at Helm. A new logistics facility has been opened in Hanford. In the next two years, the Company expects to significantly ramp up its production output at these facilities.
- The Company is expanding its product line and estimates releasing two new products by the last quarter of this year.

True estimates hiring 52 new employees for all locations and across multiple departments to address increased growth and expansion strategies. The Company anticipates significant amount of training hours dedicated to the mastery of new equipment, products, and processes

for all employees. With ETP funding, new and incumbent employees will be cross-trained on technical skills to allow for career progression, skill development, and higher paying opportunities.

Training Plan

The following training will be conducted via Class/Lab and E-Learning delivery methods:

Computer Skills: this training will be offered to all occupations and will include Transportation Management System, Everyweigh Scale Software, Shop Floor Management software, Inventory Software and Route Delivery Software.

Continuous Improvement Skills: this training will be offered to all occupations and will include Best Practices, Performance Management, Problem Solving, Quality Concepts and Team Building.

Manufacturing Skills: this training will be offered to all occupations and will include Route Delivery System, Assembly Skills, Equipment Operation, Shipping and Receiving and Warehouse skills.

Literacy Skills: this training will be offered to all occupations and will include English as a Second Language, Vocabulary Development, Math Literacy, and Digital Literacy.

Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. The coursework is geared to construction work, and 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.

High Unemployment Area

Some trainees in Job Number 1 work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company’s locations in Fresno, Kings, and Monterey counties are in an HUA.

➤Wage Modification

For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the pre-retention wages. However, the Company is not requesting a wage nor a retention modification.

Impact/Outcome

As a result of ETP funding, trainees will receive Forklift Certification for Warehouse Operations, as well as OSHA 10 and OSHA 30 certifications.

Commitment to Training

True has an annual training budget of \$160,000 for all its California locations. The Company trains its employees in new-hire orientation, workplace compliance, general safety, and

federally regulated 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

True's HR Manager (dedicated administrator) will oversee project administration along with four Site Managers at each facility who will implement the training plan, handle training rosters, and track performance. Training will be delivered by in-house subject-matter experts and vendors as needed. The Company has a structured training plan in place and is ready to start training upon approval. Additionally, it has hired a third-party subcontractor- Training Grants Intelligence, Inc. (TGI) to assist with ETP administration (contract implementation, compliance, reporting and reimbursement).

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) (\$ %)
ET24-0178	\$208,495	08/28/23 - 06/30/26	185	0	\$208,495 (100%)

ET24-0178: based on ETP's CEF system, 9,155 reimbursable hours have been tracked for potential earnings of \$208,495 (100% of approved amount). The Contractor projects final earnings of 100% based on training that has been completed.

Prior Projects

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET23-0284	02/27/23 - 02/26/25	\$498,111	\$0 (0%)
ET20-0333-000	05/26/20 - 05/25/22	\$284,280	\$284,280 (100%)

ET23-0284: based on ETP's CEF system, True was able to train 170 trainees for a total of 27,015 reimbursable hours that have been tracked for potential earnings of over \$498,111 (100% of approved amount). A final payment invoice was submitted as of 4/8/25 and is awaiting processing. The Company projects 100% performance based on hours delivered.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Training Grants Intelligence Inc.	Redding, CA	\$0

Administrative	Training Grants Intelligence Inc.	Redding, CA	13% of Earned Amount
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Training Vendor(s)	City, State	Cost	Description of Service
To Be Determined	-	-	-

Self-Attestations

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, the applicant is in compliance with all state and federal labor and health and safety laws. UIC section 10205(e)(1)(F)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant is not ineligible to bid, be awarded, or subcontract on a public works project. UIC section 10205(e)(2)(B)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant does not have a final determination, order, judgment, or award issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Computer Skills

- ERP - Deacom
- Transportation Management System
- Oracle Navisoft 2.0
- Everyweigh Scale Software
- Manufacturing, Warehouse and Delivery Equipment Software and Automation
- Microsoft Office Intermediate / Advanced Software Systems
- Microsoft Applications Reporting
- Inventory Software
- Yardboss Inventory System
- Route Delivery Software
- Shop Floor Management software

Continuous Improvement Skills

- Best Practices
- Business Strategies
- Communication Skills
- Conflict Resolution
- Continuous Improvement Techniques
- Customer Service Skills / Sales
- Decision Making
- Hold and Release Program
- Leadership
- Performance Management
- Pre-Lean
- Problem Solving
- Quality Concepts
- Sales & Marketing for Growth
- Team Building

Literacy Skills

- **English as a Second Language**
 - Listening Comprehension Related to Jobs
 - English Listening Lessons - Basic to Advanced levels
 - Vocabulary Development
 - Workplace Vocabulary
 - Reading, Writing, and Discussion
- **Math Literacy**
 - Estimating, Time, and Shapes
 - Measurements
 - Money – recognize currency, coins.
 - Basic Math competency skills
- **Digital Literacy**
 - Use technologies to find, evaluate, create and communicate information
 - Operate digital platforms
 - Find, produce and share media

- Online Search
- Terms with common digital media
- Creating digital content
- Common Workplace Digital Platforms
- Privacy

Manufacturing Skills

- Advanced Techniques for New Products, Industries Clients & Processes
- Advanced composting methods
- Microbial Inoculants
- Integrated Nutrient Management
- Production Line Operation and Maintenance
- Route Delivery System
- Fleet
- Agronomy
- Packaging – Retail Product
- Assembly Skills
- Biochemistry
- Biology
- Chemistry
- Cross Training
- Environmental Standards
- Equipment Operation
- Food Safety and Testing
- Fundamentals of Research
- GMP (Good Manufacturing Processes)
- Labeling
- Material Handling Conveyor
- Microbiology
- Organic – Mixing, Label Requirements, Wash Station
- Packaging
- Product Inspection Training
- Production Skills
- Quality
- Research & Development
- Sanitation
- Shipping and Receiving
- Sustainability
- True HTP (Heat Treat Pathogen) Process
- Logistics
- Warehouse Skills
- Weighmaster

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
BioMarin Pharmaceutical Inc.

Contract Number: ET25-0278

Panel Meeting of: May 30, 2025

ETP Regional Office: Sacramento

Analyst: K. Mam

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Marin	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 1,910	U.S.: 2,285	Worldwide: 3,053
<u>Turnover Rate:</u>	7%		
<u>Managers/Supervisors:</u> (% of total trainees)	0%		

Funding Detail

In-Kind Contribution
\$1,200,000

Total ETP Funding
\$599,760

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	357	8-200	0-57	60	\$1,680	\$32.12

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

Published Minimum Hourly Wage by County:

Job Number 1: \$25.70 per hour for Marin County

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$0.00

Fringe Benefits: The conservative average for employer-paid fringe benefits is approximately 22%. Of this, the average cost of health benefits (medical, dental, vision, and others) accounts for 10%. The remaining 12% covers other fringe benefits such as short and long term disability insurance, vacation days, sick leave, workers' compensation, holiday pay, 401k Plan with company match, student dept assistance, and other standard benefits typically provided by employers in California's life sciences industry including employee assistance programs. More information on BioMarin's employer paid fringe benefits can be found by clicking this public link: <https://careers.biomin.com/benefits>

Wage Progression: For the occupations titles depicted in this application BioMarin provides annual wage or salary increases, typically ranging from 1% to 4%, based on individual performance and the company's overall budget. Performance reviews are conducted once a year and incorporate self-assessments, manager evaluations, and key productivity metrics. Employees are assessed on benchmarks such as safety, quality, efficiency, and attendance, with evaluations calibrated across departments to ensure consistency and fairness. BioMarin's workforce development model includes a tiered job ladder (e.g., Manufacturing Associate I, Manufacturing Associate II, Sr. Manufacturing Associate), where advancement is tied to the completion of internal skill assessments, cross-training, or relevant skills certifications (internal and external). Employees are also encouraged to transfer across departments—such as from assembly to testing or quality control—to broaden their skill sets. High-performing individuals may be identified for our leadership pipeline, which prepares them for roles like shift supervisor or team lead.

Wage Range by Occupation

Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Manufacturing Associate	\$32.12 - \$49.00	250	0	0	250

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
Administrator	\$32.12 - \$49.00	25	0	0	25
Engineer	\$40.00 - \$59.00	59	0	0	59
Manager	\$40.00 - \$70.00	23	0	0	23

Introduction

Established in 1997 and headquartered in San Rafael, BioMarin Pharmaceutical Inc. (BioMarin) (www.biomin.com) is a global biotechnology company that develops and commercializes innovative therapies and medications for patients living with genetic rare and ultra-rare diseases that are both progressive and life-threatening in nature. BioMarin continues to be an industry leader in genetics and molecular biology with rapid discovery, development, and commercialization of eight approved therapies, primarily focused on rare diseases. Its Novato facilities manufacture active pharmaceutical ingredients for ALDURAZYME, NAGLAZYME, PALYNZIQ, and VOXZOGO and gene therapy. Customers include specialty pharmacies and end-users such as hospitals and government agencies (i.e. - Medi-Cal). Training under this proposal will be for its two locations in Marin County. This will be BioMarin's eighth ETP Contract, and its fourth within the last five years.

ETP Priority 10200(b)

This section is not mandated by law.

Veterans Program

Biomarin does not actively recruit Veterans, however, Veterans may be enrolled in this project.

Project Details

In the previous proposal, BioMarin focused training on new manufacturing processes and production lines. In this proposal, BioMarin has developed an extensive training plan focused on enhancing the skills of its frontline manufacturing and technical workforce while ensuring world-class product quality and reliability. Training will focus on cross-training workers on advanced biopharmaceutical manufacturing technologies on various specialized equipment including Biomolecular Interaction Analysis instruments, Biochemical Analyzers, and Cell Harvesting Systems. Training will increase flexibility and efficiency, improve workforce utilization, enhance problem-solving and collaboration, and improve quality and innovation. BioMarin has also invested over \$10M in new advanced biotech manufacturing equipment and software including Bioreactors, filling and sealing machines, SoftMax Pro Software and LabWare LIMS. Training under this proposal will allow the Company to expand employees' expertise, equipping them to operate biotech machinery in an advanced manufacturing setting and adapt to evolving business requirements to meet both regulatory and customer needs.

BioMarin will continue training on comprehensive manufacturing and continuous training programs. All course materials are newly developed and no trainee will receive duplicate training from prior projects.

Training Plan

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

Computer Skills: Training will be offered to all occupations on the Company's internal software. Training topics include Advanced ERP (Enterprise Resource Planning) Systems, AI and Machine Learning Applications in Manufacturing, and Human-Machine Interface (HMI) Development.

Continuous Improvement Skills: Training will be offered to all occupations on process improvements. Training topics include Cross-Functional Communication Strategies, Innovation and Change Management, and Root Cause Analysis Techniques.

Manufacturing Skills: Training will be offered to Manufacturing Associates and Engineers on equipment operation. Training topics include Chromatography Techniques and Equipment, Industrial Robotics in Biomanufacturing, and Spectroscopy Analysis Equipment.

Productive Laboratory

Trainees may produce goods for profit as part of the Productive Laboratory (PL) in the courses identified under the Curriculum. The instructor must be dedicated to training delivery during all hours of training. Manufacturing Associates who directly interface with new and/or improved manufacturing processes or new equipment will receive PL training. PL is essential to ensure that Manufacturing Associates meet the quality standards required by the FDA, its customers, and internal quality and reliability benchmarks. PL Skills learned are applied in real time, allowing employees to see the direct impact of their training on production, quality, or process efficiency. In classroom training knowledge gained may not be immediately relevant or applicable to the employee's specific job tasks, leading to potential gaps between learning and implementation. Equipment include Bioreactors, Filing and Sealing Machine, and Laboratory Centrifuge.

The proposed PL will provide cross-training opportunities on the many production lines/procedures used throughout the manufacturing facility. The Company projects all 250 Manufacturing Associates will receive up to 60 hours of PL at a 1:1 ratio. All PL will occur in a manufacturing setting conducted by a qualified trainer who will be responsible for delivering the training assignments then certifying worker competency through testing, evaluation, and observation. During ETP-funded training, the trainer's time will be dedicated to the delivery of PL to the trainee. Each productive lab course includes post-testing to ensure that employees meet quality, productivity, and compliance standards.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0-57 hours of CBT.

Electronic Recordkeeping/LMS

BioMarin will be using the ComplianceWire system, an LMS, for this project. The Company has used this system for six years, and the Training Coordinator is the LMS' designated system administrator. ETP has reviewed and approved the LMS.

Commitment to Training

BioMarin's annual training budget in California is \$1,250,000. BioMarin currently funds all training in OSHA and FDA-mandated safety regulations, sexual harassment prevention, rudimentary job skills, basic desktop training (Microsoft Word, Excel, and PowerPoint), and executive development programs. The resources provided by ETP will supplement the Company's training budget by helping the Company to further its efforts to deliver more and better-quality 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

BioMarin's Executive Director with the assistance of three administration staff will oversee all aspects of the project including enrolling trainees and collecting rosters. Training will be coordinated by BioMarin's training department. Training will be delivered by in-house subject-matter experts and by vendors on a case-by-case basis. Additionally, BioMarin has also retained the services of a third-party administrator who has extensive ETP experience to assist with administration.

Prior Projects

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET24-0125	07/24/23 - 07/23/25	\$499,560	\$499,560 (100%)
ET22-0158	11/22/21 - 11/21/23	\$494,500	\$492,823 (100%)
ET20-0116-000	08/05/19 - 08/04/21	\$749,800	\$749,800 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Herrera & Company	Stockton, CA	\$8,750
Administrative	Herrera & Company	Stockton, CA	13% of Earned Amount

Training Vendor(s)	City, State	Cost	Description of Service
Not Applicable	-	-	-

Self-Attestations

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, the applicant is in compliance with all state and federal labor and health and safety laws. UIC section 10205(e)(1)(F)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant is not ineligible to bid, be awarded, or subcontract on a public works project. UIC section 10205(e)(2)(B)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant does not have a final determination, order, judgment, or award issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Computer Skills

- Advanced (Enterprise Resource Planning) ERP Systems
- AI and Machine Learning Applications in Manufacturing
- Big Data Analytics and Visualization Tools
- Cloud Computing for Manufacturing Environments
- Customer Relationship Management (CRM) Tools
- Cybersecurity Fundamentals for Industrial Systems
- Data Warehousing and Management
- Database Design and Optimization
- DevOps Principles and Practices
- Digital Twin Technology for Manufacturing
- Digital Marketing Fundamentals
- Human-Machine Interface (HMI) Development
- Industrial IoT (Internet of Things) Applications
- Manufacturing Execution Systems (MES)
- Network Configuration and Security for Manufacturing
- Predictive Maintenance and Asset Management
- Real-Time Data Processing and Analysis
- Robotics Programming and Automation
- Simulation and Modeling in Manufacturing
- Virtual and Augmented Reality for Training and Support

Continuous Improvement Skills

- Agile Methodologies for Project Management
- Advanced Data Analytics for Decision Making
- Cross-Functional Communication Strategies
- Emotional Intelligence in the Workplace
- Executive Presentation Skills
- Innovation and Change Management
- Lean Six Sigma Methodologies
- Managing Remote and Hybrid Teams
- Market Analysis and Competitive Intelligence
- Negotiation Tactics for Complex Deals
- Operational Risk Management
- Personal Productivity and Time Management
- Product Lifecycle Management
- Project Management Essentials
- Root Cause Analysis Techniques
- Social Media and Digital Brand Management
- Stakeholder Engagement and Influence
- Supply Chain and Logistics Management

Manufacturing Skills

- Advanced Cell Imaging and Analysis Systems
- Automated Cell Culturing Systems

- Bioinformatics Data Analysis Tools
- Biochemical Analyzer
- Biomolecular Interaction Analysis Instruments
- Bioreactor
- Cell/Colony Counter
- Cell Harvesting Systems
- Chemical Synthesizer Instruments
- Chromatography Techniques and Equipment
- CO2 and Carbon Dioxide Transmitters
- Cryocooler Systems
- Cryogenic Storage and Preservation Systems
- Data Analytics for Biomanufacturing Processes
- Dryers
- Electrophoresis Analysis Equipment
- Environmental Monitoring Systems
- Filling and Sealing Machine
- Flow Cytometry Instruments
- Gas Chromatography Equipment
- Gene Editing and Sequencing Techniques
- High-Performance Liquid Chromatography (HPLC) Instruments
- Industrial Robotics in Biomanufacturing
- Laboratory Incubators
- Laboratory Information Management Systems (LIMS)
- Laminar Flow Hood
- LabWare LIMS
- Liquid Handling Equipment
- Mass Spectrometers
- Metabolic Engineering for Biotechnology
- Microarray Imaging Microscopes
- Microplate Instrumentation
- Nanotechnology in Biomanufacturing
- Oxygen Measurement Instruments
- Particle Size Analysis Equipment
- Pharmaceutical Mixing and Blending Systems
- Pharmaceutical Tablet Testing Equipment
- Process Analytical Technology (PAT)
- Pumps
- Quality Control and Assurance Methods in Biomanufacturing
- Real-Time Bioprocess Monitoring and Control
- SoftMax Pro
- Spectroscopy Analysis Equipment
- Sterilization and Decontamination Processes

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

Trainees may receive any of the following:

Manufacturing Skills

- AFR Operation Glassware Wash Process at Building 4
- AKTA Ready of the Magna Mike 8500 Gauge
- Advanced Bioreactor Monitoring Techniques

- Automated Dispensing System Operations
- Bioreactor Additions Cabinet Usage
- Bioreactor to Bioreactor Line CIP
- Bioreactor Transfer
- Calibration of Conductivity Meters
- Clarifying Filter QC Biochemistry
- Counting - Cart CIP and Operations
- Culture AAA QC Chemistry
- Dial Thermometer/Temperature
- Determination of Non-Viable Particulate Levels
- Determination of QC Chemistry
- Dissolved Oxygen Transmitters
- Endotoxin Testing QC Chemistry
- Filling and Sealing Machine
- Fixed Rosemount Cart Operation
- Fixed Tanks-Media pH Transmitter and pH Probe
- Flow Control System Diagnostics
- Force Indicators
- Freezing of Magnetic Mixer
- Gas Detectors and Analyzers
- Gas Flow Indicators/Transmitters
- Humidity Indicators/Transmitters
- I/P or E/P Transducers
- Identification of Airborne Viable Particulates
- Industrial Field Timing Devices
- Laboratory Centrifuges
- Laminar Flow Hood
- LabWare LIMS
- Level Indicators/Transmitters
- Level Switches
- Media Filter Cart CIP
- Pressure of Weight Indicators/Transmitters
- Real-Time Data Collection and Reporting Tools
- Shakers and Stir Plates
- SoftMax Pro
- Spectrophotometers/Plate Readers
- Speed Indicator/Transmitters
- Stroke Adjusters
- Temperature Indicators/Transmitters
- Temperature Sensors
- Transducers
- UV Optical Analyzers/Transmitters

Computer-Based Training

Trainees may receive any of the following:

Computer Skills

- Agile Development Fundamentals (1.0)
- AI Applications in Manufacturing (2.0)
- Basics of Blockchain Technology (1.0)

- Business Intelligence and Data Visualization (3.0)
- Cloud Infrastructure and Services (1.0)
- Computational Thinking for Problem Solving (1.5)
- Cybersecurity for Industrial Systems (1.0)
- Data Analytics for Business Decisions (1.0)
- Data Privacy Compliance and Best Practices (1.0)
- DevOps Essentials for Manufacturing (2.0)
- Digital Transformation in Manufacturing (1.0)
- Fundamentals of Supply Chain Optimization (1.5)
- Industrial IoT and Smart Manufacturing (1.0)
- Machine Learning Basics (1.0)
- Predictive Maintenance Technologies (1.0)
- Process Automation with RPA (Robotic Process Automation) (1.0)
- Quality Control and Assurance Methods (1.0)
- SAP ERP Navigation and Usage (1.0)
- User Experience (UX) and Interface Design Basics (1.0)

Continuous Improvement Skills

- Agile Project Management Essentials (1.0)
- Business Data Analysis and Interpretation (2.0)
- Change Management and Organizational Adaptation (1.5)
- Conflict Resolution Techniques (1.0)
- Continuous Improvement Strategies (1.5)
- Crisis Management and Response (1.0)
- Customer Experience Management (1.0)
- Data Privacy and Security Regulations (2.0)
- Digital Marketing Fundamentals (1.0)
- Emotional Intelligence in the Workplace (1.0)
- Financial Forecasting and Analysis (4.0)
- Inventory Management Principles (1.0)
- Lean Six Sigma Basics (1.0)
- Lean Manufacturing Principles (4.0)
- Manufacturing Operations (3.0)
- Personal Productivity and Time Management (1.0)
- Risk Assessment and Mitigation (1.0)
- Supply Chain Management Fundamentals (1.0)
- Sustainable Business Practices (2.0)
- Team Building and Collaboration Strategies (1.5)



Training Proposal for:

Chrisp Company

Contract Number: ET25-0272

Panel Meeting of: May 30, 2025

ETP Regional Office: Sacramento

Analyst: J. Dongallo

Project Profile

Contract Attributes:	HUA Priority Rate Retrainee	Industry Sector(s):	Construction	
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	Alameda, San Joaquin, Yolo, Fresno, Ventura, San Bernardino	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: 320	U.S.: 320	Worldwide: 320	
<u>Turnover Rate:</u>	6%			
<u>Managers/Supervisors:</u> (% of total trainees)	0%			

Funding Detail

In-Kind Contribution
\$785,500

Total ETP Funding
\$452,200

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	190	8-200	0-0	85	\$2,380	\$23.56

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

Published Minimum Hourly Wage by County:

Job Number 1: \$25.70 per hour for Alameda County; \$23.56 per hour for San Bernardino, San Joaquin, Yolo, Fresno, and Ventura 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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$1.56

Fringe Benefits: Benefits from Chrisp include medical, dental vision, retirement/401K, life and disability insurance, as well as paid leave. All staff are eligible after 90 days of employment. The Company's portion exceeds \$5.90 per hour.

Wage Progression: Chrisp's wage progression plan is aimed to provide real living wage jobs with career ladders, as well as, wage progression allowing employees to cultivate portable and transferable job skills. While the Company's wage progression is created using an apprenticeship like learning, skills and competency model, other factors are also taken into consideration for wage increases.

The Company's average starting salaries per hour are as follows:

- Mechanics - \$32.26
- Scheduling/Coordinator Staff - \$30.00
- Estimators - \$40.00
- Team Leads - \$40.00
- Engineers/IT Staff - \$50.00
- Project Planners - \$32.35
- Parts/ Inventory/Warehouse Staff - \$27.00
- Fabricators/ Welder Staff - \$32.50
- Support Staff - \$28.00
- Safety Staff - \$38.70
- Installation Staff - \$26.00

During employment, employees are reviewed at 90 days and then every 180 days thereafter. During this comprehensive review, employees are reviewed for completion of the relevant required training, and the attainment of skills and competencies associated with their occupation and the associated skill level. Using a skills and competency assessment template, employees are scored to ascertain meeting the objectives of that wage range. When the employee meets the criteria, they are moved to the next wage level and the process begins again to be reviewed in 180 days. Each wage tier will result in a 4-8% wage increase, until the maximum wage is reached.

At the maximum level, the employee is still available to get wage increases based on seniority and performance.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Parts/Inventory/Warehouse Staff	\$22.00 - \$37.00	12	0	5	7
Fabricator/Welder Staff	\$22.00 - \$37.00	30	0	7	23
Support Staff	\$24.00 - \$45.00	20	0	7	13
Mechanics	\$25.00 - \$53.00	20	0	5	15
Project Planners	\$26.00 - \$45.00	16	0	0	16
Installation Staff	\$26.00 - \$48.00	15	0	0	15
Estimators	\$26.00 - \$54.00	20	0	0	20
Scheduling/Coordinator Staff	\$27.00 - \$35.00	15	0	0	15
Team Leads	\$32.00 - \$60.00	20	0	0	20
Engineers/IT Staff	\$32.00 - \$80.00	16	0	0	16
Safety Staff	\$40.00 - \$55.00	6	0	0	6

Introduction

Founded in 1979 and headquartered in Fremont, Chrisp Company (Chrisp) (www.chrispco.com) manufactures highway safety equipment including raised pavement markers, thermoplastic street marking lines, traffic paint, traffic signs and highway barriers. The Company, also, installs and repairs all highway safety markers, signs and markings, as well as, creates safety plans for traffic routing during road or highway repair or any type of road/traffic routing.

Chrisp services all major state/local roads, highways, and airports by offering services such as painting traffic lines, painting lanes, installing or repairing crosswalks, while also designing, manufacturing, and erecting signage barriers and guardrails. The Company's customers are primarily state/local governments and highway/road departments.

ETP-funded training will be conducted at all of its facilities to augment an already established and robust training infrastructure. ETP training will be delivered at the Company's locations in six counties including Alameda, Fresno, San Bernardino, San Joaquin, Ventura, and Yolo. This will be Chrisp's third ETP Contract and third in the last five years.

ETP Priority 10200(b)

Employer creates real living wage jobs, and promotes California's manufacturing sector. Additionally, the Company is working on new materials that support a reduced carbon footprint and supports comprehensive training for employees.

Veterans Program

Although there is no Veterans component in this project, Chrisp has preference for Veterans. The Company has assembled a marketing campaign that not only gives preference but also aims to specifically attract Veterans. Chrisp partners with organizations including “Hire a Vet” and “Troops to Trades” which are local organizations that aid in placing local veterans. The Company takes advantage of local bases and areas where a large military and ex-military demographic exist. Chrisp would like to give jobs to and train those members of the military that have generously served this country. The Company plans to hire 6 Veterans within the next 18 months.

Project Details

In the previous contracts, the Company focused on expanding new processes related to equipment and software. Chrisp, also, continued training on technology regarding its manufacturing and thermoplastic extrusion processing. For this contract, the Company is focusing on the manufacturing element of its operations and expanding product offerings with a greater selection of products and materials for its bollards, reflectors, signage and barriers. These new materials, including polymers, recycled plastics and zinc-coated steel, create an eco-friendly product versus traditional concrete steel products. Chrisp has upgraded its signage technology with improved reflective sheeting using micro prismatic technology that vastly improves nighttime visibility. Another improvement within the Company is barrier technology through the use of advanced composites and polymers to reduce the carbon footprint over concrete and steel units. With all of the technology advancements for eco-friendly goals and effectiveness, the Company requires training on various new materials, manufacturing processes, tooling and equipment.

Additionally, Chrisp will focus training on day-to-day operations to develop new strategies, increase short-term cost-saving opportunities, and improve performance to ensure operation infrastructures are aligned with quality customer service. Training will also ensure all regulatory changes are met while improving quality processes, outcomes and measures. Enhancing employees' skills will enable the Company to remain competitive within the industry and offer higher workplace promotional opportunities.

Finally, Chrisp remains strongly dedicated to the growth and advancement of its team members, providing internal development opportunities and implementing innovative workplace initiatives. The Company fills positions from within and continues to prioritize internal promotion and development. This focus on internal advancement will involve comprehensive training to equip each promoted team member with the skills needed for their new roles and responsibilities. Staff promoted from within will require formal training to enhance Communication, Conflict Resolution, Creating Options for Clients, and Presentation Skills.

Some training topics may be repeated from prior projects and some trainees in this project participated in the previous contract. However, there will be no duplication of training in any course.

Training Plan

The following training will be delivered via Class/Lab and E-Learning.

Business Skills: Training will be delivered to all occupations and focus on Building High Performance Teams, Communication, Conflict Resolution, Kaizen, and Presentation Skills.

