



THE EMPLOYMENT TRAINING PANEL

ANNUAL REPORT

FY 2024 – 2025

LEADERSHIP TEAM

Jessica Grimes

Executive Director

Peter Cooper

Assistant Director / Senior Advisor

Kumani Armstrong

Assistant Director / Chief Counsel

Laura Campbell

Chief Deputy Director

Tara Armstrong

Deputy Director of Technical Branch /
Chief Information Officer

Jana Lazarewicz

Chief of Program Operations

Charlie Mutua

Chief of Administration Division

Michael Cable

Staff Attorney



PANEL MEMBERS

Rebecca Bettencourt

Chairperson

Rick Smiles

Member

Gretchen Newsom

Member

Douglas R. Tracy

Member

Michael Hill

Member

Jennifer Fothergill

Member

Michael Greenlee

Member

Dee Dee Myers

Ex-Officio Member



CONTENTS

BACKGROUND

- 01** Mission & Vision
- 02** Goals & Objectives
- 04** A Brief History

OUR PROGRAM

- 07** Our Partners
- 08** Leveraging ETP - A California for All
- 09** Diversity, Equity, Inclusion,
and Accessibility
- 10** Priority Industries
- 11** Overview
- 13** Incentives and Special Programs

THE NEXT LEVEL

- 22** Spotlight on Success
- 25** Focus on the Future

DATA

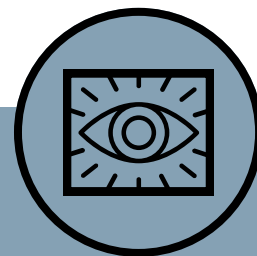
- A-1:1** Appendices

Mission



To 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



Trust - We value and support the expertise that each person brings and leverage those strengths.

Respect - We listen to each other and are open to hearing and learning from diverse points of view.

Accountability - We foster teamwork to promote consistent outcomes.

Communication - We engage in courteous, professional, and honest communication with each other and about each other.

Empathy - We foster a workforce culture that has consideration and compassion for the unique perspectives of others and practices inclusion in all of our engagements.

Integrity - We take responsibility in fulfilling our mission and follow through on our commitments to produce results.

GOALS & OBJECTIVES

Follow the bears to see the pages that align with our Goals & Objectives



Support California's workforce with sustainable jobs & strong career pathways

- a. Developing strategies to create high-quality, high-growth jobs, and increase training for the California workforce.
- b. Supporting issues addressing Climate Change impacts, including wildfire, forest resiliency, and natural disasters.
- c. Expanding services to veterans, workers with disabilities, and individuals with employment barriers.
- d. Diversifying apprenticeship training infrastructure by partnering with Workforce Development, Community Colleges, and Division of Apprenticeship Standards.
- e. Accelerating and exploring non-traditional apprenticeship programs in sectors showing high growth including advanced manufacturing and healthcare.



Support small businesses through private-public partnerships

- a. Identifying projects demonstrating a direct economic impact to the State.
- b. Increasing outreach, raising awareness, and providing accessibility through the ETP program.
- c. Championing solutions that strengthen the education system by providing career technical colleges training to assist small businesses.
- d. Providing financial support through grant programs.
- e. Strengthening partnerships with cities, local counties, workforce development boards, and community colleges.
- f. Creating Multiple Employer Contracts providing direct support.
- g. Opening channels of communication for partners, and stakeholders through forums, policy committees, and direct feedback.

GOALS & OBJECTIVES

(Cont.)



Contribute to California's growth

- a. Breaking down existing barriers to equity by developing training opportunities to create a more diverse, equitable, and inclusive workforce.
- b. Creating economic resiliency by targeting training in high unemployment areas and expanding training opportunities in new and emerging industries.
- c. Securing alternative funding streams to maximize support for priority industries.
- d. Identifying solutions for sustainable economic growth and employment opportunities through educational pathways and workforce training.



Communication & engagement in internal operations

- a. Promoting employee innovation through teamwork, training, communication, and leadership support.
- b. Increasing camaraderie, team building, and boosting employee morale through organizational activities.
- c. Creating a platform of engagement through consistent all-staff meetings by building transparency and inclusivity within the organization.
- d. Investing in employee professional and personal growth and developing their strengths, dedication, and emotional connection to ETP.



Commitment to innovation in technology and data

- a. Improving program efficiencies and ensuring comprehensive, seamless data collection and reporting.
- b. Continuing to maximize data security and risk management.
- c. Conducting internal evaluation and assessment of program and program/contracting processes.
- d. Supporting and improving employee performance through technology tools.
- e. Advocating timely and effective implementation of organizational changes to maximize overall process efficiency.



A BRIEF HISTORY

The Employment Training Panel (ETP) is a statewide business-labor training and economic development program. The program supports the California economy by funding training to ensure employers have skilled workers to compete globally. ETP-funded training supports the creation and retention of high-wage, high-skilled, secure jobs in industries that positively impact California's economy.

ETP is governed by an eight-member panel: three Governor appointees, two Speaker of the Assembly appointees, two Senate Pro Tempore appointees, and an ex-officio member representing the Governor's Office of Business and Economic Development (GO-Biz). Panel members represent the interests of labor, employers, and the public. The Panel meets regularly to review and approve training contracts in accordance with statutory requirements for eligibility and performance.

ETP was created in 1982—to quickly move the unemployed into jobs—in response to a series of plant closures that caused a large displacement of workers. Through the years, the program has expanded to benefit the California economy as a whole. The Panel continues to operate under its initial legislative mandate to promote a healthy labor market with an emphasis on helping businesses overcome the challenges of out-of-state and international competition.

The Panel's success is due to the program's ability to quickly respond to economic changes and workforce needs. For more than 40 years, the Panel has invested over **\$2 billion** to strengthen California's workforce. These efforts have supported approximately **100,000 businesses** and provided training and job retention opportunities for about **1.6 million workers** statewide.

MILESTONES AND IMPACT

ETP Created in 1982
To Assist Displaced Workers

2005

\$1 Billion in Training Funded
About **650K** Trainees
To Serve **65K** Businesses

2010

ETP Expands
Training Opportunities
With Over **\$28 million**
in Alternative Funding

2015

More Than **1 Million** Workers
Trained and Retained For
Employment

2020

\$1.7 Billion in Training Funded
Over **1.3 Million** Trainees
To Serve **91K** Businesses

2025

OVER
\$2B
TRAINING
FUNDED

1.6M
WORKERS
TRAINED &
RETAINED FOR
EMPLOYMENT

104K
BUSINESSES
SERVED

HIGHLIGHTS

2024-25

Social Entrepreneurs for Economic Development 2.5

As part of the continued support of the entrepreneurship of immigrants and Limited English Proficient (LEP) individuals who face significant employment barriers, ETP and the Labor and Workforce Development Agency (LWDA) used California General Fund Dollars for the Social Entrepreneurs for Economic Development (SEED) 2.5 Grant. ETP awarded \$1 million across 5 awardees with an expected completion date of April 30th, 2026.

Manufacturing Success

In support of our legislative requirements, Manufacturing was the top industry supported in the 2024-25 fiscal year. In total, \$22.7 million was earned, among 517 businesses which trained over 23K trainees. Manufacturing accounted for 42% of all completed trainees in this fiscal year. In addition, manufacturing trainees earned more than in the prior year.

OUR PARTNERS



Utilizing vital state partnerships enables ETP to respond to continued demand for workforce training and the development of workforce needs.

Legislatively Mandated Partners



Administrative and Budgetary Partners



Other Key Partners





LEVERAGING ETP FOR

California For All reflects the diversity of the state and reminds us of the values of different voices, partnerships, and visions. Through education and training, Californians can achieve the California dream of a better life, regardless of where they started out.



ETP's program and funds are used to further initiatives important to the Governor and the Panel, for example:

- Supporting Training Related to Climate Change
- Expanding the Apprenticeship Model
- Expanding Support of Healthcare Professions
- Supporting Immigrants and Refugee Communities
- Supporting Diversity, Equity, Inclusion, and Accessibility

DIVERSITY, EQUITY, INCLUSION, & ACCESSIBILITY



The Employment Training Panel (ETP) continues to support the Governor's priorities on equity, workforce development, and mental health, guided by Executive Orders N-16-22 (September 13, 2022) and N-31-25 (July 30, 2025). These efforts focus on expanding access to opportunity, removing systemic barriers, and creating inclusive pathways to meaningful employment.

In alignment with Executive Order N-16-22 (September 13, 2022), ETP is working to ensure underserved populations have equitable access to workforce training and advancement. This includes:

- Using data analysis to track progress and outcomes.
- Developing policies that address systemic inequities.
- Exploring non-traditional apprenticeship pathways to support career advancement for minorities.

A major initiative under this effort is a joint investment with the Labor and Workforce Development Agency (LWDA) and the California Health and Human Services Agency (CalHHS) to expand the healthcare workforce. This program aims to recruit, train, hire, and advance a culturally inclusive workforce—improving diversity, wages, and health equity outcomes across the state.

ETP has launched several programs to expand inclusivity in its workforce programs:

- Workforce Literacy Pilot Program: Provides essential literacy skills to immigrants, refugees, and individuals with Limited English Proficiency (LEP); expected to be completed by the end of FY 2025-26.
- Social Entrepreneurs for Economic Development Grant Program: Supports immigrant and LEP entrepreneurs through micro-grants, training, and technical assistance.
- Health Workforce Advancement Funds Program (HWAF): Supports job entry and career growth in healthcare and human services, creating equitable pathways to high-demand careers.
- Internal Diversity, Equity, Inclusion and Accessibility Workgroups and Pilot Programs: Provides actionable recommendations and incentivizes inclusive proposals through targeted outreach and marketing.

In response to Executive Order N-31-25 (July 30, 2025), which addresses the growing disconnection among young men and boys to the workforce, ETP has expanded access to upskilling opportunities that foster purpose through education, family, and employment.

Over the past five fiscal years, ETP has made measurable progress:

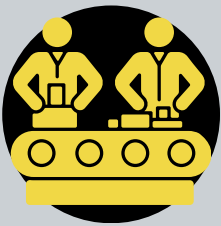
- 40% of placed trainees self-identified as Hispanic or Latino.
- Placed over 245,000 males in jobs.
 - 62% of the male placed trainees did not complete college but had an average post-retention wage of \$26.64.
- 320 justice-involved individuals completed ETP training, with recent data showing upward trends in post-retention wages due to growth in high-demand sectors, expanded apprenticeship pathways, statewide workforce equity initiatives, and broader wage increases.

ETP plans to increase participation of placed trainees by 2% among underrepresented groups, such as justice-involved individuals or disconnected youth, further aligning with the state's equity and inclusion objectives.

PRIORITY INDUSTRIES

Annually, the Panel sets funding priorities for the fiscal year and identifies key industries that contribute to a healthy labor market within a growing, competitive economy.

TOP PERFORMING PRIORITY INDUSTRIES



Manufacturing

\$22.7 Million
517 Businesses
23K Trainees



Construction

\$16.5 Million
1245 Businesses
10K Trainees



Health Care & Social Assistance

\$7.4 Million
72 Businesses
5.3K Trainees

Priority Industries

- Accommodation and Food 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

NOTE: Priority Industry sector designations may not apply to the entire sector.

ETP partnered with the EDD Labor Market Information Division (LMID) to gather data-driven insights that enable adaptation to industry changes for the benefit of California. By reviewing employment projections and average weekly wages, industries crucial to the state's economic growth are identified. This grants businesses priority status for higher reimbursement rates or lower wage requirements (panel approval on a case-by-case basis). ETP bases its decisions on legislation, California initiatives, and North American Industry Classification System (NAICS) trends. As a result of this review, the Panel approved updates to the Priority Industry list for FY 2024-25:

- Adopted (56) new NAICS codes as Priority Industry, focusing on those with positive economic growth, higher wages, and rising employment.
- Removed (9) NAICS codes from Priority Industry status due to nominal employment gains, weak job demand, or lower wages than the statewide average.



OVERVIEW

CORE PROGRAM FUNDING

ETP's core program is funded by the Employment Training Tax (ETT), which is paid by California employers participating in the Unemployment Insurance system, to promote the development of California workers. ETT revenues are deposited in the Employment Training Fund (ETF), established to fund ETP and training programs approved by the Panel. Fund Allocation and Project Caps are set at Panel prior to the Fiscal Year. The current **Funding Priorities & Limitations** are available on the ETP website.

ALTERNATIVE FUNDING

ETP may receive alternative funding from sources outside the ETT. These funds, which may be appropriated through federal, state, or local governmental entities—either by statute or other authorized mechanisms—enable ETP to serve public sector employers who are not subject to the ETT and therefore ineligible for core program funding. Alternative funding allows ETP to support targeted policy initiatives and expand access to workforce training within the public sector. Alternative Funding Sources and Programs can be found in our **Annual Reports**.

POLICY COMMITTEE

The ETP Policy Committee was founded in 2017. Four Panel members sit on the Committee, which meets approximately six times per fiscal year. The Policy Committee aids ETP in developing and fine-tuning policies by fostering an open, public dialogue around policy issues at ETP. The Committee meetings are open to the public, and stakeholders contribute considerably to Committee discussions. Upcoming **Policy Committee** meeting information, as well as historical documents, can be found on the ETP website.



ANNUAL PERFORMANCE

Data Comparison for Fiscal Years 2022-25

CORE AND ALT FUNDS ALLOCATIONS

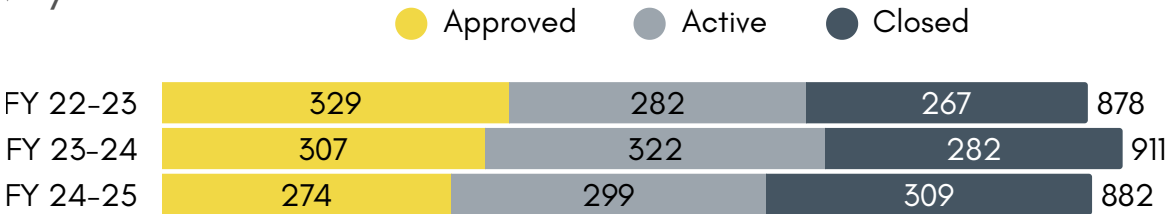
The Employment Training Panel establishes certain funding priorities and limitations based on the demand of employers for trained workers, changes in the state economy and labor markets, and other factors.