Computer Skills: Training will be offered to all occupations to improve software skills. Training topics include A.I. Tools, Autodesk Fusion Software, Finite Element Analysis Software, MobilFrame Software, OPA Software and Smartsheets.

Commercial Skills: Training will be delivered to Parts/Inventory/Warehouse Staff, Installation Staff, Mechanics, and Fabricator/Welding Staff on Forklift Safety.

Manufacturing Skills: Training will be offered to all occupations, except Project Planners and Scheduling/Coordinator Staff. Training will improve the employee's knowledge/techniques with production equipment. Training topics include Brake Operation, Computer Numeric Control (CNC) Operation, Drill Press Operation, Lathe Operation, Metal Forming, Quality Control and Welding.Parts

Certified Safety Training

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

High Unemployment Area

Some trainees in Job Number 1 work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company's locations in San Joaquin, Fresno and Ventura counties are in HUA.

➤ Wage Modification

For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post retention wages exceed the pre-retention wages. However, the Company is not requesting a wage modification for Job Number 1.

Commitment to Training

Chrisp represents the annual budget for training in California is \$300,000 among all locations. Training regularly provided that is not a part of this funding request includes company orientations, mandated and licensing related training, and training for management and executive staff. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Company has a structured training plan in place and is ready to start training upon project approval. The VP of Operations will oversee project administration along with site managers, HR coordinators, and HR assistants who will handle training schedules, rosters and performance tracking. Training will be provided by in-house experts and vendors as needed. Chrisp has also retained the services of a third-party subcontractor with extensive ETP experience to assist with administration.

Prior Projects

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET24-0132	07/22/23 - 07/21/25	\$460,575	\$460,575 (100%)
ET22-0226	03/28/22 - 03/27/24	\$397,670	\$397,670 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Synergy Peak Performance Inc.	Grass Valley, CA	\$18,000
Administrative	Synergy Peak Performance Inc.	Grass Valley, CA	13% of Earned Amount

Training Vendor(s)	City, State	Cost	Description of Service
To Be Determined	-	-	-

Self-Attestations

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, the applicant is in compliance with all state and federal labor and health and safety laws. UIC section 10205(e)(1)(F)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant is not ineligible to bid, be awarded, or subcontract on a public works project. UIC section 10205(e)(2)(B)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant does not have a final determination, order, judgment, or award issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Business Skills

- Building High Performance Teams
- Coaching for Leaders
- Communication
- Conflict Resolution
- Creating Options for Clients
- Developing a Win Win Proposal
- Kaizen
- Presentation Skills
- Working in High Performing Teams

Commercial Skills

- Forklift Safety

Computer Skills

- A.I. Tools
- Autodesk Fusion Software
- B2W Estimating Software
- Finite Element Analysis Software
- LS-DYNA Software
- Mini Mac 400 Operation
- MobilFrame Software
- OPA Software
- Smartsheets

Manufacturing Skills

- Brake Operation
- Computer Numeric Control (CNC) Operation
- Compressor Operation
- Drill Press Operation
- Electronic Logging Device (ELD) Training
- Forklift Operation
- Lathe Operation
- Metal Forming
- Manufacturer Safety Data Sheet (MSDS) Safety Training
- Plastic Welding
- Propane Tank Training
- Quality Control
- Reading Engineering Plans
- Structural Adhesives
- Thermoplastic Extrusion Techniques
- Welding
- Vinyl Cutting
- Vinyl Printing

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10



Training Proposal for:
ClarkWestern Dietrich Building Systems LLC

Contract Number: ET25-0286

Panel Meeting of: May 30, 2025

ETP Regional Office: Sacramento

Analyst: K. Mam

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing	
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	Riverside, Yolo, San Diego	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Number of Employees in:	CA: 300	U.S.: 1,000	Worldwide: 1,000	
<u>Turnover Rate:</u>	6%			
<u>Managers/Supervisors:</u> (% of total trainees)	8%			

Funding Detail

In-Kind Contribution
\$447,600

Total ETP Funding
\$431,200

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	280	8-200	0-0	55	\$1,540	\$23.56

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

Published Minimum Hourly Wage by County:

Job Number 1: \$23.56 per hour for Yolo and Riverside Counties and \$23.72 per hour for San Diego County

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$2.50

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Equipment Operator	\$21.06 - \$30.00	186	0	81	105
Coordinator	\$25.00 - \$30.00	2	0	2	0
Plant Facilitator	\$30.00 - \$35.00	2	0	0	2
Team Lead	\$30.00 - \$40.00	13	0	0	13
Account Manager	\$32.16 - \$47.39	8	0	0	8
Production Staff	\$35.00 - \$40.00	4	0	0	4
Operations Staff	\$35.00 - \$40.00	5	0	0	5
Scheduler	\$35.00 - \$40.00	1	0	0	1
Specialist	\$35.00 - \$40.00	4	0	0	4
Maintenance Staff	\$35.00 - \$40.00	2	0	0	2
Generalist	\$35.00 - \$40.00	1	0	0	1
Technician	\$35.00 - \$45.00	9	0	0	9
Supervisor	\$40.00 - \$45.00	8	0	0	8
Manager	\$40.00 - \$90.00	13	0	0	13
Maintenance Team Lead	\$45.00 - \$50.00	2	0	0	2
Engineer	\$45.00 - \$70.00	15	0	0	15
Data Team Lead	\$65.00 - \$70.00	1	0	0	1
Technical Sales Staff	\$70.00 - \$75.00	4	0	0	4

Introduction

Founded in 2011 and headquartered in Ohio, ClarkWestern Dietrich Building Systems LLC (ClarkWestern) (www.clarkdietrich.com) specializes in steel construction products and services across the United States and abroad. Using cold-formed steel (CFS), the Company manufactures products for interior framing and finishing; exterior framing; and floor and roof framing. ClarkWestern also produces clips, connectors, metal lath, barrier mesh, and other accessories. The Company's products are primarily used in commercial buildings including but not limited to schools, hospitals, office parks, and stadiums. Customers include Home Depot and Lowe's, as well as architects, engineers, building developers, and general contractors. Training under this proposal will take place at ClarkWestern's three California facilities located in Woodland, Carlsbad, and Riverside. This will be the Company's fifth ETP Contract, and the third in the last five years.

Veterans Program

ClarkWestern is committed to recruiting Veterans through job boards and job fairs.

Project Details

Previous training focused on business performance initiatives. In this proposal, training will focus on expanding product lines and new processes with over \$2.5M invested on new equipment and software including structural roll formers, Clip Express mechanical, electrical, plumbing gusset plates, Pro Channel, a continuous insulating cladding support system, and a new enterprise resource planning system, ADP. ClarkWestern will be incorporating CFS into construction projects which allows the Company to offer a steady supply, accelerated timelines, and design flexibility for its customers. ClarkWestern has also added a customized design center that allows customers to design and customize products. New processes include performance issues targets and performance monitoring to help facilitate information on line performance, material shortages, quality issues, and schedule changes during the production cycle. Training under this proposal will ensure the Company meets its sustainability goals while increasing production.

ClarkWestern anticipates a 15% demand of product offering on framing products which will also require intensive cross-training. The Company will also train on leadership development for its leaders to develop high performance production teams to allow for career progression. ClarkWestern projects hiring 25 new employees within the next two years to meet demands. Although training topics are similar to prior projects, no trainee will receive duplicate training.

Training Plan

Training will be delivered via Classroom/Laboratory and E-Learning delivery methods. In-house experts and vendors may be utilized to deliver training in the following:

Computer Skills: Training will be offered to all occupations. Training is intended to improve software skills. Training topics include 3D Design, Security Software, and Salesforce.

Continuous Improvement Skills: Training will be offered to all occupations. Training will focus on eliminating waste and improving company processes. Training topics include Project Management, Key Performance Indicators, and Environmental Sustainability.

Hazardous Materials Skills: Training will be offered to Operations Staff and Maintenance Staff. Training will focus on handling hazardous materials. Training topics include Spill Prevention and Pesticides.

Manufacturing Skills: Training will be offered to Operations Staff and Maintenance Staff. Training will focus on equipment operation. Training topics include Cold Steel Forming, Technician Processes, and Preventative and Reporative Maintenance.

Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. The coursework is geared to construction work, and 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.

Alternate Recordkeeping

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

Impact/Outcome

Trainees may receive the following certifications after training:

- Forklift Certification
- Crane Certification
- Aerial Lift Certification

Commitment to Training

The current annual training budget is approximately \$50,000 annually per facility. Most of the training is for new hire orientation, general safety, efficient processes, and research and development. 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 HR Manager will be responsible for overseeing all aspects of the program including communicating with each location and ETP staff. A plant director and training manager at each location will be responsible for overseeing training and collecting rosters. ClarkWestern has also retained the services of a third-party administrator to assist with administration.

Prior Projects

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET22-0283	03/28/22 - 03/27/24	\$347,070	\$328,955 (95%)
ET20-0181-000	11/04/19 - 02/01/22	\$372,600	\$298,501 (80%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Training Grants Intelligence Inc.	Redding, CA	\$8,620
Administrative	Training Grants Intelligence Inc.	Redding, CA	13% of Earned Amount

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

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

Trainees may receive any of the following:

Computer Skills

- 3D Design
- BIMsmith Cloud-Based Configurator
- Building Information Modeling (BIM)
- CAD/BIM Production Detail Drawing Package
- CAD/CAM (Computer Aided Design/Computer Aided Manufacturing)
- Computer Aided Design (CAD) Drawing
- Computer Aided Design And Drafting (CADD)
- Computer Aided Engineering (CAE)
- Computer Aided Manufacturing (CAM)
- Computer Aided Material Requirement Planning
- Computer Aided Numerical Control (NC) Part Programming
- Computer Aided Process Planning (CAPP)
- Computer Aided Scheduling
- Computer Aided Testing (CAT)
- Computer Aided Tool Design (CATD)
- Design and Management Construction Software
- Design Assist Integrated Design Delivery (IPD) Software
- Engineering Software
- Enterprise Resource Platform (ERP) – ADP
- Equipment Automation Control Software
- Five-Axis Computer Numerical Control
- Flexible Manufacturing System (FMS)
- Group Technology (GT)
- Industrial Automation and Control System (IACS) networking
- Microsoft Office Suite (Intermediate/Advanced)
- Microsoft Teams
- Salesforce
- Security Software
- Structural Calculations Using Analysis Programs
- Sustainability Pro
- Warehouse Management System
- Web Navigation Tools

Continuous Improvement Skills

- Basic Comprehension Skills
- Best Practices
- Business Performance/Skills Enhancement
- Business Training for Skills
- Communication Skills
- Customer Service
- Decision Making

- Environmental Sustainability
- Finance and Accounting
- Good Manufacturing Practices
- Intrapersonal Skills Training
- Key Performance Indicators
- Lean Manufacturing
- Leadership Training
- Operations Improvement
- Organizational Capability
- PIT (Performance Issues Target) Performance Measurement
- Problem Solving
- Process Improvement
- Production Scheduling
- Project Management
- Quality Concepts
- Reduce, Reuse and Recycle
- Sales and Marketing
- Six Sigma
- Strategic Planning
- Sustainability
- Team Building
- Total Quality Management (TQM)

Hazardous Materials Skills

- Blood Borne Pathogens/Biohazards
- Classification of Hazardous Products
- Flammable/Combustible Materials
- Oily Rags/Filters
- Pesticides
- Small Quantity Generator of Hazards/Waste
- Spill Prevention
- Universal Waste
- Waste Management
- Wood Dust

Manufacturing Skills

- Building Information Modeling Phase 1-5
- Clip Express
- Coil Return Processing Line
- Cold Forging Presses
- Cold Heading Machines
- Cold Steel Forming
- Cross-Training
- Design Assist Integrated Design Delivery (IPD) Engineering
- E-Screen
- Material Handling Exit Conveyor System
- MaxTrak Full Underwriters Laboratories (UL) Joint System
- Measuring

- Mechanical, Electrical, and Plumbing (MEP) Gusset Plates
- Mid-Wall Weep Screed
- Operator Process/Equipment
- Preventative and Reparative Maintenance
- Pro Channel Cladding Support
- Production Roll Former
- ProFlex 300
- Quality Assurance
- Structural Roll Former
- Swaging Machines
- Technician Processes
- TrakLoc Training
- Troubleshooting Equipment
- Warehouse Equipment Operations
- Warehouse Management System
- Wire Forming Machines

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

L&S Framing, Inc.

Contract Number: ET25-0277

Panel Meeting of: May 30, 2025

ETP Regional Office: Sacramento

Analyst: J. Dongallo

Project Profile

Contract Attributes:	Priority Rate Retrainee SET	Industry Sector(s):	Construction
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Placer	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 400	U.S.: 400	Worldwide: 400
Turnover Rate:	5%		
Managers/Supervisors: (% of total trainees)	N/A		

Funding Detail

In-Kind Contribution
\$500,000

Total ETP Funding
\$206,640

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate SET Retrainee	180	8-200	0-0	41	\$1,148	\$32.12

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$32.12 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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$2.12

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, SET, Retrainee					
Carpenters	\$30.00 - \$40.00	100	0	0	100
Administrative Staff	\$30.00 - \$45.00	20	0	0	20
Leads	\$30.00 - \$45.00	60	0	0	60

Introduction

Founded in 2011 and headquartered in Rocklin, L&S Framing, Inc. (L&S) (www.lsframing.com) is a leading framing contractor that provides framing services to single-family home builders throughout Northern California. L&S also fabricates frames and walls and ships the completed products to the customer's job site. L&S has framed close to 1,000 homes in the previous calendar year and thousands of single-family homes since its inception. Customers include private single-family home builders, such as Shea Homes and Lennar Corporation. Training will take place at the Rocklin location.

This will be L&S's fourth ETP Contract and its third in the past five years.

Veterans Program

L&S does not currently have an active outreach for Veterans. However, the Company does hire applicants with Veteran backgrounds for all open occupations.

Project Details

Previous training was generalized to fit the Company as a whole. In this proposal, L&S will focus on improving efficiency and overall productivity. The Company will also provide training on production processes, building code updates, and software. Some training topics may be repeated from prior projects, and some trainees in this project participated in the previous contract. However, there will be no duplication of training in any course.

There are new requirements for framing and carpenters in the home building industry. These require significant changes to materials, processes, and procedures for many of the trainees that are accustomed to previous methodologies. In order to remain competitive, L&S must retrain all incumbent employees, regardless of experience on these new processes. In addition, all occupations need various levels of technology training as the Company is rolling out a new company wide system. This training will train in areas such as Job Costing, Project Management, Scheduling, Inventory, Client Web Based Applications, and Laserfische.

Training for all staff will help to improve process efficiencies by lowering costs, reducing construction times, and improving customer satisfaction. Courses such as Tool Operation, Truss Fabrication, Framing Procedures, On-Site Manufacturing, Building Code Updates, and Wall Fabrication will ensure trainees receive the knowledge they need to be efficient in their occupation and deliver high quality work.

In addition, the Company remains committed to creating promotional growth opportunities to its labor force and has created various structured training plans focused on increasing skill sets and creating a positive working environment to encourage retention and promotion. Training in Communication Skills, Financial Management, Leadership Skills, Sales Skills, and Customer Service will give trainees transferable skills while promoting L&S's culture.

Training Plan

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

Business Skills: Training will be delivered to all occupations and will focus on improving customer service and business management. Training topics include Accounts Receivable, Customer Service, Communication Skills, Job Costing, Project Management, and Sales Skills.

Commercial Skills: Training will be offered to all occupations to increase knowledge of construction and business practices. Training topics include Building Code Updates, Digital Time Keeping, Floor Fabrication, Framing Procedures, Installation Procedures, Tool Operation, Truss Fabrication, and Wall Fabrication.

Computer Skills: Training will be delivered to all occupations and focus on becoming more proficient in the use of software platforms. Training topics include Bird Dog Software, Exak Time, Intellibuild, Laserfiche, MS Office Suite (Intermediate/Advanced), and Sage 100 ERP.

Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. The coursework is geared to construction work, and 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.

Special Employment Training

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

➤ Wage and Retention Modifications

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$42.83 to \$32.12). The Company requests this modification.

Commitment to Training

L&S spends \$500,000 annually on training for its California location. The Company provides the following training: new hire orientation, safety training, California labor laws and regulations, basic computer skills, workplace violence prevention, sexual harassment prevention, and on-the-job training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

L&S has a structured training plan in place. The Company President/Director of Operations, along with a team of managers, supervisors, safety leads, and Human Resources staff will oversee the ETP project. A third party administrator will assist with administrative duties. Training will be delivered by in-house experts and vendors as needed.

Prior Projects

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET22-0230	01/28/22 - 01/27/24	\$264,776	\$204,290 (77%)
ET19-0119-000	07/01/18 - 06/30/20	\$199,342	\$190,960 (96%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Propel Consulting Group	El Dorado Hills, CA	\$15,000
Administrative	Propel Consulting Group	El Dorado Hills, CA	13% of Earned Amount

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

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

Trainees may receive any of the following:

Business Skills

- Accounts Receivable
- Accounts Payable
- Customer Service
- Communication Skills
- Financial Management
- Inventory
- Job Costing
- Leadership Skills
- Problem Solving & Decision Making
- Project Management
- Sales Skills
- Scheduling

Commercial Skills

- Building Code Updates
- Carpentry Skills
- Digital Time Keeping
- Floor Fabrication
- Forklift Operation
- Framing Procedures
- Installation Procedures
- Off-Site Manufacturing
- On-Site Manufacturing
- Site Set-up/Clean Up
- Tool Operation
- Truss Fabrication
- Wall Fabrication

Computer Skills

- Bird Dog Software
- Client Web Based Applications
- Exak Time
- HSB CAD
- Intellibuild
- Laserfiche
- MS Office Suite (Intermediate/Advanced)
- Sage 100 ERP

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

Motivo Engineering, LLC

Contract Number: ET25-0292

Panel Meeting of: May 30, 2025

ETP Regional Office: Sacramento

Analyst: N. Crancer

Project Profile

Contract Attributes:	Priority Rate Retrainee SB < 100	Industry Sector(s):	Professional, Scientific, and Technical Services
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 90	U.S.: 90	Worldwide: 90
<u>Turnover Rate:</u>	5%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

Funding Detail

In-Kind Contribution
\$190,555

Total ETP Funding
\$151,200

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate SB < 100 Retrainee	90	8-200	0-0	60	\$1,680	\$23.56

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

Published Minimum Hourly Wage by County:

Job Number 1: \$23.56 per hour for Orange County; \$24.01 per hour for Los Angeles County

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$2.50

Fringe Benefits: The Company pays an average of \$758.41 in health benefits per employee, per month, in medical, dental, vision and life insurance benefits. That is a total of \$9100.92 annually.

Vacation - Exempt employees do not accrue vacation but have an unlimited time off policy. Non-exempt employees have a traditional accrued vacation policy starting at 2 weeks per year. Time is accrued monthly. Both groups average around 2 weeks per year.

Sick Leave - 48 hours are accrued per year for non-exempt employees. Sick leave hours are accrued in totality at the beginning of each calendar year.

401k - All trainees have the option to participate in Motivo's 401k program. The company matches contributions at \$0.30 for each dollar contributed. The company match caps at 6% of total salary.

Profit sharing - Functions as a bonus. It is discretionary and dependent upon the Company's profitability. When feasible, the total pool is a function of bottom line profit and individual portions are weighted by role.

EAP - Cost is built into the Company's PEO fees and offered to all employees.

Jury Duty - 40 hours of paid leave- if needed.

Bereavement - 40 hours of guaranteed unpaid time off with an option to use (Paid Time Off) PTO (Vacation Leave/Sick Leave)-if needed.

Wage Progression: The starting salaries for the listed occupations are as follows:

- Administration Staff: \$21.07 per hour
- Marketing: \$21.07 per hour
- Supervisor/Manager: \$21.10 per hour
- Technician: \$21.06 per hour

Performance reviews are conducted at 1 month, 3 months, and at 5 months upon hire. Thereafter, performance reviews are conducted annually at the anniversary of hire date. Motivo utilizes a 360 peer review process for all employees at every type of performance review. Performance reviews are intended to provide feedback on job performance and to discuss areas requiring improvement. Wage increases and promotions are typically tied to the annual review and always include a breakdown and conversation around the employee's total compensation.

Motivo Engineering places strong emphasis on training and development, particularly in Lean Manufacturing techniques and quality certifications like AS9100 (Aerospace) and ISO13485 (Medical). These factors suggest that performance assessments and structured employee evaluations may be tied to wage progression. There is a focus on cross-training to create a more flexible workforce, which could also provide employees with career advancement opportunities.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Technician	\$21.06 - \$40.00	70	0	8	62
Marketing	\$21.07 - \$38.00	5	0	1	4
Administration Staff	\$21.07 - \$42.00	10	0	2	8
Supervisor/Manager	\$21.10 - \$45.00	5	0	1	4

Introduction

Founded in 2010 and headquartered in Rancho Dominguez, Motivo Engineering, LLC (Motivo) (www.motivo.com) is an engineering firm that works with clients to bring ideas to fruition through design, product engineering, and prototyping. The Company develops processes to efficiently take ideas from concept to production ready, including brainstorming sessions, in-house fabrication, assembly, testing and pilot volume production. Motivo has a variety of clients, ranging from startups to Fortune 500 firms including Aerospace and Defense, Automation and Robotics, Agriculture Technology, Life Sciences, Medical Equipment, and Transportation.

Motivo has one facility in Rancho Dominguez and two affiliate locations, Amest Corporation in Rancho Santa Margarita and Data Spectrum Inc. in Redondo Beach. Both affiliate locations help capture business production efforts. Training will take place at all three locations. This will be the Motivo's third ETP Contract and third in the last five years.

ETP Priority 10200(b)

This section is not mandated by law.

Veterans Program

Motivo employs Veterans, but does not actively recruit them.

Project Details

Prior training focused on implementing new equipment such as laser cutter and press (software, handling, maintenance) as well as implementing new tools/software such as Enterprise Resource Planning (ERP)-NetSuite and Open Air and Material Requirement Planning (MRP) workflow process. This proposal will build on prior training with a focus on growing in-house training, improving efficiencies by applying Lean Manufacturing techniques, cross-training employees for a more flexible workforce, development of technical skills and understanding the new equipment for all occupations.

Motivo is experiencing growth of 15% per year and plans on expanding by hiring 30 additional employees over the next two years. This growth will require a need for more training in order to design, prototype, test, and engineer a wide variety of products. The Company is also continuing to expand its product line and grow its manufacturing and has invested \$125K on new equipment that includes a Tube Cutter and a Laser Welder. Staff will be trained on the new equipment in order to understand its capabilities in relation to their roles within the Company to better meet customer needs, keep up with the increasing demand, and remain competitive within the industry.

Training Plan

Training will be delivered via Classroom/Laboratory, E-Learning and Productive Lab (PL) by in-house experts and vendors as needed in the following:

Business Skills: Training will be offered to all occupations and will provide the skills necessary to effectively and efficiently maintain business operations. Training topics include Customer Relations, Inventory Control, and Project Management.

Computer Skills: Training will be offered to all occupations and will focus on the improvement of software operational skills. Training topics include Accounting, Enterprise Resource Planning (ERP) Software, and Program Management.

Continuous Improvement Skills: Training will be delivered to all occupations and will focus on workplace organization and increasing efficiencies within the Company. Training topics include 6S (Sort, Set in Order, Shine, Standardize, Sustain, and Safety), AS9100 -International Standard for Aerospace Management Systems, and Lean Manufacturing.

Hazardous Materials Skills: Training will be delivered to Technicians and will focus on how to safely handle hazardous materials. Training includes HazMat Handling.

Manufacturing Skills: Training will be delivered to Technicians and will focus on the skills and knowledge needed to operate and maintain production equipment. Training topics will include Blueprint Reading, Inspection Techniques, and Preventative Maintenance.

Productive Laboratory

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

Motivo will provide 12 hours of Productive Lab-Manufacturing Skills training to 40 Technicians. PL training will be conducted in the shop, robotics lab, e-tech space, pcb room, project bays,

and adjacent classrooms and offices at the Motivo headquarters in Rancho Dominguez. Trainees will be trained on various equipment required for design and engineering. Equipment includes pre-preg composite and layout technology, welding machinery, lathes, grinding machines, presses, CNC machine tools, lasers, carbon fiber cutters, CAD computer systems, quality control technology, precision inspection machines, hand tools, and other related production technologies. PL training will utilize an experienced in-house trainer to specify the scope of work, explain the process and needed equipment, and verify trainee comprehension of standards and specifications. Trainers will observe employees performing tasks, provide feedback, and assist with re-work if necessary. PL will be delivered at a 1:1 trainer-to-trainee ratio.

Alternate Recordkeeping

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

Impact/Outcome

The Company places strong emphasis on training and development, particularly in Lean Manufacturing techniques and quality certifications like AS9100 (Aerospace) and ISO13485 (Medical). In order to maintain these certifications, continual training and auditing of processes are required.

Commitment to Training

Motivo's annual training budget is approximately \$100,000 and will continue to focus on in-depth training programs and continuous advancement of the technical skills necessary to stay current with industry changes and demands. 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

Motivo has a detailed training plan in-place and is ready to begin training upon approval. The Chief Human Resources Officer (CHRO) is responsible for overseeing all training efforts, with assistance from the Executive Assistant and the Continuous Improvement Manager and training will be provided by in-house department leads. In addition, the Company has hired a third-party administrator to assist with ETP administration.

Prior Projects

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET23-0168	10/31/22 - 10/30/24	\$108,675	\$106,594 (98%)
ET19-0386-000	12/20/18 - 12/19/20	\$68,120	\$68,060 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Training Funding Source	Seal Beach, CA	\$1,900
Administrative	Training Funding Source	Seal Beach, CA	13% of Earned Amount

Training Vendor(s)	City, State	Cost	Description of Service
To Be Determined	-	-	-

Self-Attestations

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, the applicant is in compliance with all state and federal labor and health and safety laws. UIC section 10205(e)(1)(F)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant is not ineligible to bid, be awarded, or subcontract on a public works project. UIC section 10205(e)(2)(B)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant does not have a final determination, order, judgment, or award issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Business Skills

- Accounting/Finance
- Coaching/Communication
- Conflict Resolution
- Customer Relations
- Engineering/Design
- Feasibility/Return on Investment (ROI)
- Goal Setting
- Ideation
- Inventory Control
- Leadership
- Marketing & Business Development
- Mechanical, Electrical, Software Design
- Model Design/Build
- Performance Management
- Product Design/Development
- Product /Service Knowledge
- Project Management
- Systems Engineering

Computer Skills

- Accounting
- Crystal Reports
- Enterprise Resource Planning (ERP) Software
- Manufacturing
- Material Requirements Planning (MRP)
- MS Office Suite (Intermediate/Advanced)
- Program Management
- Purchasing
- Arduino UNO R4 Microcontrollers
- Scheduling
- Warehouse

Continuous Improvement Skills

- 6S (Sort, Set in Order, Shine, Standardize, Sustain, and Safety)
- AS9100-International Standard for Aerospace Management Systems
- Corrective/Preventive Actions
- ISO9001/13485-International Standards related to Quality Management Systems
- Lean Manufacturing
- Process/Productivity/Quality improvement

Hazardous Materials Skills

- HazMat Handling

Manufacturing Skills

- Blueprint Reading
- Coordinate Measuring Machine (CMM) Inspection/Programming
- Equipment Operation, Maintenance & Troubleshooting
- Inspection Techniques
- Moisture Sensitive Devices
- Preventative Maintenance
- Prototyping, Fabrication/Assembly
- Soldering
- Surface Mount Defects—Causes and Prevention
- Statistical Process Control (SPC)
- X-ray/Clean Machine Inspection

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

Trainees may receive any of the following:

Manufacturing Skills

- Equipment Operations
- Good Manufacturing Practices
- HACCP (Hazard Analysis & Critical Control Point)
- Inventory Management
- Inspection Techniques
- Manufacturing Processes & Procedures
- Production Equipment/Tools (Preventative Maintenance)
- Shop Floor Control
- Standard Operating Procedures
- Shop Floor Data Collection
- Tooling
- Troubleshooting
- Work Procedures



Training Proposal for:

PTI Technologies Inc.

Contract Number: ET25-0295

Panel Meeting of: May 30, 2025

ETP Regional Office: Sacramento

Analyst: N. Crancer

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing	
		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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Number of Employees in:	CA: 321	U.S.: 321	Worldwide: 321	
<u>Turnover Rate:</u>	3%			
<u>Managers/Supervisors:</u> (% of total trainees)	9%			

Funding Detail

In-Kind Contribution
\$349,726

Total ETP Funding
\$228,340

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	233	8-200	0-0	35	\$980	\$23.56

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

Published Minimum Hourly Wage by County:

Job Number 1: \$23.56 per hour for Ventura County

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$2.06

Fringe Benefits: PTI pays an average of \$841 per month, per employee, in medical, dental, vision, Employee Assistance Program (EAP), Group Term Life Insurance, and Accidental Death and Dismemberment (AD&D) insurance benefits.

Vacation time is based on length of employment and is accrued at the following rates:

- Before 5 years of service – 10 days, accrued (80 hours)
- After 5 years of service – 12 days, accrued (120 hours)
- After 15 years of service – 16 days, accrued (160 hours)

Other Optional benefits include:

401(K) / ESIP Employee savings Investment Plan - An Employee may elect to contribute up to 50% of their compensation plan before-tax, Roth after-tax, traditional after-tax basis, or any combination of the three contribution types upon receipt of the Vanguard enrollment kit. The Company will match 100% of the first 3% and 50% of the next 2% of eligible earnings contributed. If employees save 5% of their pay, ESCO will contribute an additional 4% of pay.

ESPP (Employee Stock Service Plan) - Employees may contribute up to 10% of their eligible earnings on an after-tax basis. The Company will match 20% of the amount contributed.

Profit Share - Full time employees not on any other company bonus plan are eligible for this conditional bonus plan. The annual payout is earned based upon the fiscal year's performance in regards to the planned operational goals.

Funeral Leave - Regular pay for up to four days for immediate family (parents, children, partner/spouse, brother/sister, step- brother/sister, grandparents).

Wage Progression: PTI fosters an environment where employees are clear about their goals, motivated to perform well, and supported in their professional growth. Wage increases are tied to performance appraisals or milestone achievements. The Company's strategy for wage progression involves a combination of employee job performance, job tenure, and skills development training goals.

PTI has tiered job descriptions that outline the qualifications, skills, and experience required to attain each level. The tiered job descriptions define roles and expectations, making it easier for employees to set goals and achieve them. This structure supports both professional growth and operational clarity, as it helps employees understand their current position within the company and what they need to do to progress within their department, or the organization as a whole. This system ensures that employees are rewarded for their growth, contributions, and commitment to the company.

The starting salaries for the listed occupations are as follows:

- Production: \$21.50 per hour
- Welder: \$22.00 per hour
- Assembler: \$22.82 per hour
- Aerospace Leader: \$23.16 per hour
- Mechanic: \$23.50 per hour
- Shipping: \$25.01 per hour
- HR: \$26.00 per hour
- Specialist: \$26.49 per hour
- Administrative: \$26.50 per hour
- Planner: \$26.51 per hour
- Inspector: \$27.75 per hour
- Lead: \$28.41 per hour
- Machinist: \$29.00 per hour
- Tool and Die Maker: \$31.00 per hour
- Accounting: \$31.63 per hour
- Buyer: \$33.29 per hour
- Sales: \$33.65 per hour
- Supervisor: \$33.79 per hour
- Technician: \$36.00 per hour
- Estimator: \$37.00 per hour
- Designer: \$39.00 per hour
- Manager: \$48.64 per hour
- Analyst: \$50.31 per hour
- Engineer: \$51.00 per hour
- Business Development: \$63.21 per hour

Performance appraisals are conducted twice annually. PTI administers mid-year performance appraisals in order facilitate regular feedback and performance tracking. Mid-year appraisals allow employees and managers to assess individual progress, identify any issues early on, and make adjustments prior to the annual review. The annual reviews are more comprehensive, summarizing the employee's performance

over the entire year. These reviews influence wage progression and promotions.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Production	\$21.50 - \$27.00	35	0	30	5
Welder	\$22.00 - \$33.00	7	0	3	4
Assembler	\$22.82 - \$35.00	11	0	9	2
Aerospace Leader	\$23.16 - \$25.60	9	0	6	3
Mechanic	\$23.50 - \$34.00	6	0	2	4
Shipping	\$25.01 - \$26.00	4	0	0	4
HR	\$26.00 - \$45.00	5	0	0	5
Specialist	\$26.49 - \$43.26	8	0	0	8
Administrative	\$26.50 - \$49.16	9	0	0	9
Planner	\$26.51 - \$49.00	10	0	0	10
Inspector	\$27.75 - \$36.73	10	0	0	10
Lead	\$28.41 - \$49.51	10	0	0	10
Machinist	\$29.00 - \$44.00	14	0	0	14
Tool and Die Maker	\$31.00 - \$43.00	4	0	0	4
Accounting	\$31.63 - \$44.17	3	0	0	3
Buyer	\$33.29 - \$51.00	8	0	0	8
Sales	\$33.65 - \$35.00	3	0	0	3
Supervisor	\$33.79 - \$58.91	10	0	0	10
Technician	\$36.00 - \$47.09	20	0	0	20
Estimator	\$37.00 - \$40.00	3	0	0	3
Designer	\$39.00 - \$40.00	3	0	0	3
Manager	\$48.64 - \$86.00	11	0	0	11
Analyst	\$50.31 - \$55.63	2	0	0	2
Engineer	\$51.00 - \$80.00	25	0	0	25
Business Development	\$63.21 - \$79.37	3	0	0	3

Introduction

Founded in 1924 and located in Oxnard, PTI Technologies Inc. (PTI) (www.ptitechnologies.com), a wholly-owned subsidiary of ESCO Technologies, is a world leader in highly reliable filtration and fluid control equipment, subsystems, and miniature Cartridge Actuated Devices/Propellant Actuated Devices. PTI currently ranks amongst the top in the fluid filtration industry. The Company works to provide innovative, value-added solutions for a full range of mission, flight, and life critical operations across the aerospace and defense markets. PTI's customer base includes the NASA Space Shuttle program, Boeing, DuPont, Allison Transmission, Aviall, and Sojitz Aerospace. Training will take place at PTI's only

location, in Oxnard. This will be PTI's second ETP Contract, and the second in the last five years.

ETP Priority 10200(b)

This section is not mandated by law.

Veterans Program

Although there's no separate job number for Veterans, there are several Veterans employed by PTI who are included in all training efforts. PTI is committed to attracting, appreciating, and retaining Veterans. Veterans are recruited through Indeed Military, a partner of Joining Forces, which provides tools for employers to connect with Veterans and military spouses seeking employment. PTI also participates in a variety of Veteran-centered outreach options such as job fairs, Recruit Military, American Legion, Vet Jobs, and CalJOBS. PTI actively uses an applicant tracking system which posts to online sites that target veterans such as Indeed, Monster, and Zip Recruiter. Additionally, the Company has begun to work with the local Port Hueneme and Point Mugu Naval base to advertise open positions.

Project Details

In the prior contract, PTI acquired Network Electronic Company (NEco), a leading designer and manufacturer of miniature electro-explosive components and subsystems; supporting mission, flight and life-critical applications across Aerospace & Defense and Space end markets. The training focused on equipping employees with the skills needed to integrate the product lines from NEco into PTI's existing portfolio, other industry changes, and technological advances. During this contract, PTI will build upon prior training while also introducing a new product for NEco's Cartridge Actuated Devices/Propellant Actuated Devices (CAD/PAD) line which will continue to advance employees technological knowledge and grow the company's capabilities in order to meet the needs of an expanding customer base.

The Aerospace Filter Market is expected to nearly double over the next 8 years within the aviation industry. The need for enhanced aircraft performance and safety, and an increased emphasis on fuel efficiency and environmental sustainability are driving the demand because aerospace filters can help to meet these regulations by reducing aircraft carbon emissions, and protecting aircraft engines and other critical components from contamination. Staff will train on producing high performance filters that meet increasing stringent regulations regarding aircraft safety and environmental protection.

PTI continues to advance its designs, technologies, and production processes in order to meet the increasing demand and remain competitive in the market. The Company has outlined strategic objectives that align with their core mission; building and implementing an ESCO operating system, achieving best-in-class performance, and ensuring both a secure and safe workplace. The successful execution of these objectives will enhance productivity and safeguard the employees, clients, and organizational assets.

The Company anticipates hiring approximately 25 workers over the next two years. The comprehensive training will ensure both new and existing staff are well versed in company processes and procedures, are better equipped to perform their roles efficiently, reduce errors, increase productivity, further advance technical skills, and meet the evolving needs of the customer base. Although training topics may be similar to previous projects, no trainee will receive duplicate training.

Training Plan

Training will be delivered via Class/Lab and E-Learning as outlined below:

Computer Skills: Training will be offered to all occupations and will focus on becoming more proficient in the use of software platforms. Training topics include Oracle Enterprise Resource Planning (ERP), Cartridge Activated Devices (CAD) Drawing, ESCO Operating System, and Microsoft Office (Intermediate/Advanced).

Continuous Improvement Skills: Training will be offered to all occupations and will focus on increasing efficiencies within the Company. Training topics include Decision Making, Problem Solving, Process Improvement, and Project Management.

Manufacturing Skills: Training will be offered to all occupations but Accounting, Administrative, HR, and Sales occupations and will focus on the skills and knowledge needed to operate and maintain production equipment. Training topics include Assembly Skills, Equipment Operation, Productions Skills, and Warehouse Skills.

Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. The coursework is geared to construction work, and 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.

Alternate Recordkeeping

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

Commitment to Training

PTI invests \$150,000 annually in the Company for employee onboarding, general on-the-job training, and industry-mandated training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

PTI’s Human Resources Manager will oversee all aspects of project administration and implementation, with the assistance of one staff member from Human Resources, one Training Manager, one Plant Director, and four Department Managers. Additionally, PTI plans to utilize a taskforce of Managers and Supervisors to conduct quarterly reviews of the progress of training to ensure continued compliance with the contract requirements. A third party administrative consultant has also been retained to assist in the project administration and ensure that all training records meet ETP compliance. Training will be provided by in-house subject-matter experts and vendors. PTI has a training schedule in place and is prepared to commence training upon contract approval.

Prior Projects

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET23-0222	12/19/22 - 12/18/24	\$333,270	\$228,413 (69%)

This was PTI's first contract with ETP and there was a learning curve among staff to properly coordinate and track training. There were also employment changes made after the Contract was executed that made it challenging to accurately coordinate and track training as required by ETP. New employees were hired and placed in charge of the administration of the program but needed to learn about the program and its requirements. While the internal process of managing the ETP Contracts and capturing rosters were not optimal during the transition, the addition of the new staff, and the development of their knowledge of the program has helped the Company better prepare for future contract opportunities to ensure they can bring their performance to 100%. This project has been right-sized to the prior projects earnings.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Training Grants Intelligence Inc.	Redding, CA	\$6,500
Administrative	Training Grants Intelligence Inc.	Redding, CA	13% of Earned Amount

Training Vendor(s)	City, State	Cost	Description of Service
To Be Determined	-	-	-

Self-Attestations

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, the applicant is in compliance with all state and federal labor and health and safety laws. UIC section 10205(e)(1)(F)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant is not ineligible to bid, be awarded, or subcontract on a public works project. UIC section 10205(e)(2)(B)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant does not have a final determination, order, judgment, or award issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Computer Skills

- Cartridge Activated Devices (CAD) Drawing
- Cybersecurity
- Equipment Software
- ESCO Operating System
- Intermediate/Advanced Microsoft Office Suite
- Network Electronics
- Oracle Enterprise Resource Planning (ERP)
- Solid Works

Continuous Improvement Skills

- Best Practices
- Business Performance
- Communication Skills
- Decision Making
- Engineering Process
- Just In Time Processes
- Key Performance Indicators
- Leadership Skills
- Lean Six Sigma
- Material Improvement
- Organizational Capability
- Problem Solving
- Process Improvement
- Project Management
- Quality Concepts
- Sales and Marketing
- Systems, Applications and Products
- Team Building

Manufacturing Skills

- Assembly Skills
- CAD
- Crane Training
- Cross Training
- Equipment Operation
- Forklift
- Good Manufacturing Practices
- Maintenance
- Operational Efficiency
- Operator Processes
- PAD (Propellant Actuated Devices)
- Production Skills

- Quality
- Research and Development
- Self Cleaning Filters
- Shipping and Receiving
- Technician Processes
- Vibration Stands
- Warehouse Skills

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
Synergy Enterprises, Inc. dba Synergy Companies

Contract Number: ET25-0276

Panel Meeting of: May 30, 2025

ETP Regional Office: Sacramento

Analyst: J. Dongallo

Project Profile

Contract Attributes:	HUA Priority Rate Retrainee SET	Industry Sector(s):	Construction	
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	Fresno, San Joaquin, Alameda, Tulare	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Number of Employees in:	CA: 499	U.S.: 575	Worldwide: 575	
<u>Turnover Rate:</u>	8%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$674,525

Total ETP Funding
\$289,800

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate HUA SET Retrainee	177	8-200	0-0	50	\$1,400	\$24.00
2	Priority Rate SET Retrainee	30	8-200	0-0	50	\$1,400	\$32.12

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$17.67 per hour in San Joaquin, Tulare and Fresno Counties.

Job Number 2: \$32.12 per hour in Alameda County

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$0.00

Job Number 2: \$2.50

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, HUA, SET, Retrainee					
Customer Advisors	\$24.00 - \$35.00	30	0	8	22
Administration Support Staff	\$24.00 - \$35.00	25	0	10	15
Weatherization Technicians	\$24.00 - \$38.00	37	0	12	25
Appliance Installers	\$24.00 - \$45.00	40	0	10	30
HVAC Technicians	\$25.00 - \$45.00	45	0	0	45
JOB NUMBER 2 - Priority Rate, SET, Retrainee					
Asbestos Abatement Staff	\$29.62 - \$50.00	30	0	0	30

Introduction

Founded in 1981 and headquartered in Stockton, Synergy Enterprises, Inc. dba Synergy Companies (Synergy) (www.synergycompanies.org) is a full-service energy management organization providing environmental solutions such as water conservation and energy efficient heating, ventilation, and air-conditioning (HVAC); plumbing; and various green energy products to residential, as well as, commercial consumers in low income areas in California. The Company offers green energy programs to upgrade inefficient or fossil-fuel dependent appliances and replaces low efficiency/large carbon footprint products with energy efficient and/or zero carbon emission products. Synergy also partners with geographic utility companies

to drive down carbon emissions, demand on water resources, and grid demand. Synergy is applying for training funds on behalf of itself and its affiliate Synergy EE, Inc. Training will be delivered at the Company's five locations in Fresno (2), Stockton, San Leandro and Visalia.

This will be Synergy's third ETP contract and second in the last five years.

Veterans Program

Synergy has assembled a marketing campaign aimed at specifically attracting Veterans. Synergy partners with "Hire a Vet" and "Troops to Trades" which are local organizations that aids in placing local veterans. There is a large military and ex-military demographic in Sacramento and the Central Valley area. Synergy would like to give jobs to and train this veteran population that have generously served this country. The Company plans to hire 6 Veterans within the next 12 months.

Project Details

In the previous contract, the Company focused training on products and services related to its expansion and partnerships with state and local programs offering green energy efficient upgrades to low-income consumers in the Central Valley region. Synergy continues to provide products and services to help reduce humans' carbon footprint. Training will allow the Company to continue to meet customer demand and the requirements set forth by Title 24 regarding energy efficiency standards.

As California continues to struggle with devastating wildfires, both national and state governments enacted legislation to reduce the carbon footprint. Synergy's affiliate, Synergy EE, is the environmental component of the Company that deals with fire cleanup and remediation. This group primarily located at the San Leandro location, requires training for newer remediation technology processes involving Lithium Ion clean up, as well as, toxic chemical remediation from fire damage.

Lastly, the Company is in the business of upgrading these inefficient fossil fuel products for low-income households. In the last year alone, the mandates have created a demand and focus to support these programs. In order to execute these programs, training on field equipment and tooling are required. In addition, these programs require certification for equipment, processes and diagnostics. The certifications alone require over 100 hours of training, while the retrofit and installation processes require 160 hours per employee.

Although training topics in this proposal may be similar to those provided in the prior projects, courses have been upgraded as technology evolves. Trainees will not repeat the same training courses previously provided.

Training Plan

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

Business Skills: Training will be offered to all occupations in Advanced Communication, Communication Skills, Conflict Resolution, Negotiation Skills, Persuasion Strategies, Presentation Skills, PGE Program Procedures, and Team Building.

Commercial Skills: Training will be offered to all occupations, except Customer Advisors and Administration Support Staff, in Air Quality Diagnostics, Field Tools/Gauges, Heat Pump

Systems, Inverter Systems, Remediation Procedures, Ventilation Systems, Video Inspection, and Working with Lithium Ion Batteries and Remediation.

Computer Skills: Training will be offered to all occupations and focus on internal software systems. Training topics include Chemical Remediation Software, STS (The Synergy Tech System, Proprietary HVAC Management Software) Skills and Water Leak Inspection Software.

Certified Safety Training

OSHA 10. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training. 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.

Special Employment Training

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

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$42.83 to \$32.12). The Company requests this modification for Jobs Number 1 and 2.

High Unemployment Area

All trainees in Job Number 1 work in a High Unemployment Areas (HUA). This is a region with unemployment exceeding the state average by 25%. The Company's four locations in Fresno (2), San Joaquin and Tulare counties are in an HUA.

➤ Wage Modification

For these trainees, the Panel may modify the ETP Minimum wage by up to 25% if post-retention wages exceed the pre-retention wages. Synergy requests a wage modification for trainees in Job number 1 from \$32.12 to \$24.00. Approximately 135 Administrative Support Staff, Appliance Installers, Customer Advisors, HVAC Technicians and Weatherization Technician will need the wage modification.

Impact/Outcome

Trainees under this proposal may receive certificates of completion in the following: NGAT (Natural Gas Appliance Testing), Blower Door/Weatherization, and Air Duct Testing. These credentials are not just milestones in professional development—they're essential tools for ensuring safety, performance, and customer satisfaction. After training, staff should be able to meet specific objectives, including 1) performing all related ISO mandated procedures for each qualified position such as changeover, clean up, operation procedures, troubleshooting, line flow controls, and safe work practices. 2) completing and documenting all product quality checks. 3) actively participating in preventing and correcting potential quality related issues. 4) initiating, managing, and/or participating in root cause analysis and problem solving and 5) working in a team environment or leading the work of the team, depending on occupation.

Certifications like NGAT, Blower Door/Weatherization, and Air Duct Testing are more than just credentials—they are strategic investments in employee development and high-performance service delivery. With 24 hours of specialized instruction per certification, the Company's workforce is gaining the tools, knowledge, and confidence to deliver safer, more efficient homes.

For employees, these certifications mean higher earning potential, job security, and deeper expertise. For the Company, certifications result in regulatory compliance, increased efficiency, and stronger client relationships.

Commitment to Training

Synergy's annual training budget for all five California facilities is approximately \$289,500 for safety and employee improvement. The Company is committed to making sure all staff are up-to-date with its new safety plan and can efficiently operate new equipment and software. 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

Synergy has a detailed training schedule in place. The HR Director and support staff consisting of an HR Manager, HR Assistant Manager, HR Assistant and two Administrative Staff will coordinate all training efforts. Additionally, the Company has hired a third-party administrator with extensive ETP administration experience to work closely with staff to complete the project successfully. Training will be delivered by in-house experts and vendors, such as, PGE, Rheem, Energy, SoCal Edison, and Mitsubishi.

Prior Projects

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET22-0174-000	11/22/21 - 11/21/23	\$448,500	\$289,762 (65%)

The Company experienced low performance due to personnel challenges. The main ETP contract representative retired during the Contract term and the Company was unable to find an immediate replacement to steward this program. This created a delay in the training delivery and challenges with recordkeeping, which ultimately resulted in lower than expected performance. For this proposal, the Company has assigned a solid Training Infrastructure team that will allow for better execution of a detailed training plan and schedule. This project has been right-sized to be more in line with the prior project's earnings to ensure a successful training performance.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Synergy Peak Performance Inc.	Grass Valley, CA	\$25,000

Administrative	Synergy Peak Performance Inc.	Grass Valley, CA	13% of Earned Amount
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Training Vendor(s)	City, State	Cost	Description of Service
PGE	Sacramento, CA	\$500.00	PGE program training
Rheem	Los Angeles, CA	\$9,600.00	Rheem branded heat pump water heater training
Energuy	Sacramento, CA	\$12,500.00	HERS ratings training
SoCal Edison	Los Angeles, CA	\$2,500.00	SoCal Edison programs
Mitsubishi	Sacramento, CA	\$8,500.00	Mitsubishi mini split systems training

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

Trainees may receive any of the following:

Business Skills

- 6 Steps of Planning and Execution
- Advanced Communication
- Building Strong Relationships
- Communication Skills
- Conflict Resolution
- Customer Needs Assessment
- Effective Customer Service
- External Environment Analysis
- Innovation Tools and Processes
- Negotiation Skills
- Persuasion Strategies
- PGE Program Procedures
- Presentation Skills
- SoCal Edison Program Procedures
- Team Building

Commercial Skills

- Advanced A/C Systems
- Air Quality Diagnostics
- Certification- Home Energy Auditing
- Certification-Air Filtration
- Certification-Duct Testing
- Certification-NGAT (Natural Gas Appliance Testing)
- Certifications- Blower Door/Weatherization
- Connected Home Technology
- Diagnostics
- Field Equipment and Tooling
- Fixtures and Faucets Including Install
- Gas and Fuel Systems
- Heat Pump Systems
- Home Energy Rating System (HERS) Ratings
- High Efficiency Water Valves
- Honeywell Smart Controllers
- Installing Insulation and Barriers
- Inverter Systems
- Lithium Ion Cleanup
- Maintenance Tune Up Procedures
- Mitsubishi Mini Splits
- Nest System Controls/Smart System
- On Demand Hot Water systems
- Pipes and Supply Lines

- Remediation Procedures
- Rheem Brand Heat Pump Water Heaters
- Toxic Chemical Remediation
- Ventilation Systems
- Venting Systems
- Video Inspection
- Wifi Enable Smart Water Meters
- Working with Lithium Ion Batteries and Remediation

Computer Skills

- Chemical Remediation Software
- Microsoft Office – Advanced and Intermediate
- STS (The Synergy Tech System, Proprietary HVAC Management Software) Skills
- Tablet Applications for Field Scheduling and Installation.
- Water Leak Inspection Software

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- Osha 10



Training Proposal for:
Vision Care Center, A Medical Group, Inc.

Contract Number: ET25-0274

Panel Meeting of: May 30, 2025

ETP Regional Office: Sacramento

Analyst: J. Dongallo

Project Profile

Contract Attributes:	HUA Priority Rate Retrainee SET	Industry Sector(s):	Health Care and Social Assistance	
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Counties Served:	Fresno	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Number of Employees in:	CA: 225	U.S.: 225	Worldwide: 225	
<u>Turnover Rate:</u>	7%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$126,320

Total ETP Funding
\$95,844

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate HUA SET Retrainee	163	8-200	0-5	21	\$588	\$21.50

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: (HUA): \$17.67 per hour for Fresno County.

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$0.00

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, HUA, SET, Retrainee					
Optical Staff	\$21.50 - \$33.50	18	0	13	5
Clinical Staff	\$21.50 - \$63.99	59	0	36	23
Maintenance Staff	\$22.54 - \$43.43	5	0	2	3
Surgery Center Staff	\$22.54 - \$63.99	28	0	21	7
Administration Staff	\$22.55 - \$53.50	36	0	23	13
Information Technology Staff	\$23.40 - \$50.47	3	0	2	1
Coordinators	\$34.00 - \$39.50	5	0	0	5
Front Line Managers	\$40.00 - \$78.75	9	0	0	9

Introduction

Founded in 1956 and headquartered in Fresno, Vision Care Center, A Medical Group, Inc. (Vision Care) (www.eyeqvc.com), is a leading comprehensive eye care provider. The Company's services include general eye exams to complex eye surgeries including Lasik, cataract treatments, optical services, retina treatments, glaucoma testing and treatment, pediatric eye care and dry eye treatment. Vision Care has three locations in the Central Valley and service all aspects of eye and vision care. Training will be conducted at the Fresno, Clovis and Selma locations. This is Vision Care's fourth ETP Contract, and fourth in the last five years.

Veterans Program

Vision Care actively recruits Veterans and participates in Veteran job fairs to recruit for all open occupations. However, there is not a Veterans component in this project.

Project Details

The prior project focused on the Company's training system, HealthStream Network Management Software, as well as efficiencies, quality control standards, and new or updated eye treatments and prevention.

In this project, Vision Care will focus training on day-to-day operations to develop new strategies, increase short-term cost-saving opportunities, and improve performance to ensure operational infrastructures are aligned with quality customer service. The Company has experienced steady growth since the last contract and has made it a priority to meet new patient demands. To keep up with growth, Vision Care is implementing a training program for all occupations, focused on ensuring that it reaches its full potential in not only quality of care but business process and change management. Additionally, the Company has implemented additional software, ClearWave Patient Check-In and NextGen Optical Software, which were both recently implemented in 2024 to improve customer services. The Company has developed an extensive amount of training to ensure that all competency benchmarks are met with internal staff and new employees in order to maintain consistency throughout.

Additionally, Vision Care is strongly dedicated to the growth and advancement of its team members, providing internal development opportunities and implementing innovative workplace initiatives. The Company fills numerous positions from within and continues to prioritize internal promotion and development. This focus on internal advancement will involve comprehensive training to equip promoted team members with the skills needed for their new roles and responsibilities.

Some training topics may be repeated from prior projects and some trainees in this project participated in the previous contract. However, there will be no duplication of training in any course.

Training Plan

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

Business Skills: Training will be offered to all occupations and focus on customer service and product knowledge. Topics include Accounting Practices, Customer Service, Product Knowledge Training, and Purchasing Best Practices.

Commercial Skills: Training will be offered to all occupations and focus on properly maintaining the building and optical equipment. Training will be delivered on Medical Grade Sanitation Skills.

Computer Skills: Training will be offered to all occupations and focus on implementation and version updates of software. Training topics include Alchemy Vision Training Platform, Clearview Software, NextGen Optical Software, and Telemedicine Platforms.

Continuous Improvement: Training will be offered to all occupations. Staff will receive training to improve on continuous process changes in order to remain competitive within the industry. Training topics include LEAN Processes, Teambuilding and Leadership.

Hazardous Materials: Training will be offered to all occupations and focus on the recognition, reporting, and disposal of hazardous materials. Training will be delivered on Medical Waste Protocols.

Management Skills: Training will be offered to the Front-Line Managers and focus on planning and effective leadership. Training topics include Human Quality Management, Medical Practice Management, and Strategic Planning.

Medical Skills- Didactic: Clinical Staff will participate in clinical skills training utilizing Didactic and Clinical training methodologies. Classroom/laboratory training will be provided by in-house subject matter experts and vendors on advanced clinical processes to ensure competency and maximize patient satisfaction and safety. Training topics include Blood Borne Pathogens, Child Abuse, Elder Abuse, HIPPA Training, Advanced Cardiac Life Support, Protocol Review, Telemedicine, and Vision Surgery Practices.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0- 5 hours of CBT.