Fiscal Year	CORE	ALT	TOTAL
FY 22-23	\$92.9 M	\$7.6 M	\$100.5 M
FY 23-24	\$94.2 M	\$24.1 M	\$118.3 M
FY 24-25	\$94.9 M	\$2.0 M	\$96.9 M

CONTRACT MANAGEMENT

Projects operating during each fiscal year.

Note: Active contracts are on-going contracts that has an average term of two years



TRAINEE PLACEMENT

Fiscal Year	Placed
FY 22-23	43,490
FY 23-24	76,645
FY 24-25	54,912

Placed: Trainees who have completed requirements of ETP agreement. These individuals are considered served and funded by ETP.

Requirements of Placed Trainees: Trainees who have completed required training, post-retention wage requirements, and have retained in employment as set forth in ETP contract.

INCENTIVES & SPECIAL PROGRAMS



SMALL BUSINESS

ETP prioritizes small business workforce development, serving as an essential resource for employers who may otherwise have limited means to train their workers. Employers access ETP funding directly through Single Employer Contracts (SEs) or Multiple Employer Contracts (MECs), which may reduce administrative burden.

Through the Small Business Program (SBP), ETP offers higher training reimbursement rates for California businesses with 100 or fewer employees, and no more than 250 worldwide. In fiscal year 2024-25, small businesses represented 67% of core-funded contracts, reflecting ETP's continued commitment to supporting a vital sector of the economy.

Contracts by Small Business

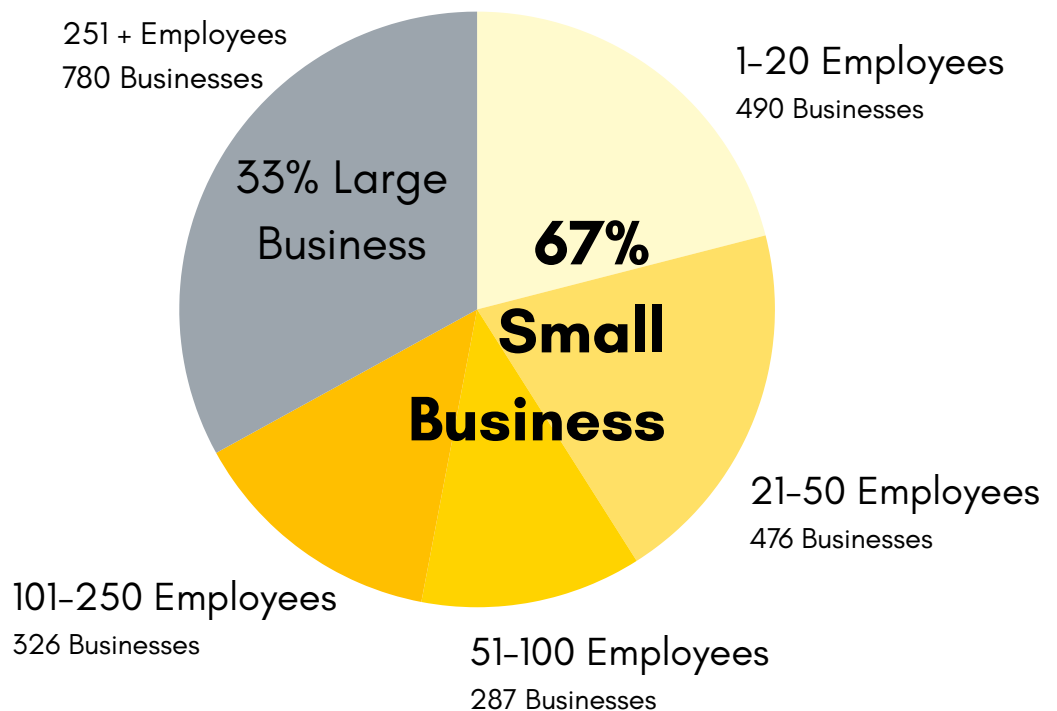
 **1.5K**
BUSINESSES

 **19.6K**
TRAINEES

 **\$29.3M**
DOLLARS EARNED

Figures above are the totals for small businesses based on completed data for core funded contracts

Contracts by Business Size



HIGH UNEMPLOYMENT AREAS



High Unemployment Areas (HUA) are defined as counties or sub-county areas with unemployment rates at least twenty-five percent higher than the State average, based on data from EDD's Labor Market Information Division.

\$18.9M IN APPROVED FUNDING

.....

TRAINEE DATA

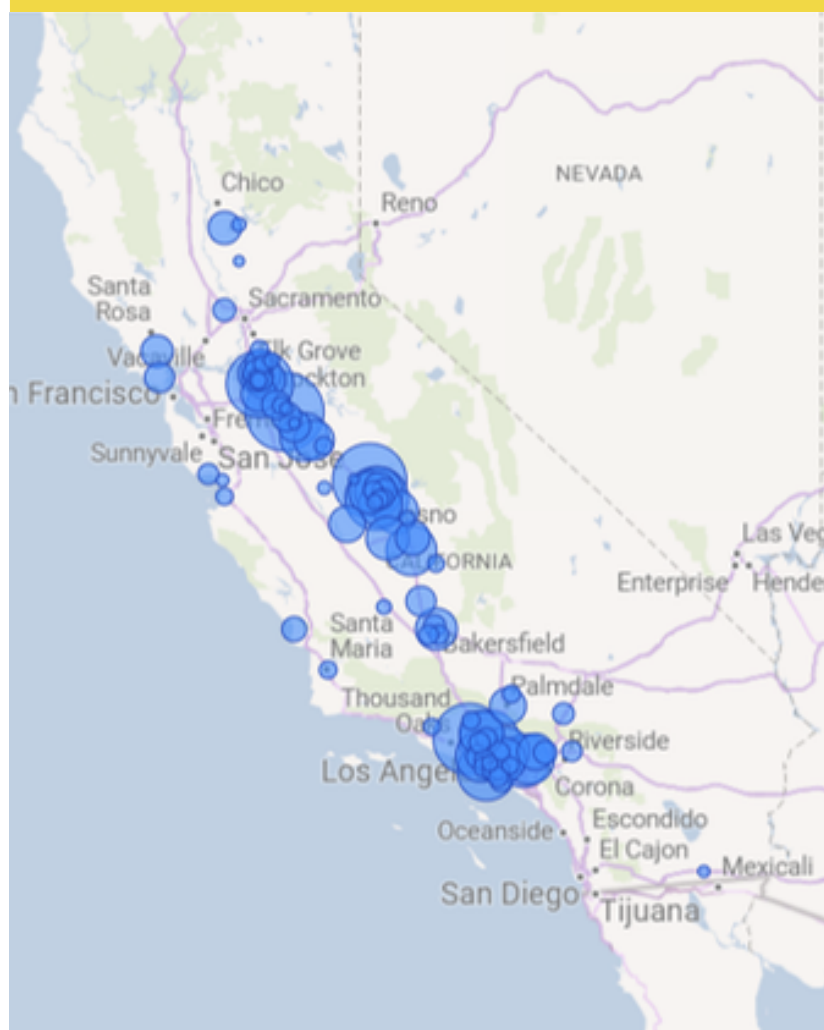
The Panel targets training for workers in regions of the State with lagging economies and unemployment rates higher than the state average.