Special Employment Training

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

➤ Wage Modification

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average (from \$42.83 to \$32.12). The Company requests this modification.

All trainees in Job Number 1 work in Fresno County, a High Unemployment Area (HUA) with unemployment exceeding the state average by 25%.

Additionally, for these HUA trainees, the Panel may modify post-retention wages down to the Reduced Standard Wages. Vision Care requests a wage modification for these trainees from \$32.12 to \$21.50 per hour. Approximately 97 trainees will need the wage modification trainees in Administrative Staff, Clinical Staff, Information Technology Staff, Maintenance Staff, Optical Staff and Surgery Center Staff.

Commitment to Training

Vision Care's annual training budget is approximately \$40,000 combined for three facilities. The training budget includes state-mandated safety training, equipment maintenance and installation, and clinical and administrative training.

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

➤ Training Infrastructure

The Human Resources Manager and HR Generalist will all oversee contract administration. Each location has one point of contact responsible for training schedules and administration and to track trainings. Vision Care has also retained a third-party administrator who has

extensive ETP experience to assist with administration. Training will be delivered by in-house experts and vendors as needed.

Prior AB118 Performance or COVID Performance

ET21-0284: This Contract was a COVID Pilot project that termed May 16th, 2023. The Company delivered 192 hours of training and earned \$96,000 of the total funding which equates to 100% of training performance.

Prior Projects

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET22-0166-000	11/22/21 - 11/21/23	\$175,628	\$95,324 (54%)
ET19-0157-000	08/06/18 - 11/03/20	\$152,828	\$113,970 (75%)

ET22-0166: This was an Expansion Funds Contract that was active during the COVID pandemic and the Company found it challenging to deliver class/lab type of training. A good amount of trainees worked remote for the initial start of the contract period. This in combination with the coordination/collection of training rosters were also limited. Vision Care is now back to full-time in person operation with experienced support staff to assist with the coordination of training and roster collection. In addition, the funding amount has been right-sized to match the amount of the previous contract's total earnings.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategic Business Solutions, LLC	Visalia, CA	\$5,250
Administrative	Strategic Business Solutions, LLC	Visalia, CA	10% of Earned Amount

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

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

Trainees may receive any of the following:

Business Skills

- Accounting Practices
- Customer Service
- Effective Communications
- Product Knowledge Training
- Purchasing Best Practices
- Scheduling Best Practices

Commercial Skills

- Medical Grade Sanitation

Computer Skills

- Alchemy Vision Training Platform
- Clearview Software
- ClearWave Patient Check-In
- HealthStream Network Management Software
- Microsoft Office Training (WORD, Excel, Project, Access)
- NextGen Optical Software
- Telemedicine Platforms

Continuous Improvement Skills

- Leadership
- LEAN Processes
- Quality Processes and Principles
- Teambuilding

Hazardous Materials Skills

- Medical Waste Protocols

Management Skills (Managers/Supervisors/Leads Only)

- Human Quality Management
- Medical Practice Management
- Strategic Planning

Medical Skills (Didactic)

- Advanced Cardiac Life Support
- Blood Borne Pathogens
- Child Abuse
- Contact Tracing/Reporting
- Disinfecting and Sterilization
- Elder Abuse
- HIPPA Training
- Patient Assessment and Care

- Personal Protective Equipment
- Protocol Review
- Screening and Triage for High and Moderate Risk Patients
- Tele Medicine
- Vision Surgery Practices

Computer-Based Training

Trainees may receive any of the following:

Continuous Improvement Skills

- Advanced Directives (40 Mins)
- Back Safety (25 Mins)
- Combined Space (40 Mins)
- Customer Service (25 Mins)
- Developmentally Appropriate Care of Adult Patients (30 Mins)
- Developmentally Appropriate Care of Pediatric Patients (45 Mins)
- Electrical Safety (25 Mins)
- Emergency Preparedness (40 Mins)
- End of Life Care (40 Mins)



Training Proposal for: **4th Watch Educational Services dba Machinist Career College**

Contract Number: ET25-0287

Panel Meeting of: May 30, 2025

ETP Regional Office: Sacramento

Analyst: K. Mam

Project Profile

Contract Attributes:	Priority Rate Retrainee SB < 100	Industry Sector(s):	MEC Manufacturing
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, San Bernardino, Riverside, and San Diego	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
\$793,800		\$54,950		\$848,750

In-Kind Contribution:	50% of Total ETP Funding Required	\$1,100,477
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Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Small Business Retrainee	350	8-200	0-0	81	\$2,425	\$23.56

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$24.01 per hour for Los Angeles County
 \$23.72 per hour for San Diego County
 \$23.56 per hour for Orange, San Bernardino, Riverside 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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$2.50

Fringe Benefits: MCC is committed to offering a comprehensive benefits package to its employees, which includes:

- **Health Insurance:** Full medical coverage, including dental and vision plans.
- **Retirement Plans:** 401(k) or 403(b)
- **Paid Time Off (PTO):** Generous PTO policy encompassing vacation days, sick leave, and personal days.
- **Life and Disability Insurance:** Company-paid life insurance and both short-term and long-term disability coverage.
- **Professional Development:** Opportunities for continued education and training, including tuition reimbursement programs.

These benefits are provided to all full-time employees and are designed to support the overall well-being and professional growth of our team members.

Wage Progression: MCC employs a performance-based approach to wage progression, ensuring that salary increases and promotions are reflective of individual contributions and organizational needs. Key aspects include:

- **Starting Salaries:** Competitive entry-level wages that meet or exceed industry standards and comply with California's minimum wage requirements.
- **Performance Reviews:** Regular evaluations conducted semi-annually to assess employee performance, set goals, and discuss career development.
- **Merit-Based Increases:** Salary adjustments based on performance metrics, skill acquisition, and contributions to team objectives.
- **Promotional Opportunities:** Clear pathways for advancement within the organization, with promotions determined by demonstrated leadership, expertise, and alignment with company values.

This individualized approach allows MCC to recognize and reward excellence, fostering a motivated and high-performing workforce.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Small Business, Retrainee					
Machine Set-Up Operator	\$21.51 - \$24.01	75	0	40	35
CNC Machine Operator	\$21.51 - \$24.01	75	0	40	35
Programmer	\$21.51 - \$24.01	75	0	40	35
Inspector	\$21.51 - \$24.01	75	0	45	30
Engineer	\$21.51 - \$24.01	50	0	0	50

Introduction

Located in Ontario and founded in 2025 following the sunset of NTMA Training Centers of Southern California, 4th Watch Educational Services dba Machinist Career College (MCC) (<https://www.mcc4me.org>) provides specialized education and training in manufacturing processes throughout Southern California. MCC prepares and updates employees with skill sets that can be utilized in careers related to machining, tooling, metal-working and manufacturing industries. MCC serves small and medium-sized machine shop employers that design and manufacture special tools, machines, dies, jigs, fixtures, gauges and precision-machined parts. These employers need skilled workers with the most up-to-date skills to remain competitive due to continuing advanced technological changes in the metal industry. This is MCC's second ETP project, the second in the last five years.

ETP Priority 10200(b)

The proposed project directly supports the Employment Training Panel (ETP) priorities outlined in Unemployment Insurance Code (UIC) Section 10200(b) through a comprehensive vocational training initiative focused on California's manufacturing sector. As a nonprofit manufacturing training center, MCC is uniquely positioned to deliver high-impact training that aligns with the state's economic and workforce development goals.

1. Promoting California's Manufacturing Sector: The training programs are centered on advanced manufacturing disciplines, including CNC machining, precision measurement, blueprint reading, and welding. By training a pipeline of skilled machinists and technicians, MCC directly contributes to revitalizing and strengthening California's manufacturing base, ensuring that companies have access to qualified talent locally rather than outsourcing work or relocating operations.
2. Supporting New and Growing Businesses with High-Wage Jobs: Employer partners include emerging and expanding manufacturers across California who offer sustainable, high-wage career pathways. MCC ensures trainees are equipped with in-demand skills that match employers' hiring needs, thereby supporting business growth and job creation.
3. Reducing Imports to and Increasing Exports from California: By supplying manufacturers with a skilled domestic workforce, MCC's program reduces the need for companies to outsource production overseas. In turn, these companies can scale up their operations and

increase the volume of goods manufactured and exported from California, strengthening the state's global economic footprint.

4. **Training in New Technologies and Methods:** MCC's curriculum is continuously updated in collaboration with industry partners to include training in new and emerging technologies such as CAD/CAM software, additive manufacturing (3D printing), advanced CNC control systems, and automation. This ensures workers are prepared for the modern, tech-driven manufacturing environment.

5. **Training for Displaced or Laid-Off Workers:** MCC prioritizes outreach to unemployed and underemployed individuals, including those recently displaced due to layoffs. MCC's accelerated programs help these workers re-enter the labor market quickly with valuable skills, reducing unemployment and supporting economic mobility.

6. **Jointly Developed by Management and Labor Representatives:** MCC's programs are developed with direct input from both employers and workforce development boards. MCC also engages labor unions where applicable to ensure training aligns with both industry needs and worker rights. This collaborative approach fosters mutual investment in workforce success.

7. **Development of High-Road Jobs and Training Partnerships:** MCC is committed to creating high-road jobs that offer strong wage progression, benefits, and long-term career growth. MCC's partnerships with employers are based on shared goals of workforce sustainability and equity, and MCC is an active participant in a regional High Road Training Partnership (H RTP) initiative to support inclusive economic development.

Veterans Program

MCC markets training opportunities to Veterans through targeted outreach and partnerships including Veterans Affairs offices, Local American Job Centers One-Stop Career Centers, Hiring Our Heroes, and the Wounded Warrior Project.

Project Details

With the rise of automated manufacturing and robotics, machinists must learn to operate and maintain robotic systems that work alongside traditional machining tools. Also, modern machining relies heavily on Computer Numerical Control (CNC) machines, requiring machinists to be proficient in programming, operating, and troubleshooting these systems. MCC has identified a need in providing training to core participating employers in order to equip trainees with skills in CNC Machining, Computer-Aided Design/Computer-Aided Manufacturing programming, automation, and quality control. Training is customized to meet the specific needs of participating employers through a collaborative and industry-driven approach.

MCC has also invested \$72k on two Hexagon HxGN Machines. The introduction of new equipment and technology at the training center will have a significant impact including enhanced learning experiences, improved precision and efficiencies, and safety improvements. Training will play a crucial role in ensuring that machinists can adapt to new technology and remain competitive in the workforce.

Training Plan

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

Computer Skills: Training will be offered to all occupations focused on software applications. Training topics include Mastercam and Mastercam Advanced.

Manufacturing Skills: Training will be offered to all occupations focused on equipment operation. Training topics include CNC Machining, Advanced CNC Machining , and Inspection.

Impact/Outcome

MCC offers certificate programs such as Certificates in Inspection, CNC Machining, Advanced CNC Machining, Mastercam, and Advanced Mastercam. Upon completion of training, trainees will receive MCC's certificate, which often lead to new job opportunities, increased wages and career advancement.

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.

The targeted participating employers generally do not provide formal training to their production employees. Instead, training is typically limited to informal, on-the-job training. Some workers who will participate in the proposed training have attended brief seminars for limited Computer and Manufacturing skills. However, the proposed Curriculum will provide workers in-depth training in the most proficient use of computerized machine tools and manufacturing equipment.

➤ Training Infrastructure

The Director of Advanced Training, with the assistance of three administration staff, will be responsible for overseeing all aspects of the training project including scheduling training, collecting rosters, and uploading all training hours. Training will be provided in-house-subject matter experts.

Marketing and Support Costs

MCC is requesting 8% support costs for program marketing and training-related activities including the recruitment of participating employers and assessment of employer-specific job requirements for retrainees. Support activities include the recruitment of participants, intake assessments, job readiness development, and job search/placement assistance. MCC recruits participating employers through local and regional manufacturers, machining shops, and advanced manufacturing companies. MCC also host informational meetings, use social media and newsletters, and attend trade shows and job fairs showcasing training capabilities and equipment.

Training Agency Certification

Training agency eligibility requires certification by an independent third-party, as required for the type of school and course of study. Most schools must also be licensed by the Bureau of Private Postsecondary Education (BPPE).

MCC is eligible as a training agency based on the following:

- BPPE licensure valid until 2028
- Approval for WIOA funding under the I-TRAIN program

Tuition Reimbursement

MCC 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) (\$ %)
ET24-0160	\$747,840	08/28/23 - 08/27/25	380	133	\$747,840 (100%)

Based on ETP Systems, 31,824 reimbursable hours have been tracked for potential earnings of \$747,840 (100% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through May 2025. The Contractor is in the process of final invoicing.

Prior Projects

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET22-0307	05/31/22 - 05/30/24	\$597,600	\$597,600 (100%)
ET20-0335-000	06/01/20 - 05/31/22	\$748,279	\$635,710 (85%)
ET19-0305-000	11/03/18 - 01/31/21	\$1,799,464	\$1,799,244 (100%)

Subcontractors

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

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

Self-Attestations

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, the applicant is in compliance with all state and federal labor and health and safety laws. UIC section 10205(e)(1)(F)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant is not ineligible to bid, be awarded, or subcontract on a public works project. UIC section 10205(e)(2)(B)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant does not have a final determination, order, judgment, or award issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Computer Skills

Mastercam

- 2D and 3D Toolpath Creation using Mastercam CAD/CAM Software
- Post-Processing and Machine Simulation
- Multi-Axis Programming Strategies
- Integration with CNC Equipment and Process Planning

Advanced Mastercam

- 3D Surface and Solid Modeling Toolpaths
- Multi-Axis Toolpath Creation (4-Axis & 5-Axis)
- Toolpath Verification and Post-Processor Customization
- High-Speed and Hybrid Toolpath Strategies
- CAD/CAM Integration for Efficient Part Programming

Manufacturing Skills

CNC Machining

- Set-Up, Operation, and Troubleshooting of CNC Mills and Lathes
- Tool Selection and Offsets
- G-Code and M-Code Programming Basics
- Safety and Preventative Maintenance Practices

Advanced CNC Machining

- 4-Axis and 5-Axis Machining Applications
- Advanced Workholding and Fixturing Techniques
- Precision Machining of Tight-Tolerance Parts
- Optimization of Speeds and Feeds for Increased Productivity

Inspection

- Use of Precision Measurement Tools (micrometers, calipers, height gauges, CMMs)
- Blueprint Interpretation and Geometric Dimensioning and Tolerancing
- Process of Documentation
- Statistical Process Control (SPC) Fundamentals

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: 4th Watch Educational Services

CCG No.: ET25-0287

Reference No: 25--0177

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ALPHABETIZE BY COMPANY NAME

Company: 3D MACHINE COMPANY, INC.

Priority Industry? ☒ Yes ☐ No

Address: 4790 EAST WESLEY DRIVE

City, State, Zip: ANAHEIM, CA 92807

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 35

Total # of full-time company employees in California: 35

Company: A & R ENGINEERING

Priority Industry? ☒ Yes ☐ No

Address: 1053 E BEDMAR ST

City, State, Zip: CARSON, CA 90746

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 65

Total # of full-time company employees in California: 65

Company: AAE AEROSPACE

Priority Industry? ☒ Yes ☐ No

Address: 5382 ARGOSY AVE

City, State, Zip: HUNTINGTON BEACH, CA 926649

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 5

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 182

Total # of full-time company employees in California: 182

Company: ABL SPACE SYSTEMS COMPANY

Priority Industry? ☒ Yes ☐ No

Address: 225 OREGON ST

City, State, Zip: EL SEGUNDO, CA 90245

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 285

Total # of full-time company employees in California: 261

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: 4th Watch Educational Services

CCG No.: ET25-0287

Reference No: 25--0177

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ALPHABETIZE BY COMPANY NAME

Company: ACD LLC

Priority Industry? ☒ Yes ☐ No

Address: 2321 PULLMAN ST

City, State, Zip: SANTA ANA, CA 92705

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 4

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 131

Total # of full-time company employees in California: 131

Company: ACE AIR MANUFACTURING, INC.

Priority Industry? ☒ Yes ☐ No

Address: 1430 W 135TH ST

City, State, Zip: GARDENA, CA 90249

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 13

Total # of full-time company employees in California: 13

Company: ACKLEY METAL PRODUCTS, INC.

Priority Industry? ☒ Yes ☐ No

Address: 1311 E SAINT GERTRUDE BL STE B

City, State, Zip: SANTA ANA, CA 92705

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 20

Total # of full-time company employees in California: 20

Company: ACROMIL, LLC

Priority Industry? ☒ Yes ☐ No

Address: 18421 RAILROAD ST

City, State, Zip: CITY OF INDUSTRY, CA 91748

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 157

Total # of full-time company employees in California: 157

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: 4th Watch Educational Services

CCG No.: ET25-0287

Reference No: 25--0177

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ALPHABETIZE BY COMPANY NAME

Company: ACUTEK US INC

Priority Industry? ☒ Yes ☐ No

Address: 1488 E VALENCIA DRIVE

City, State, Zip: FULLERTON, CA 92831

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 44

Total # of full-time company employees in California: 44

Company: ADAMS RITE AEROSPACE

Priority Industry? ☒ Yes ☐ No

Address: 4141 N PALM ST

City, State, Zip: FULLERTON, CA 92835

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 4

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 135

Total # of full-time company employees in California: 135

Company: ADVANCED PATTERN & MOLD

Priority Industry? ☒ Yes ☐ No

Address: 1720 S BALBOA AVE

City, State, Zip: ONTARIO, CA 91761

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 5

Total # of full-time company employees in California: 5

Company: ADVANCEX AMERICAS, INC

Priority Industry? ☒ Yes ☐ No

Address: 5780 CERRITOS AVE

City, State, Zip: CYPRESS, CA 90630

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 124

Total # of full-time company employees in California: 124

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: 4th Watch Educational Services

CCG No.: ET25-0287

Reference No: 25--0177

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ALPHABETIZE BY COMPANY NAME

Company: AERODYNE PRECISION MACHINING

Priority Industry? ☒ Yes ☐ No

Address: 5471 ARGOSY AVE

City, State, Zip: HUNTINGTON BEACH, CA 92649

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 45

Total # of full-time company employees in California: 45

Company: AEROFIT, LLC

Priority Industry? ☒ Yes ☐ No

Address: 1425 S ACACIA AVE

City, State, Zip: FULLERTON, CA 92831

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 152

Total # of full-time company employees in California: 152

Company: AEROTEC ALLOYS, INC.

Priority Industry? ☒ Yes ☐ No

Address: 10632 ALONDRA BLVD

City, State, Zip: NORWALK, CA 90650

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 72

Total # of full-time company employees in California: 72

Company: AIR INDUSTRIES

Priority Industry? ☒ Yes ☐ No

Address: 12570 KNOTT ST

City, State, Zip: GARDEN GROVE, CA 92841

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 6

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 10,000

Total # of full-time company employees in California: 3,000

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: 4th Watch Educational Services

CCG No.: ET25-0287

Reference No: 25--0177

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ALPHABETIZE BY COMPANY NAME

Company: ALARIN AIRCRAFT HINGE, INC.

Priority Industry? ☒ Yes ☐ No

Address: 6231 RANDOLPH ST

City, State, Zip: CITY OF COMMERCE, CA 90040

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 36

Total # of full-time company employees in California: 36

Company: ALLIED MANUFACTURERS

Priority Industry? ☒ Yes ☐ No

Address: 2900 PALISADES

City, State, Zip: CORONA, CA 92880

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 10

Total # of full-time company employees in California: 10

Company: ALLIED MECHANICAL

Priority Industry? ☒ Yes ☐ No

Address: 1720 S. BON VIEW AVE

City, State, Zip: ONTARIO, CA 91761

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 5

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 180

Total # of full-time company employees in California: 143

Company: ALUFLAM NORTH AMERICA, LLC

Priority Industry? ☒ Yes ☐ No

Address: 16604 EDWARDS RD

City, State, Zip: CERRITOS, CA 90703

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 28

Total # of full-time company employees in California: 28

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: 4th Watch Educational Services

CCG No.: ET25-0287

Reference No: 25--0177

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ALPHABETIZE BY COMPANY NAME

Company: AMADA AMERICA, INC.

Priority Industry? ☒ Yes ☐ No

Address: 7025 FIRESTONE BLVD

City, State, Zip: BUENA PARK, CA 90621

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 5

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 750

Total # of full-time company employees in California: 250

Company: AMERICAN AIRCRAFT PRODUCTS, INC.

Priority Industry? ☒ Yes ☐ No

Address: 15411 S BROADWAY AVE

City, State, Zip: GARDENA, CA 90248

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 82

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

Company: AMERICAN INNOVATIVE PRODUCTS, INC.

Priority Industry? ☒ Yes ☐ No

Address: 1525 N ENDEAVOR PLACE, STE H

City, State, Zip: ANAHEIM, CA 92801

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 19

Total # of full-time company employees in California: 19

Company: ASTRO-TEK INDUSTRIES

Priority Industry? ☒ Yes ☐ No

Address: 1198 N. KRAEMER BLVD.

City, State, Zip: ANAHEIM, CA 92806

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 60

Total # of full-time company employees in California: 60

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: 4th Watch Educational Services

CCG No.: ET25-0287

Reference No: 25--0177

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ALPHABETIZE BY COMPANY NAME

Company: B & E MANUFACTURING CO., INC.

Priority Industry? ☒ Yes ☐ No

Address: 12151 MONARCH STREET

City, State, Zip: GARDEN GROVE, CA 92841

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 17

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 12,500

Total # of full-time company employees in California: 1,000

Company: BAUMANN ENGINEERING

Priority Industry? ☒ Yes ☐ No

Address: 212 S. CAMBRIDGE AVE

City, State, Zip: CLAREMONT, CA 91711

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 85

Total # of full-time company employees in California: 85

Company: BEARTECH MFG, LLC

Priority Industry? ☒ Yes ☐ No

Address: 910 S PLACENTIA AVE STE A

City, State, Zip: PLACENTIA, CA 92870

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 21

Total # of full-time company employees in California: 21

Company: BEDARD MACHINE, INC.

Priority Industry? ☒ Yes ☐ No

Address: 141 VIKING AVE

City, State, Zip: BREA, CA 92821

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 19

Total # of full-time company employees in California: 19

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ALPHABETIZE BY COMPANY NAME

Company: BRICO ENGINEERING CO.

Priority Industry? ☒ Yes ☐ No

Address: 23212 NORMANDIE AVE

City, State, Zip: TORRANCE, CA 90502

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 11

Total # of full-time company employees in California: 10

Company: BUDDY BAR CASTING

Priority Industry? ☒ Yes ☐ No

Address: 10801 SESSLER ST

City, State, Zip: SOUTH GATE, CA 90280

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 80

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

Company: C. R. LAURENCE

Priority Industry? ☒ Yes ☐ No

Address: 2200 E. 55TH STREET

City, State, Zip: VERNON, CA 90058

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 5

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 1000

Total # of full-time company employees in California: 1000

Company: CALIFORNIA QUALITY PLASTICS

Priority Industry? ☒ Yes ☐ No

Address: 2226 CASTLE HARBOUR PLACE SO.

City, State, Zip: CLAREMONT, CA 91711

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 14

Total # of full-time company employees in California: 14

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ALPHABETIZE BY COMPANY NAME

Company: CALROD ENGINEERING

Priority Industry? ☒ Yes ☐ No

Address: 3010 RED HILL AVE

City, State, Zip: COSTA MESA, CA 92626

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 11

Total # of full-time company employees in California: 9

Company: CARAN PRECISION

Priority Industry? ☒ Yes ☐ No

Address: 2830 ORBITER ST

City, State, Zip: BREA, CA 92821

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 115

Total # of full-time company employees in California: 115

Company: CASA HERRERA

Priority Industry? ☒ Yes ☐ No

Address: 2655 N. PINE ST

City, State, Zip: POMONA, CA 91767

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 96

Total # of full-time company employees in California: 96

Company: CHARLES MEISNER, INC.

Priority Industry? ☒ Yes ☐ No

Address: 201-A S. SIERRA PL, STE A

City, State, Zip: UPLAND, CA 91786

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 53

Total # of full-time company employees in California: 53

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ALPHABETIZE BY COMPANY NAME

Company: CHERRY AEROSPACE DBA SHUR-LOK

Priority Industry? ☒ Yes ☐ No

Address: 1224 E. WARNER AVE

City, State, Zip: SANTA ANA, CA 92705

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 4

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 454

Total # of full-time company employees in California: 454

Company: CHEVALIER MACHINERY, INC.

Priority Industry? ☒ Yes ☐ No

Address: 9925 TABOR PLACE

City, State, Zip: SANTA FE SPRINGS, CA 90670

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 15

Total # of full-time company employees in California: 15

Company: CONNELLY MACHINE WORKS, INC.

Priority Industry? ☒ Yes ☐ No

Address: 420 N. TERMINAL ST

City, State, Zip: SANTA ANA, CA 92701

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 53

Total # of full-time company employees in California: 53

Company: CONSOLIDATED PRECISION PRODUCTS

Priority Industry? ☒ Yes ☐ No

Address: 16800 CHESTNUT ST

City, State, Zip: CITY OF INDUSTRY, CA 91748

Collective Bargaining Agreement(s): NO

Estimated # of employees to be retrained under this Contract: 5

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 3000

Total # of full-time company employees in California: 3000

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ALPHABETIZE BY COMPANY NAME

Company: D & S MACHINE

Priority Industry? ☒ Yes ☐ No

Address: 1082 W 9TH ST

City, State, Zip: UPLAND, CA 91786

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 30

Total # of full-time company employees in California: 30

Company: DAVID ENGINEERING

Priority Industry? ☒ Yes ☐ No

Address: 1230 QUARRY ST

City, State, Zip: CORONA, CA 92879

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 30

Total # of full-time company employees in California: 30

Company: DESCO INDUSTRIES INC

Priority Industry? ☒ Yes ☐ No

Address: 3651 WALNUT AVE

City, State, Zip: CHINO, CA 91710

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 400

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

Company: DGA MACHINE SHOP

Priority Industry? ☒ Yes ☐ No

Address: 5825 ORDWAY ST

City, State, Zip: RIVERSIDE, CA 92504

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 35

Total # of full-time company employees in California: 35

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ALPHABETIZE BY COMPANY NAME

Company: DYNAMIC FABRICATION INC.

Priority Industry? ☒ Yes ☐ No

Address: 2615 SOUTH HICKORY STREET

City, State, Zip: SANTA ANA, CA 92707

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 28

Total # of full-time company employees in California: 28

Company: ECKERT & ZIEGLER ISOTOPE PRODUCTS, INC.

Priority Industry? ☒ Yes ☐ No

Address: 24937 AVE TIBBITTS

City, State, Zip: VALENCIA, CA 91355

Collective Bargaining Agreement(s): NO

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 517

Total # of full-time company employees in California: 103

Company: EDGE PLASTICS

Priority Industry? ☒ Yes ☐ No

Address: 3016 KANSAS AVE

City, State, Zip: RIVERSIDE, CA 92504

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 35

Total # of full-time company employees in California: 35

Company: EJAY'S MACHINE CO. INC.

Priority Industry? ☒ Yes ☐ No

Address: 1108 E VALENCIA DR

City, State, Zip: FULLERTON, CA 92831

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 10

Total # of full-time company employees in California: 10

Participating Employers in Retrainee Multiple Employer Contracts

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ALPHABETIZE BY COMPANY NAME

Company: ELECTRO TECH MACHINING

Priority Industry? ☒ Yes ☐ No

Address: 2000 WEST GAYLORD STREET

City, State, Zip: LONG BEACH, CA 90813

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 205

Total # of full-time company employees in California: 35

Company: ELEMENT MATERIALS TECHNOLOGY

Priority Industry? ☒ Yes ☐ No

Address: 15062 BOLSA CHICA

City, State, Zip: HUNTINGTON BEACH, CA 92649

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 9000

Total # of full-time company employees in California: 300

Company: ELEMENT MACHINE LLC

Priority Industry? ☒ Yes ☐ No

Address: 3121 E LA PALMA AVE, STE W

City, State, Zip: ANAHEIM, CA 92806

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 9

Total # of full-time company employees in California: 9

Company: ELLINGSON INC

Priority Industry? ☒ Yes ☐ No

Address: 119 W. SANTA FE AVE.

City, State, Zip: FULLERTON, CA 92832

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 8

Total # of full-time company employees in California: 8

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ALPHABETIZE BY COMPANY NAME

Company: EXEMPLIS

Priority Industry? ☒ Yes ☐ No

Address: 6280 ARTESIA BLVD

City, State, Zip: BUENA PARK, CA 90650

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 4

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 616

Total # of full-time company employees in California: 451

Company: FLOWSERVE

Priority Industry? ☒ Yes ☐ No

Address: 1909 E. CASHDAN STREET

City, State, Zip: RANCHO DOMINGUEZ, CA 90220

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 17,000

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

Company: FTR ASSOCIATES

Priority Industry? ☒ Yes ☐ No

Address: 11862 BURKE ST

City, State, Zip: SANTA FE SPRINGS, CA 90670

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 36

Total # of full-time company employees in California: 36

Company: GBF ENTERPRISES, INC.

Priority Industry? ☒ Yes ☐ No

Address: 2709 HALLADAY ST

City, State, Zip: SANTA ANA, CA 92705

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 24

Total # of full-time company employees in California: 24

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ALPHABETIZE BY COMPANY NAME

Company: GEAR MANUFACTURING, INC.

Priority Industry? ☒ Yes ☐ No

Address: 3710 E MIRALOMA AVE

City, State, Zip: ANAHEIM, CA 92806

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 50

Total # of full-time company employees in California: 50

Company: GENERAL INDUSTRIAL REPAIR

Priority Industry? ☒ Yes ☐ No

Address: 7417 E SLAUSON AVE

City, State, Zip: LOS ANGELES, CA 90040

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 25

Total # of full-time company employees in California: 25

Company: GOLDEN STATE ENGINEERING

Priority Industry? ☒ Yes ☐ No

Address: 15338 S. GARFIELD AVE

City, State, Zip: PARAMOUNT, CA 90723

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 150

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

Company: GOODRICH DBA COLLINS AEROSPACE

Priority Industry? ☒ Yes ☐ No

Address: 11120 S NORWALK BLVD

City, State, Zip: SANTA FE SPRINGS, CA 90670

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 68,000

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

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ALPHABETIZE BY COMPANY NAME

Company: GREEN'S METAL CUT-OFF

Priority Industry? ☒ Yes ☐ No

Address: 11821 SALUSON AVE

City, State, Zip: SANTA FE SPRINGS, CA 90670

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 10

Total # of full-time company employees in California: 10

Company: HARTWELL CORPORATION

Priority Industry? ☒ Yes ☐ No

Address: 9810 SIXTH ST

City, State, Zip: RANCHO CUCAMONGA, CA 91730

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 71

Total # of full-time company employees in California: 71

Company: HELICOPTER TECHNOLOGY CO

Priority Industry? ☒ Yes ☐ No

Address: 12902 S BROADWAY

City, State, Zip: LOS ANGELES, CA 90061

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 28

Total # of full-time company employees in California: 28

Company: HOWMET (RANCHO CUCAMONGA)

Priority Industry? ☒ Yes ☐ No

Address: 11711 ARROW ROUTE

City, State, Zip: RANCHO CUCAMONGA, CA 91730

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 4

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 1000

Total # of full-time company employees in California: 1000

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ALPHABETIZE BY COMPANY NAME

Company: HOWMET GLOBAL FASTENING SYSTEMS (FULLERTON)

Priority Industry? ☒ Yes ☐ No

Address: 800 S. STATE COLLEGE BLVD

City, State, Zip: FULLERTON, CA 92831

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 5

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 1000

Total # of full-time company employees in California: 1000

Company: HYATT DIE CAST & ENGINEERING CORP

Priority Industry? ☒ Yes ☐ No

Address: 1204 AVENIDA CHELSEA

City, State, Zip: VISTA, CA 92081

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 117

Total # of full-time company employees in California: 117

Company: HYDRA ELECTRIC

Priority Industry? ☒ Yes ☐ No

Address: 3151 N KENWOOD ST

City, State, Zip: BURBANK, CA 91505

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 4

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 181

Total # of full-time company employees in California: 181

Company: HYDRAFLOW

Priority Industry? ☒ Yes ☐ No

Address: 1881 W. MALVERN AVENUE

City, State, Zip: FULLERTON, CA 92833

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 5

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 295

Total # of full-time company employees in California: 295

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ALPHABETIZE BY COMPANY NAME

Company: INTERNAL TOOLS

Priority Industry? ☒ Yes ☐ No

Address: 1338 PALOMARES

City, State, Zip: LA VERNE, CA 91750

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 29

Total # of full-time company employees in California: 29

Company: INTERNATIONAL POLYMER SOLUTIONS

Priority Industry? ☒ Yes ☐ No

Address: 5 STUDEBAKER

City, State, Zip: IRVINE, CA 92618

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 14

Total # of full-time company employees in California: 14

Company: J & F MACHINE, INC.

Priority Industry? ☒ Yes ☐ No

Address: 1881 W. MALVERN AVENUE

City, State, Zip: FULLERTON, CA 92833

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 26

Total # of full-time company employees in California: 26

Company: J & K MANUFACTURING, INC.

Priority Industry? ☒ Yes ☐ No

Address: 6401 GLOBAL DRIVE

City, State, Zip: CYPRESS, CA 90630

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 34

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

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ALPHABETIZE BY COMPANY NAME

Company: JCJ MANUFACTURING

Priority Industry? ☒ Yes ☐ No

Address: 16131 GOTHARD ST

City, State, Zip: HUNTINGTON BEACH, CA 92647

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 5

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 221

Total # of full-time company employees in California: 221

Company: JERGENS, INC.

Priority Industry? ☒ Yes ☐ No

Address: 2043 N GLASSELL ST

City, State, Zip: ORANGE, CA 92865

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 11

Total # of full-time company employees in California: 11

Company: JOHNSON PRECISION PRODUCTS, INC.

Priority Industry? ☒ Yes ☐ No

Address: 1308 E. WAKEHAM AVE

City, State, Zip: SANTA ANA, CA 92705

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 4

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 56

Total # of full-time company employees in California: 56

Company: KD PRECISION MACHINING

Priority Industry? ☒ Yes ☐ No

Address: 2913 SATURN ST. UNIT J

City, State, Zip: BREA, CA 92821

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 7

Total # of full-time company employees in California: 7

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ALPHABETIZE BY COMPANY NAME

Company: LASER INDUSTRIES

Priority Industry? ☒ Yes ☐ No

Address: 1351 MANHATTAN AVE

City, State, Zip: FULLERTON, CA 92831

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 43

Total # of full-time company employees in California: 43

Company: LAWRENCE EQUIPMENT, INC.

Priority Industry? ☒ Yes ☐ No

Address: 2034 N PECK RD

City, State, Zip: SOUTH EL MONTE, CA 91733

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 450

Total # of full-time company employees in California: 450

Company: LEFIELL MANUFACTURING

Priority Industry? ☒ Yes ☐ No

Address: 13700 FIRESTONE BLVD

City, State, Zip: SANTA FE SPRINGS, CA 90670

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 7

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 130

Total # of full-time company employees in California: 130

Company: LISI AEROSPACE

Priority Industry? ☒ Yes ☐ No

Address: 16728 E. GALE AVENUE

City, State, Zip: CITY OF INDUSTRY, CA 91745

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 6

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 190

Total # of full-time company employees in California: 190

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ALPHABETIZE BY COMPANY NAME

Company: LOS ANGELES PUMP & VALVE

Priority Industry? ☒ Yes ☐ No

Address: 2528 E 57TH ST

City, State, Zip: HUNTINGTON BEACH, CA 90295

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 25

Total # of full-time company employees in California: 25

Company: LOUTECH

Priority Industry? ☒ Yes ☐ No

Address: 13810 MOUNTAIN AVENUE

City, State, Zip: CHINO, CA 91710

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 47

Total # of full-time company employees in California: 47

Company: LYNCO GRINDING CO. INC.

Priority Industry? ☒ Yes ☐ No

Address: 5950 CLARA ST

City, State, Zip: BELL GARDENS, CA 90202

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 15

Total # of full-time company employees in California: 15

Company: M & B ASSEMBLY CORPORATION

Priority Industry? ☒ Yes ☐ No

Address: 15926 S FIGUEROA ST

City, State, Zip: GARDENA, CA 90248

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 7

Total # of full-time company employees in California: 7

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: 4th Watch Educational Services

CCG No.: ET25-0287

Reference No: 25--0177

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ALPHABETIZE BY COMPANY NAME

Company: MACHINING LOGISTICS, INC.

Priority Industry? ☒ Yes ☐ No

Address: 6640 VIEW PARK CT

City, State, Zip: RIVERSIDE, CA 92503

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 25

Total # of full-time company employees in California: 25

Company: MARPLES GEARS, INC.

Priority Industry? ☒ Yes ☐ No

Address: 808 W SANTA ANITA ST

City, State, Zip: SAN GABRIEL, CA 91776

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 20

Total # of full-time company employees in California: 20

Company: MARTON PRECISION MFG, INC.

Priority Industry? ☒ Yes ☐ No

Address: 1365 S. ACACIA AVE

City, State, Zip: FULLERTON, CA 92831

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 43

Total # of full-time company employees in California: 43

Company: MASTER POWDER COATING

Priority Industry? ☒ Yes ☐ No

Address: 13921 BORA DRIVE

City, State, Zip: SANTA FE SPRINGS, CA 90670

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 20

Total # of full-time company employees in California: 20

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

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ALPHABETIZE BY COMPANY NAME

Company: MARVIN ENGINEERING

Priority Industry? ☒ Yes ☐ No

Address: 261 W BEACH AVE

City, State, Zip: INGLEWOOD, CA 90302

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 4

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 876

Total # of full-time company employees in California: 876

Company: MICRONIX USA LLC

Priority Industry? ☒ Yes ☐ No

Address: 3506-B WEST LAKE CENTER DR

City, State, Zip: SANTA ANA, CA 92704

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 20

Total # of full-time company employees in California: 20

Company: NEW TECHNOLOGY PLASTICS

Priority Industry? ☒ Yes ☐ No

Address: 7110 FENWICK LN

City, State, Zip: WESTMINISTER, CA 92683

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 50

Total # of full-time company employees in California: 50

Company: OMEGA PRECISION

Priority Industry? ☒ Yes ☐ No

Address: 13040 TELEGRAPH RD

City, State, Zip: SANTA FE SPRINGS, CA 90670

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 100

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

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

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ALPHABETIZE BY COMPANY NAME

Company: OMNI MACHINE & MANUFACTURING, INC.

Priority Industry? ☒ Yes ☐ No

Address: 420 ATLAS ST

City, State, Zip: BREA, CA 92821

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 10

Total # of full-time company employees in California: 10

Company: ORCHID ORTHOPEDIC SOLUTIONS

Priority Industry? ☒ Yes ☐ No

Address: 11911 CLARK ST

City, State, Zip: ARCADIA, CA 91006

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 8

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 2,200

Total # of full-time company employees in California: 112

Company: PACMIN, INC.

Priority Industry? ☒ Yes ☐ No

Address: 2021 RAYMER AVE

City, State, Zip: FULLERTON, CA 92833

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 75

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

Company: PARCO, LLC

Priority Industry? ☒ Yes ☐ No

Address: 1801 S ARCHIBALD AVE

City, State, Zip: ONTARIO, CA 91761

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 5

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 250

Total # of full-time company employees in California: 250

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

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ALPHABETIZE BY COMPANY NAME

Company: PERMSWAGE

Priority Industry? ☒ Yes ☐ No

Address: 14800 FIGUEROA ST

City, State, Zip: GARDENA, CA 90248

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 5

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 467

Total # of full-time company employees in California: 467

Company: PERVAN TOOLING CO, INC.

Priority Industry? ☒ Yes ☐ No

Address: 1716 KONA DR

City, State, Zip: COMPTON, CA 90220

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 30

Total # of full-time company employees in California: 30

Company: PORT PLASTICS

Priority Industry? ☒ Yes ☐ No

Address: 15317 DON JULIAN RD

City, State, Zip: CITY OF INDUSTRY, CA 91745

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 150

Total # of full-time company employees in California: 35

Company: PRECISE AEROSPACE CORP

Priority Industry? ☒ Yes ☐ No

Address: 11155 JERSEY BLVD, STE A

City, State, Zip: RANCHO CUCAMONGA, CA 91730

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 4

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 113

Total # of full-time company employees in California: 113

Participating Employers in Retrainee Multiple Employer Contracts

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ALPHABETIZE BY COMPANY NAME

Company: PRO-DEX INC

Priority Industry? ☒ Yes ☐ No

Address: 23611 MCGAW AVENUE

City, State, Zip: IRVINE, CA 92614

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 150

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

Company: PROGRESSIVE DIE & STAMPING

Priority Industry? ☒ Yes ☐ No

Address: 1022 EAST RAYMOND WAY

City, State, Zip: ANAHEIM, CA 92801

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 11

Total # of full-time company employees in California: 11

Company: QUALITY TECH MFG, INC.

Priority Industry? ☒ Yes ☐ No

Address: 1955 BURGUNDY PL

City, State, Zip: ONTARIO, CA 91762

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 15

Total # of full-time company employees in California: 15

Company: RADFLO SUSPENSION TECHNOLOGY

Priority Industry? ☒ Yes ☐ No

Address: 11233 CONDOR AVE

City, State, Zip: FOUNTAIN VALLEY, CA 92708

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 19

Total # of full-time company employees in California: 19

Participating Employers in Retrainee Multiple Employer Contracts

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ALPHABETIZE BY COMPANY NAME

Company: REDMAN EQUIPMENT & MFG CO

Priority Industry? ☒ Yes ☐ No

Address: 19800 NORMANDIE AVE

City, State, Zip: TORRANCE, CA 90502

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 34

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

Company: REULAND ELECTRIC

Priority Industry? ☒ Yes ☐ No

Address: 17696 E RAILROAD ST

City, State, Zip: CITY OF INDUSTRY, CA 91748

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 5

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 234

Total # of full-time company employees in California: 234

Company: RITE ENG & MFG CORP

Priority Industry? ☒ Yes ☐ No

Address: 5832 GARFIELD AVE

City, State, Zip: COMMERCE, CA 90040

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 25

Total # of full-time company employees in California: 25

Company: RJ ENTERPRISES

Priority Industry? ☒ Yes ☐ No

Address: 149 3. 162ND ST

City, State, Zip: GARDENA, CA 90248

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 8

Total # of full-time company employees in California: 8

Participating Employers in Retrainee Multiple Employer Contracts

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ALPHABETIZE BY COMPANY NAME

Company: RONCELLI PLASTICS

Priority Industry? ☒ Yes ☐ No

Address: 330 W DUARTE RD

City, State, Zip: MONROVIA, CA 91016

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 4

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 101

Total # of full-time company employees in California: 101

Company: SAINT GOBAIN PERFORMANCE PLASTICS

Priority Industry? ☒ Yes ☐ No

Address: 7301 ORANGEWOOD AVE

City, State, Zip: GARDEN GROVE, CA 92841

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 10

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 170,000

Total # of full-time company employees in California: 1,000

Company: SATCO INC

Priority Industry? ☒ Yes ☐ No

Address: 1601 E EL SEGUNDO

City, State, Zip: EL SEGUNDO, CA 90245

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 5

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 203

Total # of full-time company employees in California: 203

Company: SC HYDRAULIC ENGINEERING

Priority Industry? ☒ Yes ☐ No

Address: 1130 COLUMBIA STREET

City, State, Zip: BREA, CA 92821

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 30

Total # of full-time company employees in California: 30

Participating Employers in Retrainee Multiple Employer Contracts

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ALPHABETIZE BY COMPANY NAME

Company: SCOTIA ENGINEERING, INC.

Priority Industry? ☒ Yes ☐ No

Address: 8440 SECURA WAY

City, State, Zip: SANTA FE SPRINGS, CA 90670

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 11

Total # of full-time company employees in California: 11

Company: SHU-LOK/PCC COMPANY

Priority Industry? ☒ Yes ☐ No

Address: 2541 WHITE ROAD

City, State, Zip: IRVINE, CA 92614

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 5

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 250

Total # of full-time company employees in California: 250

Company: SKYLOCK INDUSTRIES, INC.

Priority Industry? ☒ Yes ☐ No

Address: 1290 W OPTICAL DR

City, State, Zip: AZUSA, CA 91702

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 116

Total # of full-time company employees in California: 116

Company: SMP ENGINEERING

Priority Industry? ☒ Yes ☐ No

Address: 8605 CALIFORNIA ROUTE 2

City, State, Zip: LOS ANGELES, CA 90069

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 55

Total # of full-time company employees in California: 55

Participating Employers in Retrainee Multiple Employer Contracts

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ALPHABETIZE BY COMPANY NAME

Company: SONFARREL AEROSPACE LLC

Priority Industry? ☒ Yes ☐ No

Address: 3010 LA JOLLA ST

City, State, Zip: ANAHEIM, CA 92806

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 94

Total # of full-time company employees in California: 94

Company: SOUTH COAST MOLD, INC.

Priority Industry? ☒ Yes ☐ No

Address: 1852 MCGAW

City, State, Zip: IRVINE, CA 92614

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 10

Total # of full-time company employees in California: 10

Company: SPACE EXPLORATION TECHNOLOGIES

Priority Industry? ☒ Yes ☐ No

Address: 1 ROCKET ROAD

City, State, Zip: HAWTHORNE, CA 90250

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 4

Small Business? ☐ Yes ☒ No

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

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

Company: SPEARMAN AEROSPACE, INC.

Priority Industry? ☒ Yes ☐ No

Address: 9215 GREENLEAF AVE

City, State, Zip: SANTA FE SPRINGS, CA 90670

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 25

Total # of full-time company employees in California: 25

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ALPHABETIZE BY COMPANY NAME

Company: SPEC TOOL COMPANY

Priority Industry? ☒ Yes ☐ No

Address: 11805 E WAKEMAN ST

City, State, Zip: SANTA FE SPRINGS, CA 90670

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 25

Total # of full-time company employees in California: 25

Company: STAAR SURGICAL

Priority Industry? ☒ Yes ☐ No

Address: 1911 WALKER AVE

City, State, Zip: MONROVIA, CA 91016

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 6

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 962

Total # of full-time company employees in California: 694

Company: STORM INDUSTRIES

Priority Industry? ☒ Yes ☐ No

Address: 23223 NORMANDIE AVE

City, State, Zip: TORRANCE, CA 90501

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 5

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 160

Total # of full-time company employees in California: 160

Company: T & M MACHINE

Priority Industry? ☒ Yes ☐ No

Address: 3100 INDIAN AVE, SUITE C

City, State, Zip: PERRIS, CA 92571

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 10

Total # of full-time company employees in California: 10

Participating Employers in Retrainee Multiple Employer Contracts

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ALPHABETIZE BY COMPANY NAME

Company: TAHAN MACHINERY

Priority Industry? ☒ Yes ☐ No

Address: 13338 MONTE VISTA AVE

City, State, Zip: CHINO, CA 91710

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 7

Total # of full-time company employees in California: 7

Company: TECHNI-CAST CORP

Priority Industry? ☒ Yes ☐ No

Address: 11220 SO. GARFIELD AVE

City, State, Zip: SOUTHGATE, CA 90280

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 90

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

Company: TEMECULA PRECISION FABRICATION, INC.

Priority Industry? ☒ Yes ☐ No

Address: 42201 SARAH WAY

City, State, Zip: TEMECULA, CA 92590

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 15

Total # of full-time company employees in California: 15

Company: TFC MANUFACTURING INC.

Priority Industry? ☒ Yes ☐ No

Address: 4001 WATSON PLAZA DR

City, State, Zip: LAKEWOOD, CA 90712

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 4

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 161

Total # of full-time company employees in California: 161

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ALPHABETIZE BY COMPANY NAME

Company: TG'S PERFORMANCE ENGINE SHOP

Priority Industry? ☒ Yes ☐ No

Address: 16830 S. BROADWAY

City, State, Zip: GARDENA, CA 90248

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 2

Total # of full-time company employees in California: 2

Company: THE GILL CORPORATION

Priority Industry? ☒ Yes ☐ No

Address: 4056 EASY STREET

City, State, Zip: EL MONTE, CA 91731

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 360

Total # of full-time company employees in California: 360

Company: TJ AEROSPACE

Priority Industry? ☒ Yes ☐ No

Address: 12601 MONARCH ST

City, State, Zip: GARDEN GROVE, CA 92841

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 34

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

Company: TRIO MANUFACTURING

Priority Industry? ☒ Yes ☐ No

Address: 601 LAIRPORT STREET

City, State, Zip: EL SEGUNDO, CA 90245

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 5

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 143

Total # of full-time company employees in California: 143

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ALPHABETIZE BY COMPANY NAME

Company: TRIO TOOL& DIE CO. INC.

Priority Industry? ☒ Yes ☐ No

Address: 3340 E W EL SEGUNDO BLVD

City, State, Zip: EL SEGUNDO, CA 90250

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 21

Total # of full-time company employees in California: 21

Company: TRU FORM INDUSTRIES, INC.

Priority Industry? ☒ Yes ☐ No

Address: 14600 HOOVER ST

City, State, Zip: WESTMINISTER, CA 92683

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 21

Total # of full-time company employees in California: 21

Company: TUR-BO JET PRODUCTS CO INC.

Priority Industry? ☒ Yes ☐ No

Address: 5025 EARLE AVE

City, State, Zip: ROSEMEAD, CA 91770

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 150

Total # of full-time company employees in California: 84

Company: UREMET

Priority Industry? ☒ Yes ☐ No

Address: 7012 BELGRAVE AVE

City, State, Zip: GARDEN GROVE, CA

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 4

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 62

Total # of full-time company employees in California: 62

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ALPHABETIZE BY COMPANY NAME

Company: VACCO INDUSTRIES

Priority Industry? ☒ Yes ☐ No

Address: 10350 VACCO ST

City, State, Zip: SOUTH EL MONTE, CA 91730

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 6

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 450

Total # of full-time company employees in California: 450

Company: VERUS AEROSPACE

Priority Industry? ☒ Yes ☐ No

Address: 22906 FRAMPTON AVE

City, State, Zip: TORRANCE, CA 90501

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 4

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 124

Total # of full-time company employees in California: 124

Company: VESCIO MANUFACTURING

Priority Industry? ☒ Yes ☐ No

Address: 14002 ANSON AVE

City, State, Zip: SANTA FE SPRINGS, CA 90670

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 8

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 94

Total # of full-time company employees in California: 70

Company: VMHC AEROSPACE

Priority Industry? ☒ Yes ☐ No

Address: 2910 E. MIRALOMA

City, State, Zip: ANAHEIM, CA 92806

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 12

Total # of full-time company employees in California: 12

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: 4th Watch Educational Services

CCG No.: ET25-0287

Reference No: 25--0177

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ALPHABETIZE BY COMPANY NAME

Company: VOTAW PRECISION TECHNOLOGIES

Priority Industry? ☒ Yes ☐ No

Address: 13153 LAKELAND ROAD

City, State, Zip: SANTA FE SPRINGS, CA 90670

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 6

Small Business? ☐ Yes ☒ No

Total # of full-time company employees worldwide: 151

Total # of full-time company employees in California: 151

Company: WARMELIN PRECISION PRODUCTS

Priority Industry? ☒ Yes ☐ No

Address: 12705 DAPHNE AVE

City, State, Zip: HAWTHORNE, CA 90250

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 82

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

Company: WCM MANUFACTURING

Priority Industry? ☒ Yes ☐ No

Address: 11150 DANA CIR

City, State, Zip: CYPRESS, CA 90630

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 9

Total # of full-time company employees in California: 9

Company: WEST COAST GASKET

Priority Industry? ☒ Yes ☐ No

Address: 300 RANGER AVE

City, State, Zip: BREA, CA 92821

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 4

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 96

Total # of full-time company employees in California: 96

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

Contractor's Name: 4th Watch Educational Services

CCG No.: ET25-0287

Reference No: 25--0177

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ALPHABETIZE BY COMPANY NAME

Company: WILCOX MACHINE CO

Priority Industry? ☒ Yes ☐ No

Address: 7180 SCOUT AVE

City, State, Zip: BELL GARDENS, CA 90201

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 80

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

Company: WINPAK LANE, INC.

Priority Industry? ☒ Yes ☐ No

Address: 998 S SIERRA WAY

City, State, Zip: SAN BERNARDINO, CA 92408

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 71

Total # of full-time company employees in California: 71

Company: WIRE CUT COMPANY

Priority Industry? ☒ Yes ☐ No

Address: 6750 CABALLERO BLVD

City, State, Zip: BUENA PARK, CA 90620

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 2

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 28

Total # of full-time company employees in California: 28

Company: WOLFE INDUSTRIES

Priority Industry? ☒ Yes ☐ No

Address: 14420 MARQUARDT AVE

City, State, Zip: SANTA FE SPRINGS, CA 90670

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 1

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 10

Total # of full-time company employees in California: 10

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

Contractor's Name: 4th Watch Educational Services

CCG No.: ET25-0287

Reference No: 25--0177

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ALPHABETIZE BY COMPANY NAME

Company: ZEPHYR TOOL GROUP

Priority Industry? ☒ Yes ☐ No

Address: 201 HINDRY AVE

City, State, Zip: INGLEWOOD, CA 90301

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Contract: 3

Small Business? ☒ Yes ☐ No

Total # of full-time company employees worldwide: 59

Total # of full-time company employees in California: 59



Training Proposal for:
San Francisco Workforce Development Board
Contract Number: ET25-0304

Panel Meeting of: May 30, 2025

ETP Regional Office: PPU-Central Office

Analyst: M. Meister

Project Profile

Contract Attributes:	Multiple Barriers New Hire Priority Rate SET	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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	N/A	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
\$436,800		\$45,500		\$482,300

In-Kind Contribution:	50% of Total ETP Funding Required	\$0
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Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Multiple Barriers Priority Rate Pre-Apprentice SET New Hire	65	8-260	0-0	240	\$7,420	\$21.42

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:	
Job Number 1:	\$21.42 for San Francisco County
Health Benefits: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$0.00
Fringe Benefits:	Employers typically do not provide fringes benefits to newly hired employees in their initial first 90-days of employment. In the cases where employers do provide fringe benefits in the initial 90-days of employment, we will provide fringes in retention phase. In general, pre-apprentices do not get fringe benefits until they matriculate to apprentices.
Wage Progression:	This is a new hire project, with intention to be placed in construction unions jobs with collective bargaining agreements and the union training programs dictate wage progressions.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Multiple Barriers, Priority Rate, Pre-Apprentice, SET, New Hire					
Construction Worker	\$21.42 - \$40.00	65	0	20	45

Introduction

Founded in 2006 and headquartered in San Francisco, San Francisco Workforce Development Board (City of SF) is a joint powers entity governed by the City Mayor and County Board of Supervisors. The City of SF's Office of Economic and Workforce Development (OEWD) is the local administrator for Workforce Innovation and Opportunity Act programs in San Francisco. OEWD is the operational partner of Workforce Investment San Francisco.