During FY 2024-25, over **\$18.9M** was approved for training in **high unemployment areas**, providing training for approximately **15.8K** workers. This was an **5.4% increase** in comparison to the last fiscal year.



15.8K

WORKERS



TRAINEES IN HUA 2024-2025

APPRENTICESHIP

In FY 2024-25, ETP approved \$23,005,183 to train an estimated 18,212 trainees. ETP's Apprenticeship Program has been funding pre-apprentices, apprentices, and journeyworkers across the state since 2012. The program continues to evolve as ETP receives input from stakeholders including the Division of Apprenticeship Standards (DAS), contractors, labor organizations, nonprofits, and employer groups. ETP is actively collaborating with partners across the state to meet Governor Newsom's goal of serving 500,000 apprentices by 2029.



\$23M

IN APPROVED FUNDING
ESTIMATED TO TRAIN OVER

18K

TRAINEES IN
APPRENTICESHIPS

SUPPORTING THE CREATION OF NEW JOBS



In FY 2024-25, ETP funded \$2,316,996 across nine contracts to support the creation of 581 new jobs. By backing employers' investments in hiring new workers, expanding facilities, acquiring equipment, and other workforce initiatives, ETP continues to create employment opportunities and drive growth in California's economy.

A photograph of two women in a warehouse or office setting. They are standing at a wooden desk, looking at a laptop. One woman is pointing at the screen. In the background, there are stacks of cardboard boxes and a window with blinds. A circular graphic overlay is in the foreground.

\$2.3M

IN FUNDING

FOR THE CREATION OF

581

NEW JOBS



JUSTICE-INVOLVED/OPPORTUNITY YOUTH

(Formerly Ex-Offender and At-Risk Youth Training Program)

APPROVED
\$516K
IN FUNDING

ESTIMATED TO TRAIN
132 TRAINEES



Photo Provided by Richmond Build

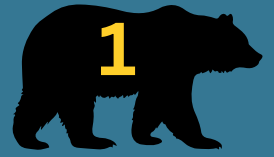
Veterans Training Program



APPROVED
\$45K
IN FUNDING

ESTIMATED TO TRAIN
29 VETERANS

AGRICULTURE INITIATIVE



APPROVED
\$3M
IN FUNDING
ESTIMATED TO TRAIN
3.4K
TRAINEES

ETP allocated \$10 million in funding during FY 2023-24 to serve employers and workers in the agriculture industry. The goal of this funding allocation was to upskill farmworkers to transition into better jobs. This allocation is aligned with a broader effort spearheaded by LWDA to expand the number of workers with the educational capacity necessary to enter higher training programs, increase access to existing and emerging high-paying jobs in the agricultural industry, and improve job quality and wages. In FY 2024-25, ETP approved \$3,043,016 across eleven contracts to train an estimated 3,445 trainees.



SOCIAL ENTREPRENEURS FOR ECONOMIC DEVELOPMENT (SEED) GRANT



The Social Entrepreneurs for Economic Development (SEED) Initiative provides micro-grants, entrepreneurial training, and technical assistance to immigrants and Limited English Proficient (LEP) individuals who are starting or maintaining small businesses in California aimed at addressing social problems or meeting community needs. ETP works closely with select non-profit community based organizations who develop and implement SEED program components. The SEED initiative supports California's economic diversity and spurs business innovation in vital California industries. In support of the Governor's objectives, the SEED initiative supports existing immigrant/LEP owned small businesses throughout the state while increasing the number of small businesses in California. The SEED 2.5 projects term on April 30, 2026.



\$1M

DISBURSED TO

5

SEED 2.5 RECIPIENTS

**SEED 2.5
RECIPIENTS**

- Afghan Coalition
- Chico Economic Planning Corporation
- Managed Care Solutions Economic Development Corporation
- Nurture
- United Domestic Worker (UDW) Resource Center

KEY STRATEGIES & INITIATIVES

PAID FAMILY LEAVE (PFL) FOR SMALL BUSINESSES GRANT



Businesses impacted by the Paid Family Leave (PFL) program have increased costs such as:

- Hiring and training additional staff to cover the duties of employees on leave
- Marketing, recruitment, and training costs to cover these activities
- Training and upskilling existing staff to cover the duties of employees on leave



Through the Panel's recommendations and continued support from the General Fund, ETP will distribute and administer \$1 million in Paid Family Leave (PFL) Small Business Grant funds to California small businesses impacted by at least one employee utilizing the PFL program.

ETP continues to work closely with multiple employer groups to provide outreach and funds to businesses, helping offset the costs incurred when training employees to cover the duties of the individual that utilizes PFL.

Applications for PFL4 were accepted in 2026. Eligible businesses may receive the following:

- 51-100 employees who used PFL can receive up to \$1,000 per employee.
- 50 or fewer employees can receive up to \$2,000 per employee.

TECHNOLOGY

Contract Management System (Cal-E-Force)



ETP's Cal-E-Force system plays a pivotal role in enhancing the operational efficiency, responsiveness, and strategic capabilities of ETP. Within the Cal-E-Force system, two distinct subcategories exist:

Cal-E-Program:

- Purpose: A transparent, user-friendly, automated, and data-centric platform that manages ETP's core and alternative funded programs from application initiation to contract closeout.
- Contract Data Repository: The platform includes an extensive repository of historical and current contract data.
- Ongoing Improvements: The platform is continuously enhanced to streamline the Panel Proposal development, optimize internal processes, facilitate efficient workflows, and increase performance and user satisfaction.

Cal-E-Grants:

- Purpose: A collaborative platform for ETP and California Workforce Development Board, supports grants and streamlines workforce opportunities within the Labor and Workforce Development Agency.
- Continued Growth: The platform is continuously evolving to add and address the requirements for new grant funding.



SPOTLIGHT ON SUCCESS



ET23-0248 Henderson Farms, Inc

Single Employer Contract

Founded in 1991 in Arbuckle, Henderson Farms is a full-service farm management company that has been conscientiously caring for almonds and walnut orchards in Northern California since 1982.

"We loved working with ETP. Giving employees skills gives them hope and excitement in what they do. One of the best ways to keep and grow excellent employees is by intrinsic motivation. ETP helped give us the resources to intrinsically motivate dozens of individuals which then allows them to take pride in their work and get higher paying jobs either here or elsewhere."

ETP funding motivated us to find experts to bring in and share their knowledge with our teams. We will continue doing that as well as offering certifications that help employees secure higher-paid roles. One of our foremen is about to start a three-month twice a week Spanish-speaking manager training program through the Center for Land Base Learning which will help prepare him for a management role when the opportunity arises."

-Jonnalee Dunn, Growth and Development Manager



SPOTLIGHT ON SUCCESS



ET23-0139 TTM Technologies North America, LLC

Single Employer Contract

Founded in 1999 and headquartered in Costa Mesa, TTM Technologies North America, LLC (TTM) manufactures printed circuit boards and backplane assemblies for both original equipment manufacturers and electronic manufacturing services providers. Customers include manufacturers of networking and communications infrastructure products, personal computers, touch-screen tablets, and mobile media devices.



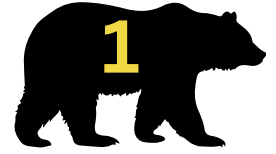
Quote

"ETP funding has had a positive impact in supporting the growth of our California workforce, as well as enabling us to remain competitive in the market for skilled labor within our state's manufacturing industry. We have been able to invest in developing our employees in diverse skill areas, including quality control processes, machining, CNC programming, laboratory testing, leadership development, and more."

-Jessica Perales, HR Manager

Andrew started as an entry-level machine operator in our Santa Ana facility. Through his determination and work ethic, and thanks to OAP, he received hands-on instruction, mentorship, and a certification in advanced machine-drilling techniques. Within 6 weeks, Andrew was promoted to the next level, earning himself more money while taking on more complex tasks.

SPOTLIGHT ON SUCCESS



ET23-0282 City and County of San Francisco

Multiple Employer Contract

Founded in 2006 and headquartered in San Francisco, City and County of San Francisco 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) operates Workforce Innovation and Opportunity Act programs in San Francisco. OEWD also supports Workforce Investment San Francisco.



Impact of Training

- One graduate, recently released from incarceration and living in a reentry center, joined the CityBuild Academy with limited options. After completing the program, he entered the drywall trade, secured stable housing, and is now working as a construction apprentice—rebuilding his life with purpose and stability.
- Another participant, who was formerly unhoused, completed the Academy and was accepted into the Carpenter's Apprenticeship Program. He now lives independently and is progressing through his apprenticeship, demonstrating the life-changing impact of access to training and opportunity.

“The ETP funding has significantly strengthened our training model by allowing us to enhance hands-on instruction and integrate the Multi-Craft Core Curriculum (MC3), developed by the North America's Building Trades Unions (NABTU). This curriculum ensures that our graduates are equipped with industry-recognized skills, making them more competitive and job-ready for private sector employers.”

—Ken Nim, Citybuild Director

”





FOCUS ON THE FUTURE

IN THE COMING YEAR:

- Cultivate Diversity, Equity, Inclusion, and Accessibility
- Improve Programs and Processes
- Align Organization Structures with Program Functions
- Support Small Businesses, Stakeholders, and Partners
- Promote Innovation and New Technologies



APPENDICES

A-1 APPROPRIATIONS & EXPENDITURES

A-2 CORE FUNDING CONTRACTS APPROVED IN HIGH UNEMPLOYMENT AREAS (HUA)

B-1 COMPLETED CONTRACT DATA

A SUMMARY OF COMPLETED CONTRACTS

B TRAINEES SERVED BY BUSINESS SIZE

C TRAINING BY INDUSTRY

D LITERACY TRAINING

E TRAINEE WAGES

F TRAINEE DEMOGRAPHICS

B-2 COMPLETED CORE FUNDING CONTRACTS

B-3 COMPLETED ALT FUNDING CONTRACTS

C-1 TERMINATED AND NON-PERFORMING CONTRACTS

C-2 PROGRAM EFFECTIVENESS

APPENDIX A-1

APPROPRIATIONS AND EXPENDITURES

In FY 2024-25, ETF received a Budget Act appropriation of \$126.6 million. The FY 2024–25 ETF collection was forecast at \$120.4 million, and the actual collection totaled \$121 million. After administrative costs and expected prior-year liabilities, ETP had \$61.7 million available to fund new core training contracts in FY 2024–25.

CORE FUNDING - Appropriation and Expenditure Report FY 2024-25

ETF Budget Act Appropriation	\$126,635,000.00
<u>ETP Budget Spending Authority</u>	
Appropriation to ETP	\$126,635,000.00
Reinvested Funds (Provision 1)	\$1,699,585.47
Roll Over Funds from Active Contracts	\$9,619,650.11
Allocation for employee compensation, staff benefits, pension contribution adjustment	\$105,000.00
Total Budget Authority for Fiscal Year 2024-25	\$138,059,235.58
<u>ETP Expenditures:</u>	
Program Administration*	\$14,989,135.75
EDD Tax Branch (EDD Collection)*	\$4,264,517.52
EDD Support	\$742,647.49
Marketing and Research	\$37,875.17
Program Funds	\$112,984,706.42
(new & prior year liabilities for training contracts)	
Total Expenditures for Fiscal Year 2024-25	\$133,018,882.35

APPENDIX A-1 (Cont.)

Of the available \$138 million in core funding for FY 2024-25, only \$133 million was allocated by the Panel as follows:

- Program Funds: The Panel encumbered \$112.9 in program funds for training contracts. Of this amount, only \$37.5 million was used for prior-year contract liabilities from incremental funding, and the remaining \$75.4 million was encumbered into new training contracts.
- To maximize program funds, ETP incrementally encumbers training funds, this year ETP initially encumbered at 60 percent of the contract amounts to cover first year costs and mitigate second year liabilities. Funding is disbursed over a two-year term per project.
- Program Administration: Approximately \$15.7 million was used for program administration costs, including EDD support.
- Marketing and Research: ETP encumbered \$37,875 in marketing contracts for Fiscal Year 2024-25.

APPENDIX A-2

CORE FUNDING PROJECTS APPROVED IN HIGH UNEMPLOYMENT AREAS

Contractor Name	County(ies) Served	Industry	Trainees Approved in HUA	Approved Amount in HUA
Ag Force LLC	Fresno	Agriculture, Forestry, Fishing and Hunting	110	\$132,000
ALPine Corporation	Los Angeles, Ventura	Transportation and Warehousing	39	\$89,544
Arrow Drillers, Inc.	Sacramento, San Joaquin, Madera	Construction	34	\$57,120
Associated Builders & Contractors Central California Chapter	Kern, Fresno	Construction; Mining, Quarrying, and Oil and Gas Extraction	387	\$579,339
B-K Lighting, Inc.	Madera	Manufacturing	90	\$204,120
Blue Diamond Growers	Sacramento, Stanislaus	Manufacturing	1,210	\$575,960
Brown's Construction Services, Inc.	Kern, Ventura, Los Angeles, Tulare, Fresno	Construction	88	\$98,560
California Baptist University	Riverside	Health Care and Social Assistance	120	\$531,840
Carlton Forge Works, LLC.	Los Angeles	Manufacturing	224	\$382,592
Cell-Crete Corporation	Alameda, San Diego, Los Angeles	Manufacturing	315	\$379,260
Chrisp Company	Alameda, San Joaquin, Yolo, Fresno, Ventura, San Bernardino	Construction	190	\$452,200
Coast King Packing LLC	Monterey	Wholesale Trade	390	\$589,680

APPENDIX A-2 (Cont.)