This proposal will provide support for classroom and laboratory training at CityBuild Academy (<http://oewd.org/city-build>), a workforce development program established by OEWD in collaboration with construction trade unions, City College of San Francisco, the San Francisco Building and Construction Trades Council, Tradeswomen, Inc., and local community-based organizations. CityBuild Academy serves as a direct pipeline into registered apprenticeship

programs, helping unions and private construction contractors meet critical workforce needs, while also enabling private sector employers to fulfill city-mandated hiring requirements for major public and private construction projects.

Training is delivered at the Evans Campus of City College of San Francisco, where participants—primarily from underserved San Francisco communities—engage in a 12 week, Division of Apprenticeship Standards, approved pre-apprenticeship program that combines hands-on technical instruction, job-readiness training, and industry-recognized certifications. Since its launch in 2006, CityBuild has achieved a placement rate of over 80%, with graduates entering registered apprenticeship programs and securing union construction jobs that provide family-sustaining wages and long-term economic stability.

As a cornerstone of San Francisco's workforce development strategy, CityBuild continues to provide equitable access to high-quality training, fosters economic mobility, and meets the evolving labor demands of the region's construction industry.

ETP Priority 10200(b)

This section is not mandated by law.

Veterans Program

Although this proposal does not have a Veterans Job Number, the City of SF works closely with Helmets to Hardhats, an organization which supports veterans in entering the construction workforce, they also work with and provide funding for Swords to Plowshares, a community-based veteran service agency that provides funding services to more than 3,000 veterans in the San Francisco Bay Area each year.

Project Details

As the number of major construction projects across San Francisco continues to grow, so does the demand for skilled local hires. To remain competitive and meet city-mandated workforce requirements, construction contractors (participating employers) require entry-level workers who are job-ready, safety-trained, and equipped with foundational trade skills. The CityBuild Academy meets this demand by preparing trainees in its pre-apprenticeship program.

CityBuild provides over 400 hours of combined classroom and hands-on instruction. Core topics include construction math, blueprint reading, job site safety (OSHA 10/30), framing, drywall, concrete work, electrical, plumbing, welding, and tool and equipment handling. The program also integrates job readiness training, including resume building, interview preparation, and soft skills development.

Participants earn industry-recognized certifications such as OSHA 10/30, CPR/First Aid, and Forklift Operation, enhancing their employability and preparing them for direct entry into union apprenticeship programs. OEWD, CityBuild also provides ongoing job placement support, ensuring pathways for a graduate's transition into well-paying union construction careers and helping employers meet their labor needs with a local, qualified workforce.

The City of SF "First Source" ordinance (Chapter 83, City Administrative Code, eff. 1998) establishes that entities that contract with public or private projects in San Francisco and are valued at more than \$350,000 are required to make a good faith effort to hire San Francisco residents from a certified First Source Program. CityBuild Academy has been designated as the First Source referral entity that will assist employers in meeting this obligation.

According to City of SF, new construction is continuing and the demand for construction workers including new apprentices is increasing. Large projects in San Francisco include the following:

- Balboa Reservoir
- University of California San Francisco Medical Center
- Potrero Power Station
- Transbay Terminal
- San Francisco International Airport

Curriculum Development

CityBuild's curriculum was developed with input from employers, the San Francisco City College and apprenticeship program instructors. Additionally, CityBuild utilizes the Multi-Craft Core Curriculum, which is a standardized, comprehensive, 120-hour construction course designed to help trainees choose and succeed in registered apprenticeship programs that are appropriate for them.

Training Plan

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

Commercial Skills: Training topics include Blueprint Reading, Ceiling Joists, Concrete, Construction Math, Drywall and Glazing.

Job Readiness Skills: Training course topics include Financial Literacy, Interviewing Skills, Resume Building, Women in Construction: Women's Health and Safety in Construction and Workplace Behavior

Certified Safety Training

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

Special Employment Training

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

Trainees in Job Number 1 have two or more barriers to employment (e.g., mental or physical disability, limited English proficiency, limited math skills). These trainees qualify for the ETP Minimum Wage rather than the Statewide Average Hourly Wage. The Panel may modify the ETP Minimum Wage for these trainees by up to 25% if post-retention wages exceed the start-of-training wages from \$32.12 to 21.42. The City of SF requests this wage modification.

The Panel may also modify the retention period for these trainees, making it 90 days out of 120 consecutive days with up to three employers. Along with this request, San Francisco Workforce Development Board is also requesting for the alternative retention of 500 hours within 272 days

with one or more employer (Title 22, CCR 4400 (H)). The City of SF also requests this retention modification.

Incidental Placement

Incidental placement with public and nonprofit entities is permissible for the trainees, not to exceed 20%. San Francisco Workforce Development Board is requesting incidental placement for trainees with public and nonprofit entities, not to exceed 25%.

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 CityBuild Operations Manager (dedicated administrator) will oversee the ETP project. Along with the dedicated administrator, there will also be additional staff to assist with scheduling training, tracking hours, and ensuring placement information is complete. In addition, City of SF retained Hernandez Consulting to assist with administrative duties.

Marketing and Support Costs

The City of SF requests 12% in support costs to assist its staff in recruiting eligible trainees and qualifying participating employers for this program. Participating employers will be recruited from among companies that have been awarded construction contracts in San Francisco. While many participating employers have already been recruited, additional assessment activities with employers must occur to meet the specific job requests from employers sufficient to employ all successful trainees. Employers are contacted by CityBuild Academy staff with the cooperation of City departments and building trade unions participating in this project. Employer needs for specific trainees are determined by individual job orders they place with CityBuild Academy. Cost of trainee recruitment, trainee case management, employer recruitment, and placement activities are in excess of available support costs.

Trainer Qualifications

Training will be delivered by instructors who are journey-level trade workers.

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 under an ETP Contract that was completed within the last five years:

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET23-0282	02/27/23 - 02/26/25	\$524,320	\$458,915 (88%)
ET21-0262-000	03/01/21 - 02/28/23	\$419,892	\$419,892 (100%)
ET19-0112-000	07/01/18 - 06/30/20	\$592,800	\$422,806 (71%)

*ET19-0112: The lower performance results were largely due to challenges in tracking trainees after they completed the program. A change in the City's reporting system for employment on large public projects meant that post-training job placement data was no longer readily available. Since then, the City of San Francisco has taken important steps to improve follow-up procedures, allowing for better tracking of trainees' employment outcomes and ensuring stronger support as they transition into the workforce.

**ET21-0262: Project has been finalized and closed out.

Reported Audits

Contract Number	Final Audit Report Date	Unearned/Disallowed Costs	Audit Findings
ET17-0923-000	3/4/2022	\$0.00	• Trainee wage rates were inaccurately reported to ETP.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Hernandez Consulting	Sacramento, Ca	\$0
Administrative	Hernandez Consulting	Sacramento, Ca	13% of Earned Amount

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

Self-Attestations

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, the applicant is in compliance with all state and federal labor and health and safety laws. UIC section 10205(e)(1)(F)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information,

and/or belief, that the applicant is not ineligible to bid, be awarded, or subcontract on a public works project. UIC section 10205(e)(2)(B)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant does not have a final determination, order, judgment, or award issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Commercial Skills

- Basic Math
- Blueprint Reading
- Ceiling Joists
- Communications
- Concrete
- Construction Craft Laborer
- Construction Math
- Construction Trades Awareness
- Doors
- Drywall
- Drywall Finishing
- Energy Efficiency
- Excavation Shoring
- Finish Work: Tile, Paint, Finish Carpentry
- Flagging/Traffic Control
- Floor Covering
- Forklift Safety
- Formwork
- Framing
- General Safety
- Glazing
- Green Building Processes and Systems
- Hand Tools
- Hazardous Materials (non-certified)
- Interior Finishes
- Job Site Navigation
- Layout
- Metal Studs
- Painting
- Photovoltaic
- Plastering/Fireproofing
- Power Tools
- Rafters
- Rebar
- Rigging
- Roofing and Materials
- Safety on a Job Site
- Scaffold Safety
- Scaffolding
- Scissor Lift

- Welding
- Windows

Job Readiness Skills

- Conflict Resolution
- Financial Literacy
- Handling Difficult Situations
- Interviewing Skills
- Job Expectations
- Physical Fitness
- Presentation/Appearance
- Resume Building
- Trade Research
- Networking
- Promoting Teamwork
- What is an apprentice and apprenticeship
- Women in Construction: Women's Health and Safety in Construction
- Worker Rights in San Francisco
- Workplace Behavior
- Working with Others

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10



Agriculture Initiative
Training Proposal for:
**Coast King Packing, LLC dba Queen Victoria, Cost View, Ippolito
International LP**

Contract Number: ET25-0289

Panel Meeting of: May 30, 2025

ETP Regional Office: San Francisco Bay Area

Analyst: N. Shafqat

Project Profile

Contract Attributes:	HUA Retrainee SET Agriculture Initiative	Industry Sector(s):	Wholesale Trade
		Priority Industry:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Counties Served:	Monterey	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 470	U.S.: 470	Worldwide: 470
<u>Turnover Rate:</u>	5%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

Funding Detail

In-Kind Contribution
\$618,933

Total ETP Funding
\$589,680

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	HUA SET Retrainee	390	8-200	0-0	63	\$1,512	\$18.75

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$17.67 for Monterey County

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$0.00

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - HUA, SET, Retrainee					
Warehouse Staff	\$18.75 - \$30.00	136	20	86	30
Operations Staff	\$20.00 - \$30.00	24	0	5	19
Administration	\$20.00 - \$40.00	24	0	8	16
Lead/Supervisor	\$20.50 - \$30.00	18	0	8	10
Truck Driver	\$20.75 - \$30.00	30	0	14	16
Production Staff	\$21.00 - \$30.00	40	0	20	20
Maintenance Staff	\$21.50 - \$35.00	26	0	8	18
Accounting Staff	\$25.00 - \$45.00	17	0	0	17
Sales Staff	\$30.00 - \$45.00	32	0	0	32
Manager	\$30.00 - \$65.00	35	0	0	35
Quality Control Staff	\$35.00 - \$55.00	6	0	0	6
IT Staff	\$35.00 - \$60.00	2	0	0	2

Introduction

Founded in 2001 and headquartered in Salinas, Coast King Packing, LLC dba Queen Victoria, Cost View, Ippolito International LP (CKP) (www.qvproduce.com) is a food manufacturer of premium quality Queen Victoria and Coast King brand vegetables. The Company is North America's largest supplier of fresh Brussels sprouts, while also offering a full line of mainstream produce items and an extensive array of mixed and specialty vegetables. CKP serves customers in the agricultural industry and provides pre-packaged fresh vegetables for US foodservices and wholesales. Some of its largest customers include Amazon, Wal-Mart, Sam's

Club, Costco, and a variety of fresh food retail grocery stores. ETP training will be delivered at its operating facility in Gonzales and at its three operating facilities in Salinas.

This will be CKP's first ETP Contract.

Veterans Program

Although there is not a separate Veterans' Job Number in this proposal, CKP is committed to attracting, appreciating, and retaining America's best talent - Veterans. Job postings are made directly with online websites including indeed.com.

Project Details

As CKP is continuously expanding its growing, shipping, and processing services of a wide range of fresh vegetables, the Company aims to innovate faster and adapt more quickly to consumer and industry demands which are driving its need for ETP training. Recently, CKP has launched a new line of organic products with plans for additional packs, varieties, and blends. The Company has also adopted the latest practices in packing, technology, wash systems, and mechanized applicators to maintain compliance and to leverage new agricultural packaging practices. Some of the new technologies requiring training include an optical sorter and Zebra scan guns. Due to CKP being a True Zero Waste certified facility, as it diverts 90% of the waste from landfills, ETP funds will also assist with its training on a newly adapted wash system that prevents water waste by using a diluted sodium hypochlorite solution. This will help save gallons of water everyday.

Additionally, CKP aims to train and operationally upskill its employees on the handling of its new organic food line and customized order and fulfillment. Due to the supply chain disruption from the pandemic, the Company has taken proactive steps to create the most efficient supply chain planning and order fulfillment cycles to best benefit the industry and its customers. This training is targeted and designed to address factors such as increased demand, specialized ingredients, new food safety innovation, equipment automation, and a multi-phase all-encompassing process improvement toward operational improvement. ETP funded training will allow CKP to meet the demands and exceed the expectations of its customers.

Agriculture Initiative

CKP is committed to helping its workers advance in the Agriculture industry through training in machinery operation, safety, cross-training, and leadership skills. The Company's training plan focuses on upskilling, promoting from within, and training employees on how to operate and maintain the latest equipment. Comprehensive training in new and emerging agriculture technologies, equipment, sustainable irrigation practices, and agriculture techniques will ensure that trainees have the skills they need to be successful and efficient in their roles, while providing them with opportunities for career advancement and wage progression.

Additionally, CKP promotes a safe work environment and opportunities for workers' voices to be heard by allowing them to offer input and solutions to problems, raise issues, and have the ability to provide feedback to management. A team of leaders and employees has been created within the Company to collaborate on advancing this initiative in which the first step implemented was employee annual surveys. The surveys were created with anonymity to make sure employees feel safe to speak their voice. These surveys have encouraged and supported everyone to have a voice within the organization. Additional planning through round table sessions of employees and leaders helps identify key components for successfully encouraging

everyone to have a voice. Some of the components of the plans include creating a safe environment, active listening, recognition, and providing multiple channels for feedback.

Training Plan

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

Computer Skills: This training will be offered to all occupations on topics that include Digitized Forms, Equipment Software and Automation, and Warehouse ERP Software.

Continuous Improvement: This training will be offered to all occupations on topics that include Order Fulfillment, Performance Management, and Quality Concepts.

Manufacturing Skills: This training will be offered to all occupations on topics that include Food Safety and Testing, Optical Sorter, and Wash Station.

Certified Safety Training

1. Hazardous Materials (HAZMAT). This training is a series of courses, specific to industry sectors involved in the transport of hazardous materials. The coursework varies in length depending on the industry and the occupational title, as organized in five levels ranging from “first responder” to “incident commander.” It is generally a minimum of 24 hours with an 8-hour annual refresher, and may be delivered by classroom or CBT. In this proposal, all occupations will receive up to 10 hours of training. Field training may be required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. This coursework is not under Cal-OSHA, but is administered under the Department of Transportation and CalTRANS. There are various certification entities for the coursework and instructors. In this proposal, the certification entity is CalTRANS.
2. Hazardous Waste Operations and Emergency Response Standard (HAZWOPER): 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 CalOSHA. Training will be provided to Warehouse/Distribution Staff, Engineering Staff, Production Staff, and Maintenance/Technical Staff.

Electronic Recordkeeping/LMS

Staff has reviewed and approved the Company’s Learning Management System.

Special Employment Training

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

➤ **Wage Modification - HUA**

All trainees in Job Number 1 work in a High Unemployment Area (HUA). This is a region with unemployment exceeding the state average by 25%. The Company's locations in Monterey County are in an HUA. These trainees qualify for the ETP Minimum Wage rather than the Statewide Average Hourly Wage. The Panel may modify the ETP Minimum Wage for these trainees by up to 25% if post-retention wages exceed the start-of-training wages. The Company is requesting a wage modification of \$18.75 (rather than the SET wage of \$42.83).

Approximately, 382 Warehouse Staff, Administration, Operation Staff, Lead/Supervisors, Truck Driver, Production Staff, Maintenance Staff, Accounting Staff, Manager, and Sales Staff will need the wage modification.

Impact/Outcome

As a result of ETP funding, trainees will be equipped with the necessary industry knowledge to improve quality products, adequately respond to increased industry demand, and become more efficient and remain competitive. In addition, ETP funds will support the Company's employees in gaining valuable and transferrable skills across the plant while improving speed, accuracy, and precision in the manufacturing of product.

Commitment to Training

The Company has an annual training budget of \$75,000 across all locations. Current training consists of performance management, manager training, in-house Excel training, harassment prevention, mental health awareness and wellness, individual development training, and manager/employee collaboration 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**

CKP's Training Manager (dedicated administrator) will be overseeing this training project, while receiving assistance from its Plant Director and HR Specialist. The Company also plans to utilize a taskforce of management and supervisors to review the progress of training and meeting goals of this project quarterly. Training will be delivered by in-house experts and outside training vendors as needed. Additionally, it hired a third-party administrator, Training Grants Intelligence Inc., to assist with ETP administration such as implementation, compliance, reporting, and reimbursement.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Training Grants Intelligence Inc.	Redding, CA	\$18,000
Administrative	Training Grants Intelligence Inc.	Redding, CA	13% of Earned Amount

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

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

Trainees may receive any of the following:

Computer Skills

- Digitized Forms
- Equipment Software and Automation
- Intermediate Microsoft Office
- Intermediate/Advanced Software Systems
- Microsoft Applications Reporting
- PLC – Programmable Logic Control
- Quality Control Famous
- SAP – Systems, Applications, Products in Data Processing
- Server and Hardware Configurations
- Warehouse ERP Software

Continuous Improvement Skills

- Best Practices
- Business Strategies
- Change Architect
- Communication Skills
- Conflict Resolution
- Continuous Improvement Techniques
- Customer Service Skills
- Decision Making
- Leadership
- Order Fulfillment
- Performance Management
- Pre-Lean
- Problem Solving
- Quality Concepts
- Sales and Marketing for Growth
- Supply Chain Planning
- Team Building

Hazardous Materials Skills - Certified

- Hazardous Materials (HAZMAT)
 - Blood Borne Pathogens/Biohazards
 - Classification of Hazardous Products
 - Creating a Security Plan
 - Flammable/Combustible Materials
 - Haz/Com – Safety Data Sheets
 - Material Packaging
 - Pesticides
 - Respiratory Protection
 - Small Quantity Generator of Haz/Waste
 - Spill Prevention

- Universal Waste
- Wood Dust

HazWoper

- HAZWOPER 24
- HAZWOPER 40

Manufacturing Skills

- Bagger/Packaging Equipment
- Environmental Standards
- Equipment Maintenance
- Equipment Operation:
 - Mixing: combining seasoning with the vegetables in mixing vats
- Food Safety and Testing
- Food Safety Processes
- GMP – Good Manufacturing Processes
- Label Requirements
- Operational Excellence
- Optical Sorter
- Packaging
- Product Inspection Training
- Quality Assurance
- Rapid Change Over
- Research and Development
- Sanitation
- Tools – Hand and Power Tools
- TPM – Total Productive Manufacturing
- Warehouse Skills
- Wash Station
- Zebra Scan Gun



Agriculture Initiative
Training Proposal for:
Mann Packing Co., Inc.

Contract Number: ET25-0260

Panel Meeting of: May 30, 2025

ETP Regional Office: San Francisco Bay Area

Analyst: S. Wang

Project Profile

Contract Attributes:	HUA Retrainee SET Agriculture Initiative	Industry Sector(s):	Agriculture, Forestry, Fishing and Hunting
		Priority Industry:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Counties Served:	Monterey	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No UFCW International Union - UFCW5		
Number of Employees in:	CA: 453	U.S.: 496	Worldwide: 31,887
<u>Turnover Rate:</u>	9%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

Funding Detail

In-Kind Contribution
\$264,500

Total ETP Funding
\$193,104

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	HUA SET Retrainee	149	8-200	0-0	54	\$1,296	\$17.67

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$17.67 for Monterey County

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$0.65

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - HUA, SET, Retrainee					
Production Worker	\$17.02 - \$24.95	43	32	11	0
Administrative Staff	\$17.15 - \$24.89	16	6	10	0
Technical Staff	\$23.76 - \$31.36	22	0	13	9
Lead	\$25.14 - \$28.45	23	0	0	23
Maintenance Staff	\$25.90 - \$35.48	14	0	0	14
Engineer	\$28.43 - \$51.36	15	0	0	15
Frontline Manager/Supervisor	\$28.85 - \$63.42	16	0	0	16

Introduction

Founded in 1939 and headquartered in Gonzales, Mann Packing Co., Inc. (Mann Packing) (www.veggiesmadeeasy.com/) is a subsidiary of Fresh Del Monte Produce Inc. and offers fresh-cut fruits and vegetables for retail, wholesale, and foodservice marketplaces. Mann Packing's customer-base include restaurants and retailers such as P.F. Changs, Walmart, Costco, Kroger, Albertsons, Safeway, Whole Foods Market, and Target. ETP-funded training will be delivered at its Gonzales location.

This will be Mann Packing's second ETP Contract, and the first in the last five years.

Veterans Program

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

Union Support

43 Production Workers, 22 Technical staff, and 14 Maintenance Staff are represented by United Food and Commercial Workers Union, Local 5. The union has submitted a letter of support for this training project.

Project Details

ETP-funded training will focus on training staff on the latest food processing techniques, waste reduction, quality control processes, and regulatory compliance requirements. In 2018, Fresh Del Monte Produce Inc. (Del Monte) acquired Mann Packing. In 2021, Mann Packing moved to its current location in Gonzales. Del Monte and Mann Packing are working together to accomplish the goal of becoming more energy efficient and producing zero waste. Staff will implement new processes, sustainable practices and technologies, and identify ways to integrate waste reduction techniques into their daily operations. Some of the practices that Mann Packing is introducing includes giving scraps to local farmers, providing raw products to the food bank, and having all production lines engineered to make production more efficient while reducing waste. This will maintain the Company's reputation for quality and sustainability, directly impacting production efficiency and product excellence.

Agriculture Initiative

There is a need to support pathways to quality jobs. The Company will fill basic skills gaps in Vocational English as a Second Language, numeracy, and digital literacy. There is a need to train high-skilled workers who can implement, supervise, and manage increasing use of precision agriculture processes and train workers in conflict negotiation, problem solving, and other soft skills.

The Company will expand the workforce and expand access to training programs for career advancement into higher-paying agriculture jobs, develop curriculum to train farmworkers for jobs in ag-tech and precision farming. Additionally, the Company meets with the local union and workers to discuss the training needs and opportunities.

Overall training in new and emerging agriculture technologies, equipment, sustainable irrigation, and agriculture techniques will ensure that trainees have the skills they need to be successful on the job, as well as providing them opportunities to progress up the career ladder. Additionally, Mann Packing is trying to retain as many workers as possible due to the shortage of skilled workers. The Company has created a fully dedicated training center to provide new skills to its staff, which ETP funds will help expand in a supplemental way.

Training Plan

The following training will be conducted via Class/Lab, E-Learning, and Productive Lab (PL) delivery methods:

Business Skills: this training will be offered to all occupations in courses such as Accounting Skills, Business Processes, and Communication Skills.

Computer Skills: this training will be offered to all occupations in courses such as Computerized Inventory, Internal Customer Applications, and Microsoft Office (Advanced and Intermediate).

Continuous Improvement: this training will be offered to all occupations in courses such as Critical Thinking Skills, Kaizen Events, Leadership Skills, and Problem Solving.

Manufacturing Skills: this training will be offered to Engineers, Leads, Maintenance Staff, Production Workers, and Technical Staff in courses such as Bagging Machine, Case Packer, Control Systems, Packing Equipment, and Palletizer.

Certified Safety Training

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

Productive Laboratory

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

Approximately 38 trainees ranging from Leads, Maintenance Staff, Production Worker, and Technical Staff who directly interface with new manufacturing processes and equipment will receive PL-Manufacturing Skills training. Since the equipment is too large to bring into a classroom, trainees must be on the production line learning how to operate proprietary equipment that requires hands-on experience. Some of the training includes how to operate the bagging machine and labeling machine, how to follow inventory so that materials are available for production, and how to repair equipment.

PL training will be delivered by Managers and Supervisors who have at least two years experience of operating the equipment. The trainer-to-trainee ratio for all PL training will be 1:1 at a maximum of 40 hours of training per trainee. A request of 40 hours of training per trainee is needed due to the complexity of each piece of equipment. A trainee observes real production procedures demonstrated by the trainer and will perform the skills under the supervision of the trainer. Upon certification of competency, the trainee is able to independently use the equipment while working on the production line.

Electronic Recordkeeping/LMS

Staff has reviewed and approved the Company’s Learning Management System (LMS).

Special Employment Training

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

➤ Wage and Retention Modifications

The 149 trainees in Job Number 1 work in a High Unemployment Area (HUA). This is a region with unemployment exceeding the state average by 25%. The Company's location In Monterey County is in an HUA.

These trainees qualify for the ETP Minimum Wage rather than the Statewide Average Hourly Wage (SET Wage). The Panel may modify the ETP Minimum Wage for these trainees by up to 25% if post-retention wages exceed the start-of-training wages.

Approximately 14 Maintenance Staff, 15 Engineer, 16 Administrative Staff, 16 Manager/Supervisor, 22 Technical Staff, 23 Lead, and 43 Production Worker will need the wage modification. The Company is requesting a wage modification of \$17.67 rather than the SET Wage.

Commitment to Training

Mann Packing's annual training budget in California is \$276,400. This training includes rudimentary job skills, new-hire orientation, violence in the workplace, and sexual harassment prevention. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Mann Packing's Senior Analyst (dedicated administrator) will oversee the project along with a Training Coordinator. The Training Coordinator will assist in scheduling training, collecting training records, uploading hours into the Learning Management System (LMS), and other internal administrative duties. Training will be delivered by 15 in-house subject-matter experts or by external-training vendors, if needed. The Company has also hired a third-party administrator- National Training Company, Inc. (NTC) to assist with ETP administration.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	National Training Company, Inc.	Irvine, CA	\$11,000
Administrative	National Training Company, Inc.	Irvine, CA	13% of Earned Amount

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

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

Trainees may receive any of the following:

Business Skills

- Accounting Skills
- Business Processes
- Communication Skills
- Goal Setting
- Coaching
- Supervisor Training
- Teambuilding

Computer Skills

- Computerized Inventory
- Internal Customer Applications
- Microsoft Office (Advanced)
- Microsoft Office (Intermediate)

Continuous Improvement Skills

- Critical Thinking Skills
- Kaizen Events
- Leadership Skills
- Measuring for Success
- Problem Solving

Manufacturing Skills

- Bagging Machine
- Case Packer
- Compliance Tracking
- Control Systems
- Emergency Planning
- Equipment Cross-Training
- Equipment Drive Systems
- Equipment Repair
- Equipment Set-Up
- Food Safety
- Forklift Certification
- Good Manufacturing Practices
- Inventory Control
- Labeling Systems
- Maintaining Equipment
- Managing Inventory
- Packing Equipment
- Palletizer
- Safety Leadership
- Sorting Systems

- Standard Operating Procedures
- Tray Packer

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

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

Trainees may receive any of the following:

Manufacturing Skills

- Bagging Machine
- Equipment Cross-Training
- Labeling Equipment
- Maintaining Equipment
- Managing Inventory
- Packing Equipment
- Sorting Equipment

John Frahm
President

Oscar Orozco
Secretary Treasurer

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Fax: (415) 883-1043

340 E Street, Suite 8
Eureka, CA 95501-6804
(707) 442-1751
Fax: (707) 442-9572

April 7, 2025

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Re: Mann Packing Co., Inc. Reference Number 25-0064

Dear Panel Members,

We understand Mann Packing Co., Inc. is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project:

43 Production Worker, 22 Technical Staff, 14 Maintenance Staff

ETP - Exhibit E

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

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

Sincerely,



UFCW Local 5. Agricultural Area Director

MANN3A-UNION SUPPORT LETTER-040225



Amendment Proposal #2 for:
Butte Glenn Community College District
Contract Number: ET24-0136

Amendment Effective Date: March 1, 2024

Panel Meeting of: May 30, 2025

ETP Regional Office: Sacramento

Analyst: M. Sladewski

CURRENT PROJECT PROFILE

Contract Type:	Priority/Retrainee Retrainee Job Creation Medical Skills Training SET Frontline - Retrainee HUA - Retrainee	Industry Sector(s):	Manufacturing Construction Services
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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	Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Current Contract Term: July 24, 2023 to July 23, 2025

Current Funding	In-Kind Contribution
\$749,937	\$600,000

AMENDMENT FUNDING

Requested Funding	Support Costs	Amendment Funding	In-Kind Contribution
+\$336	-\$363	-\$27	N/A

Total Funding
\$749,910

AMENDMENT TRAINING PLAN TABLE

Job No.	Job Description (By Contract Type)	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Priority Rate Retrainee	Business Skills, Comm'l. Skills, Computer Skills, Cont. Impr., Hazwoper, Literacy Skills, Mgmt. Skills, Mfg. Skills, OSHA 10/30	389	8-200	0	\$393	\$22.66
				Weighted Avg: 16			
2	Retrainee	Business Skills, Comm'l. Skills, Computer Skills, Cont. Impr., Hazwoper, Literacy Skills, Mgmt. Skills, Mfg. Skills, OSHA 10/30	1,167	8-200	0	\$342	\$22.66
				Weighted Avg: 16			
3	Retrainee Priority Rate Job Creation SET Medical Skills	MS Didactic, MS Preceptor	40	8-260	0	\$3,936	\$18.54
				Weighted Avg: 160			
4	Retrainee Priority Rate HUA	Business Skills, Comm'l. Skills, Computer Skills, Cont. Impr., Hazwoper, Literacy Skills, Mgmt. Skills, Mfg. Skills, OSHA 10/30	103	8-200	0	\$393	\$17.00
				Weighted Avg: 16			

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

Wages reflect the ETP minimum wage requirements in effect when the Contract was approved. However, no trainee will be paid less than the State or local minimum wage rate in effect at the end of retention, regardless of the wage expressed in this table. The highest minimum wage rate will prevail.