Contractor Name	County(ies) Served	Industry	Trainees Approved in HUA	Approved Amount in HUA
Collins Electrical Company, Inc.	Alameda, Fresno, Monterey, San Joaquin, Stanislaus, Yolo	Construction	398	\$590,632
Crain Walnut Shelling, LP	Tehama	Agriculture, Forestry, Fishing and Hunting	170	\$244,800
Crystal Creamery, Inc.	Kern, Humboldt, Fresno, Alameda, Stanislaus, Shasta, San Joaquin, Yolo, Monterey	Manufacturing	200	\$280,000
Dellavalle Laboratory Inc	Fresno, Kings, Yolo	Professional, Scientific, and Technical Services	16	\$26,432
Diamond Technologies, Inc	Kern	Professional, Scientific, and Technical Services	35	\$110,740
E & J Gallo Winery	Napa, San Joaquin, Sonoma, San Luis Obispo, Stanislaus, Merced, Fresno, Monterey	Manufacturing	412	\$599,872
Eaton	Los Angeles	Manufacturing	256	\$387,072
El Sol Neighborhood Educational Center	Los Angeles, San Bernardino, Riverside, San Diego	Educational Services	19	\$69,730
Famoso Nut Company	Kern	Agriculture, Forestry, Fishing and Hunting	32	\$19,712
G3 Enterprises	Contra Costa, El Dorado, Fresno, Merced, Napa, San Joaquin, Sonoma, and Stanislaus	Manufacturing	311	\$208,992
Greif Los Angeles Mill	Los Angeles	Manufacturing	68	\$74,256
Haggerty Construction, Inc.	San Joaquin	Construction	76	\$170,240
Hal Hays Construction, Inc.	Riverside	Construction	125	\$140,000
HCVT	Los Angeles, Orange, Ventura	Professional, Scientific, and Technical Services	386	\$324,240

APPENDIX A-2 (Cont.)

Contractor Name	County(ies) Served	Industry	Trainees Approved in HUA	Approved Amount in HUA
Hydro-Aire Aerospace Corp.	Los Angeles	Manufacturing	535	\$599,200
Imperial Valley Economic Development Corporation	Imperial Valley	Construction; Manufacturing; Other Services (except Public Administration); Transportation and Warehousing	155	\$315,580
Kagome Inc.	Kern, Merced, San Benito	Manufacturing	235	\$217,140
La Tapatia Tortilleria, Inc.	Fresno, Sacramento	Manufacturing	118	\$171,808
La Valle Sabbia, Inc.	Imperial	Agriculture, Forestry, Fishing and Hunting	96	\$107,520
Life Generations Healthcare LLC	Statewide	Health Care and Social Assistance	490	\$439,040
Lockheed Martin Corporation	Kern, Los Angeles, Santa Cruz, Santa Clara	Manufacturing	446	\$599,424
Lyons Magnus, LLC	Fresno	Manufacturing	198	\$194,040
Mann Packing Co., Inc.	Monterey	Agriculture, Forestry, Fishing and Hunting	149	\$193,104
Maxco Supply, Inc.	Fresno, Kern	Manufacturing	226	\$284,760
Niagara Bottling LLC	Kern, Los Angeles, San Bernardino, San Joaquin	Manufacturing	312	\$349,440
Omni Hotels Management Corporation	Los Angeles, Riverside, San Francisco, San Diego	Accommodation and Food Services	218	\$366,240

APPENDIX A-2 (Cont.)

Contractor Name	County(ies) Served	Industry	Trainees Approved in HUA	Approved Amount in HUA
Pacific Gas And Electric Company	Alameda, Contra Costa, Placer, Humboldt, Glenn, Lake, Marin, Mendocino, Napa, Solano, Sonoma, Butte, El Dorado, Nevada, Plumas, Shasta, Tehama, Yolo, Merced, San Mateo, San Francisco, Monterey, San Benito, San Luis Obispo, Santa Barbara, Santa Clara, Sant	Utilities	639	\$500,976
PB Loader Corporation	Fresno	Manufacturing	93	\$52,080
Poindexter Nut Company, Inc.	Fresno	Manufacturing	87	\$48,720
QK, Inc	Fresno, Kern, Kings, Merced, Tulare	Professional, Scientific, and Technical Services	102	\$99,960
RDC-S111, Inc.	Los Angeles and San Diego	Professional, Scientific, and Technical Services	129	\$72,240
Recology Service Center	Sacramento, San Francisco, Solano, Yuba, Placer	Administrative and Support and Waste Management and Remediation	113	\$72,772
Relativity Space, Inc.	Los Angeles	Manufacturing	533	\$596,960
Scram Of California, Inc.	Multiple Counties	Administrative and Support and Waste Management and Remediation	50	\$105,000
Senior Operations LLC, Senior Aerospace Ssp	Los Angeles	Manufacturing	463	\$479,668
Shultz Steel LLC	Los Angeles	Manufacturing	287	\$466,088
Simpson Strong-Tie Company Inc.	Riverside, San Joaquin	Manufacturing	533	\$596,960
Spectrum Pride LLC	Merced, Tulare, Fresno	Health Care and Social Assistance	60	\$62,160
Sunmet Juice Company, LLC	Tulare	Agriculture, Forestry, Fishing and Hunting	55	\$58,520

APPENDIX A-2 (Cont.)

Contractor Name	County(ies) Served	Industry	Trainees Approved in HUA	Approved Amount in HUA
Sutter Home Winery, Inc.	Napa, San Joaquin, San Luis Obispo	Manufacturing	600	\$554,400
Synergy Enterprises, Inc.	Fresno, San Joaquin, Alameda, Tulare	Construction	177	\$247,800
The Brownie Baker, Inc.	Fresno	Manufacturing	108	\$87,696
The Wine Group, Inc.	San Joaquin, Fresno, Madera	Manufacturing	82	\$98,728
TLS Parts Inc	Sacramento, Yuba, Los Angeles	Retail Trade	70	\$100,800
True Organic Products, Inc.	Fresno, Kings, Monterey	Manufacturing	261	\$570,024
Tulare Kings County Builders Exchange	Fresno, Kern, Kings, and Tulare	Construction; Other Services (except Public Administration)	140	\$167,720
Valley Builders Exchange	Madera, Mariposa, Merced, Stanislaus, Tuolumne, San Joaquin	Administrative and Support and Waste Management and Remediation Services; Construction; Finance and Insurance; Other Services (except Public Administration); Professional, Scientific, and Technical Services; Utilities	371	\$685,826
Vino Farms, Inc.	Napa, San Joaquin, San Luis Obispo, Santa Barbara, Sonoma	Agriculture, Forestry, Fishing and Hunting	250	\$230,000
Vision Care Center, A Medical Group, Inc.	Fresno	Health Care and Social Assistance	163	\$95,844
Vortex Industries	Orange	Construction	448	\$501,760

APPENDIX A-2 (Cont.)

Contractor Name	County(ies) Served	Industry	Trainees Approved in HUA	Approved Amount in HUA
West Coast Medianews LLC	Butte, Contra Costa, Humbolt, Orange, Lake, Alameda, Los Angeles, Monterey, San Bernardino, Tehema, Riverside, Santa Clara, Marin, Santa Cruz, Mendicino, Solano, Yolo	Information	609	\$579,768
Wing Inflatables, Inc.	Humboldt	Manufacturing	140	\$313,600
Wonderful Orchards	Kern, Fresno	Agriculture, Forestry, Fishing and Hunting	357	\$299,880
65 Contracts			15,799	\$18,902,179

APPENDIX B-1-A & B

COMPLETED CONTRACT DATA

A. SUMMARY OF COMPLETED CONTRACTS

	Core Funding	Alt Funding
Number of Contracts	303	6
Amount of Earned	\$65,698,845	\$2,998,355
Retained in Employment	53,402	1,510
Average Cost per Trainee	\$1,230	\$1,986

B. TRAINEES SERVED BY BUSINESS SIZE

The following tables summarize trainees served and funds earned for completed projects by reported employer business size.

CORE FUNDED CONTRACTS

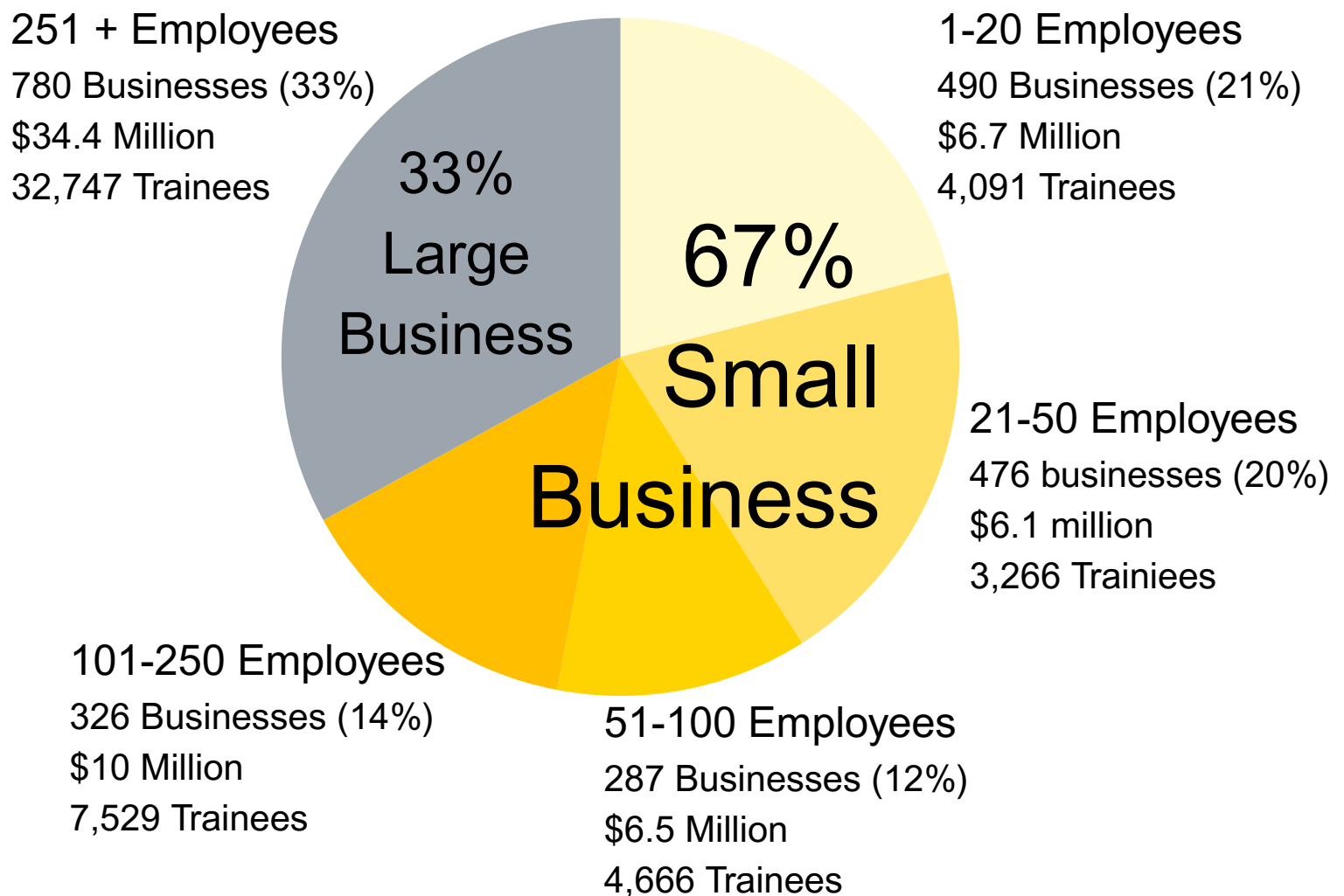
Bus. Size	Retrainees	Retrainees \$ Earned	New Hires	New Hire \$ Earned	Total \$ Earned
1-20	4,074	\$6,640,733.48	17	\$85,243.50	\$6,725,976.98
21-50	3,181	\$5,629,420.29	85	\$521,053.58	\$6,150,473.87
51-100	4,618	\$6,241,348.52	48	\$284,877.64	\$6,526,226.16
101-250	7,527	\$9,968,452.53	2	\$12,705.84	\$9,981,158.37
250+	31,229	\$31,361,141.37	8	\$27,361.19	\$31,388,502.56
Unspecified *	2,438	\$4,186,001.20	175	\$740,506.27	\$4,926,507.47
Total	53,067	64,027,097	335	\$1,671,748.02	\$65,698,845.41

ALTERNATIVE FUNDED CONTRACTS

Bus. Size	Retrainees	Retrainees \$ Earned	New Hires	New Hire \$ Earned	Total \$ Earned
1-20	0	\$0.00	0	\$0.00	\$0.00
21-50	0	\$0.00	0	\$0.00	\$0.00
51-100	0	\$0.00	0	\$0.00	\$0.00
101-250	0	\$0.00	0	\$0.00	\$0.00
250+	1,510	\$2,998,355.00	0	\$0.00	\$2,998,355.00
Unspecified *	0	\$0.00	0	\$0.00	\$0.00
Total	1,510	2,998,355	0	\$0.00	\$2,998,355.00

*Unspecified: Due to various factors, the business sizes of some participating companies are not provided/collected and is therefore classified as "Unspecified" in this report.

Contracts by Business Size



APPENDIX B-1-C

C. TRAINING BY INDUSTRY

CORE FUNDED CONTRACTS

Major Industry	Earned Amount	Number of Businesses	Number of Trainees	Percent of Earned Total
Accommodation and Food Services	\$85,571.77	10	92	0.13%
Administrative and Support and Waste Management and Remediation	\$900,089.89	44	823	1.37%
Agriculture, Forestry, Fishing and Hunting	\$719,630.51	9	788	1.10%
Arts, Entertainment, and Recreation	\$106,811.76	6	157	0.16%
Construction	\$16,560,879.15	1247	10,062	25.21%
Educational Services	\$6,615,112.26	34	4,977	10.07%
Finance and Insurance	\$361,308.07	6	310	0.55%
Health Care and Social Assistance	\$5,787,358.13	74	4,346	8.81%
Information	\$423,637.91	15	385	0.64%
Management of Companies and Enterprises	\$151,829.20	2	277	0.23%
Manufacturing	\$22,748,194.20	517	23,281	34.62%
Mining, Quarrying, and Oil and Gas Extraction	\$5,676.45	2	3	0.01%
Other Services (except Public Administration)	\$1,514,913.34	45	1,042	2.31%
Professional, Scientific, and Technical Services	\$3,163,504.13	206	2,838	4.82%
Real Estate and Rental and Leasing	\$77,499.60	2	50	0.12%
Retail Trade	\$218,173.83	16	119	0.33%
Transportation and Warehousing	\$211,959.62	63	236	0.32%
Unspecified*	\$4,926,507.47	65	2,613	7.50%
Utilities	\$62,361.70	6	50	0.09%
Wholesale Trade	\$1,057,826.42	40	953	1.61%
Total	\$65,698,845.41	2,409	53,402	100%

*Multiple Employer Contracts (MECs) may include support to multiple industries

APPENDIX B-1-C (Cont.)