Minimum Wage by County: Job Number 1 & 2 (Retrainees): \$24.72 per hour in Alameda, Marin, San Mateo, Santa Clara, and San Francisco counties; \$23.59 per hour in Contra Costa County; \$22.66 per hour in Los Angeles, Orange, San Diego, and all other counties.
Job Number 3 (Job Creation): \$20.60 per hour in Alameda, Marin, San Mateo, Santa Clara, and San Francisco counties; \$19.66 per hour in Contra Costa County; \$18.78 per hour in Los Angeles County; \$18.54 per hour for Orange, San Diego, and all other counties.
Job Number 4 (HUA): \$17.00 per hour for Butte County.

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

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

Participating employers may use health benefits to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Title	Actual Wage Range	Estimated Number of Trainees
Administration	\$17.00 - \$20.00	54
	\$20.01 - \$25.00	75
	\$25.01 - \$30.00	50
Certified Nurse Assistant (CNA)	\$17.00 - \$20.00	30
	\$20.01 - \$22.00	3
Manager	\$30.00 - \$50.00	90
Operator	\$17.00 - \$20.00	50
	\$20.01 - \$25.00	100
Team Lead	\$25.00 - \$35.00	120
Licensed Vocational Nurse	\$35.00 - \$48.00	3
Registered Nurse	\$45.00 - \$60.00	2
Therapy	\$38.00 - \$70.00	2
Foreperson (Union)	\$28.72 - \$49.34	200
Groundsperson (Union)	\$24.61 - \$25.00	200
	\$25.01 - \$39.65	160
Tree Trimmer (Union)	\$28.72 - \$44.05	450
Specialized Tree Equipment Operator (Union)	\$36.92 - \$47.14	110

INTRODUCTION

Founded in 1968 and headquartered in Oroville, Butte Glenn Community College District (Butte College) (www.butte.edu) is a 2-year community college that provides academic instruction and workforce training. Butte College's economic workforce development center, The Training Place, works directly with businesses throughout California to provide occupational and professional development training options for employers, and the general population.

Employers in the core group are primarily agriculture, construction, manufacturing, technology, healthcare, and professional services such as marketing, sales, and customer service. The College's tailored learning solutions seek to foster a business environment that will lead to the retention and creation of high-skilled jobs that will enhance the overall prosperity of California.

AMENDMENT DETAILS

Butte College requests to adjust the estimated trainees and funding from Job Number 3 to Job Numbers 1, 2 and 4 to better meet participating employers' (PE) needs. The population trained under each job number changed for various reasons: Restructuring at skilled nursing facilities impacted CNA projections (Job Number 3) substantially lowering the amount of forecasted training (at 160 weighted average). However, two union-supported PEs were added with large, new contracts in response to the Governor's Wildfire Mitigation initiative. Butte College had to pivot quickly and increased critical industry training for Tree Trimmers, Groundspersons, and related occupations (adding 1,120 trainees in Job Number 2) to meet the urgent demand for wildfire mitigation. As a result, Butte College successfully delivered essential training for these occupations in a timely manner.

The Contractor requests the following:

- Redistribute funds/trainees from Job Number 3 to Job Numbers 1, 2 and 4.
- Add 1,120 trainees to Job Number 2.
- Add the following union supported occupations to Job Number 2 – Foreperson, Groundsperson, Tree Trimmer and Specialized Tree Equipment Operator.
- Request retroactive effective date of March 1, 2024 in order to include training hours for these added occupations and trainees.

Union Support

Forepersons, Groundspersons, Tree Trimmers and Specialized Tree Equipment Operators are represented by International Brotherhood of Electrical Workers (IBEW) Local 1245. The union has submitted letters of support for this training project.

SUMMARIZE PRIOR MODS/AMENDS

Modification No. 1:

- Adds new occupation titles to Job Number 3 (LVN, RN and Therapy)
- Adds training course titles under Medical Skills – Didactic, Medical Skills – Preceptor, and Continuous Improvement
- Adds Alternate Recordkeeping

CURRENT CONTRACT PERFORMANCE

The following table summarizes performance by Butte Glenn CCD under the current ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees Enrolled	No. Completed Training	No. Retained
ET24-0136	\$749,937	7/24/23 – 7/23/25	1,280	136	136

Butte College's potential performance is 100% as of 4/12/2025 with a potential earned amount of \$749,937. Final invoice was submitted 4/12/25 pending this revision to be processed in order to reflect actual trainees placed.

ACTIVE PROJECTS

The following table summarizes performance by Butte College under an active ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET24-0189	\$749,000	8/28/23 – 3/30/27	175	50	50

Based on ETP Systems, 13,207 reimbursable hours have been tracked for potential earnings of \$324,892 (43% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through December of 2026 in this HWAf contract.

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

Trainees may receive any of the following:

Business Skills

- Achieve Global Services
- Achieving Stellar Service Experience Series
- Building, Motivating and Managing Teams
- Business Fundamentals
- Change/Change RHYTHM/Breaking Cycles
- Communication Skills
- Conflict Management/Conflict Resolution
- COVID19 Safety Protocols/Practices
- Customer Service and Sales Academy
- Development Dimensions International Series
- Emerging Leaders Series
- Emotional & Social Intelligence
- Human Performance
- Job Instruction
- Job Relations
- Leadership
- Leading Change
- Making Meeting Work
- Managing Difficult Behaviors and Conversations
- Multi-tasking for Excellence
- Personal Effectiveness (Problem Solving, Decision Making, Taking Ownership)
- Planning, Organizing, and Goal Setting
- Product Knowledge
- Safety Leader
- Setting Goals and Objectives
- Strategic Planning
- Supervisor Series
- Team Leader and Supervisor Readiness
- Time and Priority Management
- Understanding Personalities
- Warehouse & Supply Chain Management (Logistics/Inventory)
- Working Productively with Challenging People
- Your First 90 Days of Success

Commercial Skills

- Aerial Equipment Operations
- Aerial Rescue Operations
- Aerial Rescue Techniques
- Aerial Specialist
- ANSI Z133 American National Standard of Arboriculture Operations
- Arborist Training

- BAR Smog Update
- Certified Arborist
- Certified Tree Safety Professional (CTSP)
- Chainsaw Operations
- Chipper Mobile Equipment Operations
- Climber Bucket Operations
- Commercial Driving
- Crew Leader
- Electrical Hazard Awareness Program (EHAP)
- Fire Safety and Prevention
- Flagger Certification
- Forklift
- Ground Operations
- Hand Tools, Ropes, Wedges, Throwlines
- Heavy Equipment Operations
- ISA Board Certified Master Arborist
- ISA Certified Arborist
- ISA Certified Arborist Municipal Specialist
- ISA Certified Arborist Utility Specialist
- ISA Certified Tree Worker Aerial Lift Specialist
- ISA Certified Tree Worker Climber Specialist
- ISA Tree Risk Assessment Qualification
- Job Site Set-Up
- Knots
- Limbing and Bucketing Operations
- Maintenance Inspection and Storage
- Measurements
- Minimum Approach Distance (MAD) and Drop Zone
- Mobile Equipment
- Portable Hand Tools
- Portable Power Hand Equipment
- Practical Mathematical Skills for Machine Operators
- Pruning Principles
- Safety Tailgates
- Tree Biology
- Tree Climbing
- Tree Falling (Drop Zone)
- Tree Hazard Identification
- Tree Identification
- Tree Pruning
- Tree Risk Assessment
- Tree Trimmer Operations
- Utility Line Clearance Arborist - All Modules
- Utility Vegetation Management Pre-Inspector
- Water Systems
- Water Treatment

Computer Skills

- Adobe Applications
- Amazon Web Service (AWS) Cloud Computing
- Business Intelligence (BI)
- Company Specific Data Systems
- Computer Aided Drafting (CAD)
- Computer Aided Manufacturing (CAM)
- Customer Relationship Management (CRM)
- Cybersecurity
- Digital Broadband Certification
- Electronic Health Records (HER)
- Enterprise Resource Management (ERP)
- Field (GPS) Tablet Training (Data Resource/Tree Inventory Management)
- Google Suite
- Managing E-mail
- Microsoft Excel/Office (Intermediate/Advanced)
- Patient Management System (PMS)
- Personal/Payroll Processing
- QuickBooks
- Salesforce
- Search Engine Optimization (SEO)
- Shipping Solutions and Related Logistic Software
- Slack Communication Systems
- Social Media for Business
- Software Applications
- Solid Works Modeling
- Virtual Collaboration Tools
- World-Wide Web

Continuous Improvement Skills

- A3/Plan-Do-Check-Act (PDCA): Problem Solving Practices
- Business Process Mapping
- Capacity Planning
- Equipment Inspection and Management
- Food Safety
- FSMA-PCQI
- Hazard Analysis & Critical Control Points (HACCP)
- Hybrid Safety
- Internal Auditor
- Kaizen
- Kata Coaching
- Lean Principles & Waste Identification
- Preventive Maintenance
- Safety Fundamentals
- SQF Quality Systems
- Training Within Industry (TWI)
- Value Stream Mapping
- Visual Management/Workplace Organization

HazWoper

- HazWoper
- HazWoper: Annual Refresher Training
- HazWoper: General Site Workers
- HazWoper: Management/Supervisor Training
- HazWoper: Occasional Site Workers

Literacy Skills

- Basic English
- Basic Math
- Vocational English as a Second Language (VESL)

Management Skills (Managers/Supervisors/Leads Only)

- Advanced Supervisor Development
- Building Trust
- Coaching Series
- Communicating for Leadership Success
- Delegating/Decision Making
- Effectively Managing Challenging People
- Employee Engagement
- Employee Relations
- Engaging and Retaining Talent
- Facilitating Change
- Leadership
- Performance Management
- Project Management
- Team Leader and Supervisor Readiness

Manufacturing Skills

- 3D Printing
- Amatrol
- Electrical
- Fluid Power/Pneumatic
- Harvesters
- Hydraulics
- Hydro
- Inventory Control
- Laser Equipment
- Loading
- Lubrication
- Machining
- Maintenance
- Manufacturing Job Breakdown and Instruction
- MechAg
- Mechanical
- Mechanical Measurements
- Mechatronics

- Operations
- Programmable Logic Controls (PLC)
- Safety Fundamentals
- Shop Math
- Warehousing
- Welding

Medical Skills (Didactic)

- CNA Skills
- Advanced Cardiac Life Support
- BLS/CPR
- Certified Nursing Assistant Skills
- COVID-19 Care and Preventative Practices
- Dementia Care
- EMT Training
- Intravenous Therapy Medical Office Scribe
- Intro to Preceptorship
- Medical Assistant - Ophthalmology
- Medical Office Scribe
- Pediatric Advanced Life Support
- Phlebotomy
- Restorative Nursing Assistant Skills

Medical Skills (Preceptor)

- Advanced Cardiac Life Support
- BLS/CPR
- Certified Nursing Assistant Skills
- COVID19 Care and Preventative Practices
- Dementia Care
- EMT Training
- Intravenous Therapy Medical Office Scribe
- Intro to Preceptorship
- Medical Assistant - Ophthalmology
- Medical Office Scribe
- Pediatric Advanced Life Support
- Phlebotomy
- Restorative Nursing Assistant Skills
- Standardized Work

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

IBEW Local Union 1245
30 Orange Tree Circle
Vacaville, CA 95687
Telephone: (707) 452-2700
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www.ibew1245.com



IBEW 1245

THE POWER IS IN OUR HANDS

BOB DEAN, BUSINESS MANAGER
CECELIA DE LA TORRE, PRESIDENT

March 7, 2024

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand the Mountain F. Enterprise is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees is 250 from the following occupations will be participating in this project: Grounds Person, Tree Trimmer Trainees, Journeyman Tree Trimmer, Foreperson with CDL, Foreperson without CDL, Specialized Tree Equipment Operator

Exhibit E

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

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

Sincerely,

A handwritten signature in black ink, appearing to read "Bob Dean", written in a cursive style.



Employment Training Panel

**LIST OF PROPOSALS \leq \$75,000 APPROVED
BY DELEGATION ORDER FOR 04/15/25 – 05/19/25**

<i>Project</i>		<i>Approved Date</i>	<i>Approved Amount</i>
ET25-0266	Flight Light Inc.	05/07/25	\$48,720
ET25-0256	Nextgen Associates, Inc. dba ServiceMaster EMT	05/07/25	\$73,696
ET25-0259	Oceanside Glasstile Company	04/17/25	\$22,680
ET25-0263	Scenic Vans LLC dba Scenic Custom Campervans	04/17/25	\$48,000
ET25-0264	Ultra PRO International LLC	04/23/25	\$12,936

Total -----\$206,032



Training Proposal for:

Flight Light, Inc.

Contract Number: ET25-0266

Delegation \leq \$75,000 Single Employer

Panel Meeting of: April 25, 2025

ETP Regional Office: Sacramento

Analyst: K. Mam

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:	Sacramento	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 29	U.S.: 29	Worldwide: 31
<u>Turnover Rate:</u>	0%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

Funding Detail

In-Kind Contribution
\$66,468

Total ETP Funding
\$48,720

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Temp to Perm SB < 100 Retrainee	29	8-200	0-0	60	\$1,680	\$23.56

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$23.56 per hour for Sacramento County

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$2.50

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Temp to Perm, Retrainee					
Executive	\$195.00 - \$197.00	1	0	0	1
Warehouse	\$21.06 - \$29.00	2	0	1	1
Production	\$21.06 - \$38.00	13	0	8	5
Sales	\$24.00 - \$49.00	2	0	1	1
Admin/Finance	\$26.00 - \$96.15	8	0	0	8
Engineer	\$30.00 - \$84.13	2	0	0	2
Owner	N/A	1	0	0	1

Introduction

Founded in 1993 and headquartered in Sacramento, Flight Light, Inc. (www.flightlight.com) manufactures airfield, helipad, and obstruction lighting products such as runway lights, airfield signs, and perimeter lights to commercial, private, and military customers worldwide. Training will be for the Company's Sacramento location. This is Flight Light, Inc.'s first ETP project.

Veterans Program

Flight Light, Inc. does not actively recruit Veterans but has employed Veterans.

Project Details

Flight Light, Inc. has developed an extensive training plan focused on integrating new equipment and technology in order to improve efficiencies within the Company. The Company has recently invested \$38k on a new Surface-Mount Technology (SMT) machine. The SMT machine will minimize downtime and reduce production bottlenecks which will significantly improve overall production speed and quality. The Company has also expanded functions for its ERP Systems, Sage 100 and StarShip. Training will boost production efficiencies and increase customer service.

Flight Light, Inc. is bringing product development of its Rectangular Rapid Flashing Beacons (RRFBs) in-house, allowing the Company to improve lead times and reduce reliance on third-party suppliers. This will also require employees to cross-train across various departments including training production on soldering and equipping the sales team with technical training on product. Training under this proposal will ensure the Company can exceed production quality and efficiencies while improving the skillsets of its employees.

Temporary to Permanent Hiring

The Company will train 5 workers under Panel guidelines for the Temporary-to-Permanent program (Job Number 1). The Company has retained these employees on a temporary basis, with the intention of hiring them into full-time, permanent positions after training. The average time for “converting” temporary workers into full-time permanent employment is 3 months. It is expected that these workers will receive employer-paid share-of-cost for healthcare premiums while on temporary status, and upon hire into full-time permanent employment.

Under Panel guidelines for the Temporary to Permanent program, these trainees must be eligible to participate in ETP-funded training pursuant to Unemployment Insurance Code Section 10201(c). Trainees cannot be enrolled until after they have been hired by the Company into full-time, permanent employment. Until they are hired, retention and post-retention wage requirements cannot be met, and the Company will not receive progress payments.

Training Plan

Training will be delivered via Class/Lab and E-Learning delivery methods.

Business Skills: Training will be offered to all occupations and will focus on increasing customer satisfaction. Training topics include Business Communication, Customer Service, and Retaining Customers.

Computer Skills: Training will be offered to all occupations and will focus on the Company's internal software. Training topics include Autodesk/AutoCAD, Crystal Reports, and Sage 100.

Continuous Improvement Skills: Training will be offered to all occupations and will focus on improving efficiencies. Training topics include Change Management, Kaizen, and Process Capability.

Manufacturing Skills: Training will be offered to Engineers, Production, and Warehouse and will focus on equipment operation. Training topics include Assembly, Controller & Actuators, and Electric Motor & Drives.

Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. The coursework is geared to construction work, and 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

Flight Light, Inc. invests \$50k on training for its Sacramento location. Training includes onboarding, general safety training, and company policies. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The President with the assistance of the Executive Assistant will be responsible for overseeing all aspects of the project including roster collection, coordinating training efforts, and communicating with ETP staff. Training will be provided by in-house subject matter experts and external vendors as needed. The Operations Manager will coordinate with trainers and supervisors within the Company to schedule training. Additionally, the Company has retained a third-party subcontractor with extensive ETP administration experience to work closely with staff to complete the project successfully.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Carrasco LLP, Innovative Tax Solutions	Sacramento, CA	\$1,400
Administrative	Carrasco LLP, Innovative Tax Solutions	Sacramento, CA	4% of Earned Amount

Secondary Subcontractor(s)

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Sierra Consulting Services, Inc.	Cameron Park, CA	\$3,400
Administrative	Sierra Consulting Services, Inc.	Cameron Park, CA	9% of Earned Amount

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

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

Trainees may receive any of the following:

Business Skills

- Business Communication
- Business Fundamentals
- Behavior Style Strategies
- Creative Marketing
- Customer Relationship Management
- Customer Service
- Communication Styles
- Cost Control
- Dealing with Difficult People
- Develop Employee Accountability
- Employee Engagement
- Essential Skills for New Supervisor
- Financial Analysis
- Finance for Technical Managers
- Interpersonal Communications
- Leadership
- Marketing/Sales Techniques & Strategy
- Negotiating
- Organizational Structure Development
- Planning and Organization
- Product Knowledge
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Property and Resource Management Skills
- Retaining Customers
- Relationship Building
- Strategic Planning
- Supervisor Skills
- Time Management

Computer Skills

- AutoCAD 2008
- Autodesk/AutoCAD
- Building Information Management (BIM)
- CNC Programming/Operating
- Computer Aided Design (CAD)
- Computer Aided Machining (CAM)
- Coordinate Measuring
- Customer Relationship Management Software
- Crystal Reports
- Epicor v10
- Financial Management System
- GibbsCAM 2007 v8.7.12
- Hucro WinMax v07.01.10.08 ST

- Hurco UltiMax v2.36.04e / 2.04e.06i
- Intermediate/Advanced Microsoft Office
- Machines/Optical/Electronic Tools Inspection Software
- MasterCam
- QuickBooks
- Sage 100
- SQL Server (Management Studio)
- StarShip
- Surf CAM 2004
- Timberline Software
- VM Ware

Continuous Improvement Skills

- 5S
- Cross Training
- Communication Skills
- Creating a Quality Organization
- Change Management
- Coaching Procedures
- Decision Making
- Effective Meetings for Leaders
- Kaizen
- Leadership
- Lean Manufacturing
- Meeting Management
- Production Operations/Workflow
- Process Improvement
- Problem Solving and Decision Making
- Process Capability
- Quality Measurement Systems
- Root Cause Analysis
- Statistical Process Control
- Systems Failure Analysis
- Team Building
- Teamwork Development Skills
- Visual Controls

Manufacturing Skills

- Assembly
- Bearings
- Bench work
- Blueprint Reading and Schematics
- Building Systems
- Calibration
- Changeover Procedures
- Coating
- Composites
- Computer Numeric Control (CNC) Machining: (CNC Machine Operation, Drills, Lathes, Milling Machines, Grinders)
- Construction (Molds, Tools, Dies)
- Controller & Actuators

- Conveyors
- Coolant Changes
- Coordinate Measuring
- Coordinate Measuring Machines/Optical/Electronic Tools
- Cross-training in production equipment/skills
- Deburring
- Design
- Dimensional Metrology/Geometric Dimensioning & Tolerancing
- Dimensioning & Tolerancing
- Drilling
- Electric Motors & Drives
- Electrical and Electronics
- Electrical Circuits/Programmable Logic Controller & Actuators
- Electrical Discharge Machining
- Engineering Drawings for Machinist and Industrial Technicians
- Engineering- Theory/Planning/Design
- Environmental Impact Planning
- Equipment Operation
- Estimating
- Fabrication
- Finishing
- Fit-Up
- Gaskets
- Gearboxes
- Geometric Dimensioning & Tolerancing Interpretation and Application
- Grinding
- Hand Tools
- Heat Treating
- Hydraulics
- Inspections
- Inventory Control
- Jig Borer
- Job Planning & Preparation
- Lathes
- Lights, Lamps, and Lighting
- Logistics
- Lubrication
- Machine Operations
- Machine Tool Technology 1 and 2
- Maintenance, Cleaning & Repair
- Manufacturing Practices
- Material Identification/Testing
- Measurements and Calculations
- Mechanical Seals
- Metallurgy
- Milling
- Motherboards
- Operational skills
- Packing
- Painting
- Parts and Products Manufacture

- Pipefitting
- Pneumatics
- Powder Coating
- Power Sources
- Power Tools
- Power Transmission Systems
- Precision Inspection
- Preventative Maintenance
- Process Control & Documentation
- Production Operations
- Pumps
- Reaming
- Rigging
- Robotics
- Rotating Equipment
- Sales/Service
- Secondary Operations
- Shipping/Receiving
- Shop Maintenance
- Sketching
- Soldering
- Special Projects/NIMS
- Surface Treatment
- Tapping
- Technical Math & Statistics
- Tool Control/Selection/Application
- Tool Crib
- Tooling
- Troubleshooting
- Turning (manual and CNC)
- Vibration Analysis
- Vision Inspection Equipment
- Warehousing
- Welding
- Work Order Processing
- Writing Inspection Reports

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
Nextgen Associates, Inc. dba ServiceMaster EMT

Contract Number: ET25-0256

Delegation \leq \$75,000 Single Employer

Panel Meeting of: May 30, 2025

ETP Regional Office: North Hollywood

Analyst: J. Garcia

Project Profile

Contract Attributes:	Priority Rate Retrainee SB < 100	Industry Sector(s):	Construction
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Bernardino, Orange, Los Angeles, 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: 60	U.S.: 100	Worldwide: 100
<u>Turnover Rate:</u>	7%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

Funding Detail

In-Kind Contribution
\$76,523

Total ETP Funding
\$73,696

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate SB < 100 Retrainee	56	8-200	0-0	47	\$1,316	\$23.56

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$23.56 for Orange, San Bernardino and Riverside Counties; \$24.01 for Los Angeles County;

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$2.50

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Field Technicians	\$21.06 - \$39.00	39	0	2	37
Administration Staff	\$21.07 - \$37.00	12	0	5	7
Managers & Supervisors	\$22.00 - \$50.00	3	0	1	2
Owners	N/A	2	0	0	2

Introduction

Founded in 2015 and headquartered in Ontario, Nextgen Associates, Inc. dba ServiceMaster EMT (<https://www.servicemaster-emt.com/>) (NextGen) provides reconstruction, remodeling, remediation, emergency clean up, water, mold, and fire damage repair, and disaster restoration services for commercial and residential buildings.

NextGen's Customer base includes manufacturing, production, emergency restoration, remediation, and construction companies across multiple industries in Southern California. The

Company has locations in Ontario, Lake Forest, Temecula, and Paramount. NexGen expects to grow at a rate of 20% year over year, and expand to other parts of California and potentially other western states.

This will be NexGen's third ETP contract in the last five years. This training program will be more in depth than the previous training, and include more one-on-one training.

Veterans Program

Although there is not a separate job Number for veterans in this proposal, NexGen is committed to veteran inclusion, and works with the Veteran's Administration to recruit veterans for employment. The Company currently has 56 veterans employed.

A portion of the veteran population participating in this project may include transitioning active duty veterans who are within one year prior to their anticipated separation date from service.

Project Details

This industry does not have a trade association or vocational schools that teach these particular skills. NextGen must train and teach nearly every employee that is hired to perform this trade. The Company has created a training program and curriculum for the original purpose of launching its business with qualified and trained individuals. While the focus on education was carried through, there has been a shift in the workforce over the past several years, and recruiting employees is becoming a greater challenge than any other time in Company's history.

Additionally, to set NextGen apart from all competition in the remediation and reconstruction industry, the Company needs to respond to the increased complexity of projects, and employees need to be trained at a higher level than ever before. Without a properly trained staff, the Company is less effective to educate potential clients, reduce customer service repairs, and increase revenues.

New and current employees will be trained in the areas of leadership, management, sales, customer service, and administration. Focus will be on improving the Field Technicians and their remodeling skills in an effort to decrease customer service repair work, increase market share as well as client and employee retention, and ultimately profitability. NextGen has created a training center where staff will be able to train in the field skills, and have identified "black belt" trainers, and those that could benefit most from training. In addition, the Company has a management training program and a sales training program. Training manuals have been updated to reflect the current training needs.

Training Plan

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

Business Skills: This training will be offered to Managers & Supervisors, Owners, and Field Technicians, and will include course topics such as Coaching Skills and Product Knowledge.

Commercial Skills: This training will be offered to Managers & Supervisors, Owners, and Field Technicians, and will include course topics such as Equipment Operations, Field Operational Procedures, and Restoration from Fire, Water, Smoke, or Mold Damage.

Computer Skills: This training will be offered to all occupations and will include course topics such as GPS Software, Quickbooks, and Time Tracking.

Continuous Improvement Skills: This training will be offered to all occupations and include course topics such as Problem Solving/Decision Making, Productivity Improvement, Quality Systems and Procedures.

Hazardous Materials Skills: This training will be offered to Managers & Supervisors, Owners, and Field Technicians, and will include the course topic, Material Safety Data Sheet.

Certified Safety Training

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

Productive Laboratory

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

The trainer to trainee ratio will be 1:1, and PL training will be delivered by subject matter experts, including Supervisors, Managers, and Leads. The Field Technicians will receive up to 12 hours of PL training.

The Company does not often find applicants with experience in remediation, reconstruction, and emergency clean up. Sometimes they are familiar with one of the trades, but the job requires that the team is able to perform all of the trades.

Equipment used will include hand tools, tile saws, table saws, sawzall, drills, routers, nail guns, skill saws, compressors, sanders, and chop saws. Most of the employees hired need training to safely use one or more of these tools. It is crucial to train them the proper use of the equipment to learn the trade.

The PL training will differ from training class as every bathroom in each home and condo differs from job to job. It is important to show and train for as many different situations that may come up.

Alternate Recordkeeping

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

Impact/Outcome

Upon completion of training, trainees may receive certifications in the following:

- WRT Certification (water damage training)
- ARMT Certification (mold and sewerage training)
- Respirator Certification (respirator training and proper use)

Commitment to Training

NextGen has an annual training budget of \$100,000 per facility. The Company's current training includes basic new hire orientation, which encompasses safety, hazardous materials, and company policies.

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

➤ Training Infrastructure

The Company's Chief Operations Officer will be overseeing this training project. There are persons to coordinate training and each location. Training will occur at the Company locations in Lake Forest, Ontario, Paramount, and Temecula, and will be delivered by senior staff who are the most knowledgeable trainers. NextGen will also be utilizing the training vendor, SeeMetrics, who will provide some Business skills training. Arbor Environmental will provide environmental training and certification. Sales training will be provided by senior staff as well as the training vendor, Sandler Institute. Field skill training will occur in the warehouse's "mock bathroom" training center that NextGen has built and will be conducted by their top "black belt" installers. NextGen has retained a third-party subcontractor, Training Funding Source, to work closely with staff to handle administration of the training project.

Prior Projects

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET23-0106	07/13/22 - 07/12/24	\$53,360	\$53,038 (99%)
ET19-0460-000	05/02/19 - 10/28/21	\$60,320	\$45,729 (76%)

*ET19-0460 - Contractor was unable to reach 100% performance due to the departure of the key point person, and the time it took to restore administrative processes. However, in the last 6 months, the Company has set up the training process, re-engaged with training as a focus, and developed a comprehensive plan to ensure success in the upcoming contract.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Training Funding Source	Seal Beach, CA	\$1,900
Administrative	Training Funding Source	Seal Beach, CA	13% of Earned Amount

Training Vendor(s)	City, State	Cost	Description of Service
Arbor Environmental	El Segundo, CA	\$10,000.00	Vendor will provide environmental training.

Sandler Institute	Signal Hill, CA	\$10,000.00	Vendor specializes in sales training for entrepreneurs and businesses of all sizes by offering short- and long-term programs that provide continuous coaching, development and support for sales professionals and management.
SeeMetrics	Westlake Village, CA	\$5,000.00	The platform offers automated metrics, exposure management, and reporting tools to support proactive and collaborative security operations

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

Trainees may receive any of the following:

Business Skills

- Budget
- Coaching Skills
- Communication
- Customer Service
- Developing New Opportunities
- Leadership
- Product Knowledge
- Risk Management
- Schedule Coordination

Commercial Skills

- Construction Techniques
- Demolition
- Electrical
- Equipment and Operations
- Framing
- Installation Techniques
- Job Cost
- Materials Handling and Storage
- Painting & Staining
- Plumbing
- Power Tool use and Guarding
- Prepping/Protecting Property
- Restoration from Fire, Water, Smoke or Mold Damage
- Respiratory Protection
- Site Logistics

Computer Skills

- Customer Relationship Management
- Global Positioning Software (GPS)
- Microsoft Office (Intermediate)
- QuickBooks
- Records Management Software (RMS)
- Time Tracking
- Website Modifications (Webmaster)

Continuous Improvement Skills

- Process Improvement
- Problem Solving/Decision making
- Productivity Improvement
- Quality Systems and Procedures
- Team Building

Hazardous Materials Skills

- Material Safety Data Sheet

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

OSHA 30

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

Trainees may receive any of the following:

Commercial Skills

- Equipment Operations
- Field Operational Procedures
- Restoration from Fire, Water, Smoke or Mold Damage



Training Proposal for:
Oceanside Glasstile Company

Contract Number: ET25-0259

Delegation \leq \$75,000 Single Employer

Panel Meeting of: May 30, 2025

ETP Regional Office: San Diego

Analyst: K. Molloy

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:	San Diego	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 20	U.S.: 24	Worldwide: 24
<u>Turnover Rate:</u>	6%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

Funding Detail

In-Kind Contribution
\$31,569

Total ETP Funding
\$22,680

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate SB < 100 Retrainee	18	8-200	0-0	45	\$1,260	\$23.72

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$23.72 for San Diego County

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$2.50

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Production Staff	\$21.22 - \$30.00	3	0	1	2
Engineers	\$21.22 - \$40.00	10	0	1	9
Administrative Staff	\$21.22 - \$40.00	4	0	1	3
Supervisors	\$21.22 - \$40.00	1	0	0	1

Introduction

Founded in 1992 and headquartered in Carlsbad, Oceanside Glasstile Company (OGC) (www.glasstile.com) manufactures glass tile and related products while servicing the tile/hard surface industries. The Company also manufactures art glass for the glass art and hobby industries. In addition, OGC has expanded into high-end glass markets by utilizing pre- and post-consumer recycled content in production. The Company's customers include distributors, retailers, artists, designers, builders, architects, glass tile installers, and specialty construction/renovation companies.

This will OGC's third ETP Contract and its third in the last five years.

Veterans Program

While Veterans are encouraged to apply for open positions within the Company, OGC is not seeking a separate Veteran job number at his time.

Project Details

Previous training focused on the implementation of new manufacturing processes and customer relation management software. Since the close out of the prior contract, OGC has also expanded its workforce, hired new employees, and created new positions. This training proposal will focus on providing trainees with essential knowledge and skills necessary for using new software, operating systems, and equipment.

A formal needs assessment conducted by OGC has determined that upgrading business practices, both in the factory and in the office, will be necessary to support the improvement of their operations after the adoption of new technology. The Company has implemented the use of new software programs such as AirTable, Asana, and Klaviyo, all of which will require extensive training to bring employees up to speed. Further, updates to existing software programs have been projected to take place over the next one to two years, which will require updated training for OGC employees. The Company's Production Staff will also need to be trained on new equipment, including a new kiln that was recently purchased.

Training Plan

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

Business Skills: This training will be delivered to all occupations. Topics may include Change Management, Budgeting, Building a Team, Coaching Skills, Conflict Management, Developing New Opportunities, Hiring Skills, Leadership Training, Risk Management, and Time Management.

Manufacturing Skills: This training will be delivered to Production Staff and Engineers. Topics may include Art Glass, Installation Procedures, Material Sourcing, Materials Handling and Storage, Quality Control, Product Knowledge, Site Logistics, and Tile Production.

Computer Skills: This training will be offered to Administrative Staff. Topics may include Adobe Illustrator, Photoshop; Microsoft Office, Word, Excel, PowerPoint (Intermediate/Advanced); and Payroll.

Continuous Improvement Skills: This training will be offered to all occupations. Topics may include Process Improvement, Productivity Improvement, Quality Systems and Procedures, and Team Building/Problem Solving/Decision-making.

Hazardous Materials Skills: This training will be offered to Production Staff and Engineers. Topics may include Flammable Liquids, Gases, and Material Safety Data Sheet.

Certified Safety Training

OSHA 10. This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers. The coursework is

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

Productive Laboratory

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

OGC is implementing a new Sage ERP System, which will assist with lowering costs, reducing complexity of manufacturing and production, and ensuring better security and compliance company wide. Due to the complexity of implementing a new system that affects manufacturing and production, hands on training is needed to ensure competency. Further, after integrating the ERP system, trainees will also need training on the affecting equipment which includes but is not limited to forklifts, tools and guarding, and various other machines. Therefore, the Company is requesting nine (9) hours of productive lab training per trainee, with a trainer-to-trainee ratio of 1:1 for its Production Staff.

Impact/Outcome

With the assistance of ETP funds, OGC will be able to fully integrate a new ERP system. As a result, trainees will become proficient in new skills which will aid in career advancement. These new skills include proficiencies in project management, communication, and strategic thinking. Additionally, Production Staff will become proficient in new skills for making products and operating all equipment.

Commitment to Training

OGC currently projects an \$85,000 budget to complete training in technical skills, safety and compliance, and customer service. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Human Resources Manager will be responsible for overseeing the training program as well as training reports and internal data collection for tracking purposes. In-house experts and Managers/Supervisors will deliver training. In addition, OGC has retained an administrative subcontractor to assist with project administration.

Prior Projects

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET23-0153	09/16/22 - 09/15/24	\$23,000	\$20,436 (89%)
ET20-0314-000	04/02/20 - 04/01/22	\$36,225	\$27,704 (76%)

***ET23-0153:** OGC earned \$20,436 (89%) of \$23,000 awarded amount, tracking 888 hours of training.

***ET20-0314:** OGC earned \$27,704 (76%) of \$36,225 awarded amount, tracking 1,204 hours of training.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Training Funding Source	Seal Beach, CA	\$1,900
Administrative	Training Funding Source	Seal Beach, CA	13% of Earned Amount

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

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

Trainees may receive any of the following:

Business Skills

- Change Management
- Budgeting
- Building a Team
- Coaching Skills
- Collaboration
- Communication
- Conflict Management
- Customer Collections
- Customer Satisfaction
- Developing New Opportunities
- Leadership Training
- Planning
- Problem Solving
- Product Knowledge
- Risk Management
- Time Management

Computer Skills

- Adobe Illustrator, Photoshop
- Sage PFW ERP/Batch Master/Sage Payments
- Microsoft Office, Word, Excel, PowerPoint (Intermediate/Advanced)
- Payroll
- Website Building

Continuous Improvement Skills

- Process Improvement
- Productivity Improvement
- Quality Systems and Procedures
- Team Building/Problem Solving/Decision-making

Hazardous Materials Skills

- Flammable Liquids
- Gases
- Material Safety Data Sheet (MSDS)

Manufacturing Skills

- Art Glass
- Equipment Operation
- Bagging Machines
- Frit, Stringer, Noodle, Rod, Cullet
- Installation Procedures
- Job Cost

- Material Sourcing
- Materials Handling and Storage
- Nuggets, Billets, Rocks, and Casting Blocks
- Power Tool Use and Guarding
- Product Knowledge
- Respiratory Protection
- Recycled Content
- Quality Control
- Samples, Kits, and Rack Packs
- Site Logistics
- SWPPP (Storm Water Pollution Prevention Program)
- Tile Production

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

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

Trainees may receive any of the following:

Manufacturing Skills

- Equipment Operations
- Bagging Machines
- Proper Blending of Clays & Glazes
- Material Sourcing
- Materials Handling and Storage
- Power Tool Use and Guarding
- Product Knowledge
- SWPPP (Storm Water Pollution Prevention Program)



Training Proposal for:
Scenic Vans LLC dba Scenic Custom Campervans

Contract Number: ET25-0263

Delegation \leq \$75,000 Single Employer

Panel Meeting of: May 30, 2025

ETP Regional Office: Sacramento

Analyst: K. Mam

Project Profile

Contract Attributes:	Retrainee SB < 100	Industry Sector(s):	Real Estate and Rental and Leasing
		Priority Industry:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Counties Served:	Sacramento	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 26	U.S.: 26	Worldwide: 26
<u>Turnover Rate:</u>	22%	See Project Details Section	
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

Funding Detail

In-Kind Contribution
\$144,099

Total ETP Funding
\$56,000

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	SB < 100 Retrainee	20	8-200	0-0	100	\$2,800	\$23.56

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$23.56 per hour for Sacramento County

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$1.56

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Retrainee					
Van Build Associate	\$22.00 - \$32.50	20	0	20	0

Introduction

Founded in 2021 and headquartered in Rancho Cordova, Scenic Vans LLC dba Scenic Custom Campervans (Scenic Vans) (www.scenicvans.com) fabricates full custom camper van builds, van remodels and upgrades. The Company also offers rental vans, standalone customer conversions, specialized fabrication, and repairs. Customers include commercial and residential van owners. Training will take place at the Company's Rancho Cordova location. This is Scenic Vans' first ETP project.

Veterans Program

Scenic Vans does not have a formal veteran recruitment program but plans to build relationships with veterans' organizations as the Company grows.

Project Details

Scenic Vans has implemented significant changes to improve the quality and consistency of its custom camper van builds. The Company has developed a training academy, Scenic Van Builder Academy, with an extensive curriculum and training schedule with over 400 hours of dedicated training focused on skills in carpentry, electrical work, plumbing, automotive mechanics, and upholstery. Due to the complexity of custom builds, training will ensure quality and consistency in every build while equipping staff with the skills, confidence, and problem-solving abilities needed to consistently deliver high-quality camper vans that meet the unique needs of each customer.

Within the next two years, Scenic Vans plans to hire and train 20 new employees and expand its current facility, which will increase production capabilities. Scenic Vans also plans on expanding its footprint to Southern California, which will allow the Company to reach a broader customer base. Training under this proposal will ensure its employees are equipped with the advanced skills needed to support Scenic Vans' growth while maintaining industry-leading quality standards. Even though the training schedule covers over 400 hours of training, Scenic Vans is only requesting 100 hours as the weighted average.

Training Plan

Training will be delivered via Class/Lab, E-Learning and Productive Lab delivery methods:

Manufacturing Skills: Training will be offered to Van Build Associates focused on van builds. Training topics include Demo and Preparation, Cut-Outs, and Assembly.

Productive Laboratory

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

Training in Manufacturing Skills will be delivered to all Van Build Associates. Trainees will learn how to custom build camper vans with precise techniques, tools, and materials; including training in Insulation, Demo and Preparation, and Framing and Preparation. Since van builds cannot be reproduced in a classroom setting, PL training is necessary to ensure safety and build standards are being met. Trainees will work with a trainer who will demonstrate step-by-step instructions. Afterwards, the trainer will observe trainees performing the tasks. Most tasks are completed individually; however, some equipment will require groups of three. Production will be negatively impacted during training as trainees are learning. Scenic Vans is requesting a 1:3 trainer-to-trainee ratio and up to 100 PL training hours due to the extensive safety requirements needed to perform job duties. This will allow the Company to provide the hands-on training necessary to remain safe and productive.

Turnover Rate

Scenic Vans' turnover was higher than anticipated due to a combination of issues that highlighted the need for a stronger hiring and training process to support the Company's specialized work. A number of employees violated Company policies resulting in those employees being terminated. This was a single reduction in the workforce with 0% turnover in 2022 and 2023 and with Scenic Vans being a small business, any reduction results in a high turnover percentage. Training under this proposal will ensure that Scenic Vans builds a workforce with skills tailored specifically to Scenic Vans' needs, which will reduce the risk of

hiring individuals who lack commitment or bring negative habits, as the Company focuses on nurturing employees who view this as an opportunity for long-term professional growth rather than a temporary position. The Company plans on thoroughly vetting each applicant to prevent high turnover. The Company projects a 10% turnover for the next year.

The ETP Program is designed to fund training for stable, secure jobs. Thus, the employer's turnover rate cannot exceed 20% annually for the facility where training is requested. But the Panel may accept a higher turnover with evidence that training will significantly decrease the turnover, or the employer experienced a singular reduction in workforce, or industry data supports a higher turnover rate. The Panel may, or may not choose to, impose a "turnover penalty" when the company crosses this 20% threshold.

If the Panel chooses to impose a turnover penalty, failure to stay under a maximum rate will trigger forfeiture of 25% of the amount earned for each trainee. The maximum rate is typically 20%, as measured by turnover during the 12-month period preceding termination of the ETP Contract.

Commitment to Training

Scenic Vans invests \$100k annually in training, including orientation and general safety training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The CEO, with the assistance of the COO, will be responsible for overseeing all aspects of the program including roster collection, tracking hours, and scheduling training. Training will be delivered by in-house subject matter experts which includes the COO and Director of Manufacturing.

Subcontractors

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

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

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

Trainees may receive any of the following:

Manufacturing Skills

Demo and Preparation

- Wall Removal
- Subfloor and D-Ring Removal
- Plastic Wire Harnessing Removal
- Sound Deadener Installation

Cut-Outs

- Windows
- Fans and A/C
- Capsules

Exterior Components

- Solar Panel Installation
- Running Boards

Framing and Preparation

- Plastic Pillar Transitions
- Hole Pre-Wiring
- Frame Installation

Electrical Part 1

- Wire Runs
- Alternator Wiring
- Looming

Seat Swivel Installation

- Driver Swivel
- Passenger Swivel
- Emergency Brake Lowering

Espar Heating

- Shore Power Outlet

Insulation

- Ceiling
- Walls
- Doors

Shower Installation

- Metal Shower Install
- Shower Framing

Assembly

- Floor Installation
- Ceiling Installation
- Wall Installation

Bed Frame Supports and Bed Installation

- Install Bed Frame Supports
- Install Bed Rails and Platform
- Cut Mattress
- Under-Bed Lights

Electrical Part 2

- Electrical Wheel Well Box Wiring
- Switches Install

Fresh Water System

- Install Fresh Water Tank
- Install Hot Water Heater
- Outdoor Shower Installation
- PEX Install

Galley Installation

- Galley Assembly
- Sink Installation
- Stove and Fridge Installation

Bench and Utility Areas

- Bench Installation
- Outlet Installation
- Bench Lid Installation

Final Plumbing

- Sink and Shower Drainage
- Gray Water
- Fresh Water

Countertop and Finishing Touches

- Countertop Installation
- Upper Cabinets
- Trim

Accessories and Final Installations

- Bug Screens
- Swivel Table
- Safety Equipment (Fire Extinguisher, Smoke, CO Detector)

Productive Lab (Trainer-to-Trainee Ratio 1:3)

Trainees may receive any of the following:

Manufacturing Skills**Demo and Preparation**

- Wall Removal
- Subfloor and D-Ring Removal
- Plastic Wire Harnessing Removal
- Sound Deadener Installation

Cut-Outs

- Windows
- Fans and A/C
- Capsules

Exterior Components

- Solar Panel Installation
- Running Boards

Framing and Preparation

- Plastic Pillar Transitions
- Hole Pre-Wiring
- Frame Installation

Electrical Part 1

- Wire Runs
- Alternator Wiring
- Looming

Seat Swivel Installation

- Driver Swivel
- Passenger Swivel
- Emergency Brake Lowering

Espar Heating

- Shore Power Outlet

Insulation

- Ceiling
- Walls
- Doors

Shower Installation

- Metal Shower Install
- Shower Framing

Assembly

- Floor Installation
- Ceiling Installation
- Wall Installation

Bed Frame Supports and Bed Installation

- Install Bed Frame Supports
- Install Bed Rails and Platform
- Cut Mattress
- Under-Bed Lights

Electrical Part 2

- Electrical Wheel Well Box Wiring
- Switches Install

Fresh Water System

- Install Fresh Water Tank
- Install Hot Water Heater
- Outdoor Shower Installation
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- Galley Assembly
- Sink Installation
- Stove and Fridge Installation

Bench and Utility Areas

- Bench Installation
- Outlet Installation
- Bench Lid Installation

Final Plumbing

- Sink and Shower Drainage
- Gray Water
- Fresh Water

Countertop and Finishing Touches

- Countertop Installation
- Upper Cabinets
- Trim

Accessories and Final Installations

- Bug Screens
- Swivel Table
- Safety (Fire Extinguisher, Smoke, CO Detector)



Training Proposal for:
Ultra PRO International LLC
Contract Number: ET25-0264

Delegation \leq \$75,000 Single Employer

Panel Meeting of: May 30, 2025

ETP Regional Office: North Hollywood

Analyst: J. Garcia

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing
		Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 210	U.S.: 210	Worldwide: 210
<u>Turnover Rate:</u>	4%		
<u>Managers/Supervisors:</u> (% of total trainees)	5%		

Funding Detail

In-Kind Contribution
\$36,205

Total ETP Funding
\$12,936

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	42	8-200	0-0	11	\$308	\$24.01

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$24.01 for Los Angeles County

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:

Job Number 1: \$2.50

Fringe Benefits: N/A

Wage Progression: The Company encourages professional growth through training programs, mentorship, and internal promotions. High-performing individuals may be fast-tracked for leadership roles or specialized career paths.

Wage Range by Occupation

Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Warehouse Staff	\$21.51 - \$40.00	10	0	2	8
Technicians	\$21.51 - \$46.00	5	0	1	4
Production Staff	\$21.51 - \$48.00	9	0	1	8
Administration Staff	\$21.52 - \$45.00	10	0	2	8
Engineering Staff	\$21.55 - \$55.00	6	0	1	5
Supervisors/Managers	\$21.56 - \$50.00	2	0	1	1

Introduction

Founded in 1952 and located in the City of Commerce, Ultra PRO International LLC (Ultra PRO) (www.ultrapro.com) is a manufacturer and supplier of memorabilia collecting and card game

accessories, photo albums and pages, tabletop games, school and office folders, and TableTopics™, their line of conversation starters for family and social gatherings. Ultra Pro markets and sells its products through a top-tier network of over 150 distributors and customers in North America, Europe and Asia, which in turn supplies the products to thousands of hobby shops, toy stores, and other retailers worldwide. This will be Ultra PRO's fifth ETP Contract, and the second in the last five years.

ETP Priority 10200(b)

This section is not mandated by law.

Veterans Program

Ultra PRO has not included a separate Veterans component in this proposal. However, the Company actively recruits Veterans for various employment opportunities within its organization. Ultra PRO currently has 10 Veterans employed.

Project Details

Previous training focused on operating procedures and upskilling manufacturing, warehousing, and new employees. Ultra PRO continues to acquire and create new business lines which will require training across the board, from management to production to learn the new products. Specifically, the Company has created a new board game publishing business that brings a host of new components and products that Ultra PRO has not worked with in the past. Additionally, the Company has acquired another entity which manufactures and distributes products that are new to Ultra PRO. It has also expanded the reach of sales and marketing activities to the extent that it is now utilizing more direct marketing to retail stores, whereas in the past, it had relied on distributors and partners to market on its behalf. The ability to communicate the Company and products' strategy to retailers requires different conversational tactics that require training.

In addition, Ultra PRO recently implemented a new day-to-day business Enterprise Resource Planning (ERP) software, ERPNext, that will require significant training on software usage and new internal processes. The new implementation will centralize business functions and increase organizational efficiency by managing and improving how the Company's resources are utilized. It will add greater oversight of on-site inventory and distributions, create collaboration between all Ultra PRO units, and give a centralized place to work with the same information. ERPNext is also being integrated with other internal software. Since there are many employees who have never worked with ERP, training is vital to ensure that everyone is in alignment with what the system is, how it works, and its benefits. Ultra PRO is also transitioning to Microsoft Teams.

The Company has expanded production capabilities and is adding new work centers to support the expansion. To be qualified to perform work in these new work centers, cross training must take place as the operational skills needed are unique from day-to-day manual labor requirements. Also, Ultra PRO has added an oil drum heat press which is an entirely new production process to its heat transfer work center, and has purchased a new UV Flatbed Printer that workers have no prior experience in operating. Significant training will take place to ensure that the workforce is ready to operate and produce acceptable products from this new machine. Additionally, training will be needed to bring new staff up to speed with Ultra PRO's international processes, policies, practices, software, and machines. Lastly, additional training will be needed for current and new leaders in team building and people management to ensure that potential liabilities are limited.

Training Plan

Training will be delivered via Class/Lab and E-Learning as outlined below:

Business Skills: This training will be offered to all occupations and will include course topics such as Monthly Account Forecasting, Retail Sales Channel Development, Custom Orders Sales Development, and Printed Products Timeline Management.

Computer Skills: This training will be offered to all occupations and will include course topics such as Vendor Portal System (Amazon), Trading Partner Management System (Hot Topic), and RetailLink (Walmart).

Continuous Improvement Skills: This training will be offered to all occupations and will include course topics such as New Product Safety Standards, In-Line Quality Control Time Reduction, and New Process Safety Procedure.

Hazardous Materials Skills: This training will be offered to Engineering Staff and Technicians and will include course topics such as Hazardous Material Management and Safety Data Sheets Process.

Manufacturing Skills: This training will be offered to Production Staff and will include course topics such as On-site Safety Procedures, Material Inspection Procedures, New In-Line Quality Control Requirements, and Heat Roller Press Work Center Procedures.

Alternate Recordkeeping

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

Commitment to Training

Ultra PRO has a current training budget of \$110,000. The Company's current training consists of compliance training, forklift training, cross departmental training, and new employee 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

Ultra PRO's Senior Director of Human Resources will oversee the project. The Company's Human Resources Manager and Human Resources Coordinator will provide assistance and will coordinate the scheduling, enrolling, tracking, and documenting of training. Ultra PRO has also retained an outside administrative consultant to ensure that all training meets ETP requirements. Training will be delivered by in-house experts, including the Senior Director of Human Resources, Human Resources Manager, Operations Management, IT Management, Brand Management, and vendors as needed. Training will take place at Ultra PRO's facility in the City of Commerce. The team involved in this contract is new, and there has been reorganization within the department to ensure improved performance from the previous contract. The Company has a detailed training schedule in place and is prepared to commence training upon contract approval.

Prior Projects

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

Contract No.	Term	Approved Amount	Payment Earned \$ %
ET23-0211	12/19/22 - 12/18/24	\$91,195	\$13,099 (14%)

*ET23-0211: The prior performance did not meet the 75% completion rate due to multiple organizational restructures and changes in the responsibilities of the Human Resources department.

In 2025, the Company has assessed 2024 performance and will implement the following corrective actions:

- Optimize Human Resources Responsibilities - The Human Resources team's roles and responsibilities have been reviewed and delegated to improve the efficiency of the annual training.
- Establish a Training Calendar - A structured training calendar has been created and will be strictly followed.
- Retrain Trainers - Trainers will undergo retraining on ETP requirements such as proper documentation.
- Support Subject Matter Experts - The Human Resources team will assist subject matter expert trainers in adhering to the training schedule while balancing operational needs to ensure training is a priority.
- Enhance Record Keeping Processes - Alternative methods for electronic records management have been introduced to streamline and expedite internal record keeping.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Training Funding Source	Seal Beach, CA	\$1,200
Administrative	Training Funding Source	Seal Beach, CA	13% of Earned Amount

Training Vendor(s)	City, State	Cost	Description of Service
To Be Determined	-	-	-

Self-Attestations

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, the applicant is in compliance with all state and federal labor and health and safety laws. UIC section 10205(e)(1)(F)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information,

and/or belief, that the applicant is not ineligible to bid, be awarded, or subcontract on a public works project. UIC section 10205(e)(2)(B)

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant does not have a final determination, order, judgment, or award issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Business Skills

- Workplace Efficiency
- Interpersonal Skills
- Intracompany Communication
- Retail Sales Channel Development
- Subdistribution Sales Channel Development
- Monthly Account Forecasting
- Custom Orders Sales Development
- Printed Products Timeline Management

Computer Skills

- Vendor Portal System (Amazon)
- Trading Partner Management System (Hot Topic)
- RetailLink (Walmart)
- Artificial Intelligence (AI)
- Microsoft Teams Implementation
- ERPNext

Continuous Improvement Skills

- New Product Safety Standards
- In-line Quality Control Time Reduction
- New Process Safety Procedure

Hazardous Materials Skills

- Hazardous Material Management
- Safety Data Sheets Process

Manufacturing Skills

- Efficient Shipping & Receiving Procedures
- On-site Safety Procedures
- Material Inspection Procedures
- New In-line Quality Control Requirements
- Heat Roller Press Work Center Procedures