ALTERNATIVE FUNDED CONTRACTS

Major Industry	Earned Amount	Number of Businesses	Number of Trainees	Percent of Earned Total
Health Care and Social Assistance	\$2,498,979.00	12	1345	83.35%
Public Administration	\$499,376	3	165	16.65%
Total	\$2,998,335.00	15	1,510	100%

*Multiple Employer Contracts (MECs) may include support to multiple industries

APPENDIX B-1-D & E

D. LITERACY TRAINING

The Panel supports literacy training aligned with job skills, including instruction in reading, writing, language comprehension, digital, mathematics, and Vocational English as a Second Language skills.

During the reporting period, literacy training was delivered to 160 workers in the Agriculture, Construction, and Manufacturing sectors across three CORE contracts.

A total of \$183,273.04 was funded to support these literacy training activities, reflecting the Panel's investment in strengthening foundational and job-related literacy and language skills within targeted industry sectors.

E. TRAINEE WAGES

Among ETP Core and Alternative funding, the average post-retention wages incumbent workers (retrainees) earned was \$39.76; an 12% increase from the previous 2023-24 fiscal year.

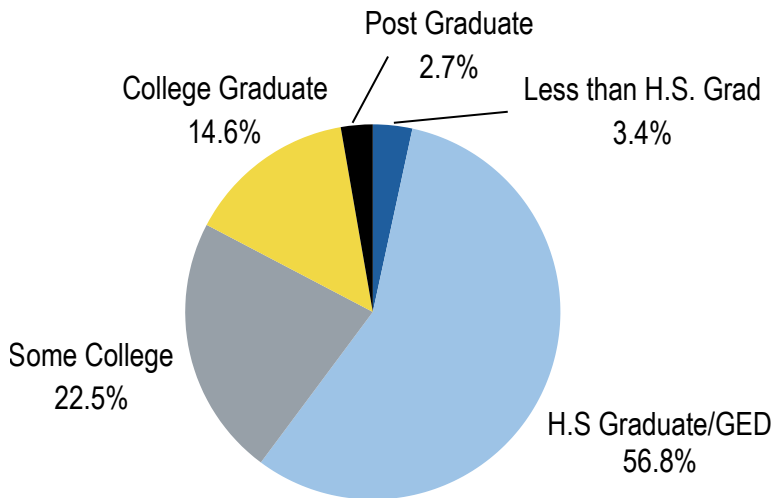
While ETP funds training for high-wage, high-skills jobs, it also funds training for lower wage workers or those reentering the workforce to assist in advancing to better paying, more secure jobs. For workers who were unemployed at the start of training (new hires), the average post-retention wages earned was \$23.24, a 27% increase from this previous 2023-24 fiscal year.

APPENDIX B-1-F

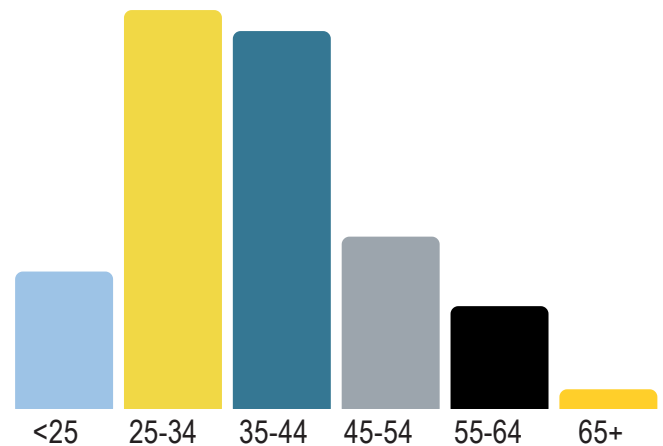
F. TRAINEE DEMOGRAPHICS

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

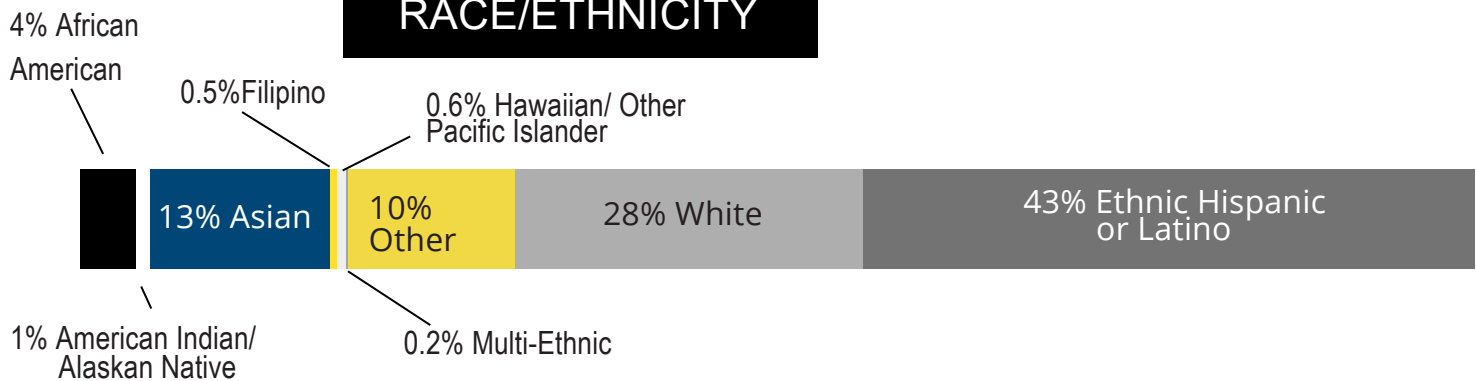
EDUCATION



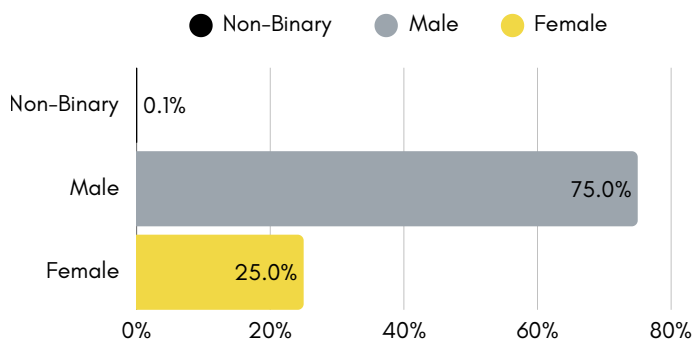
AGE



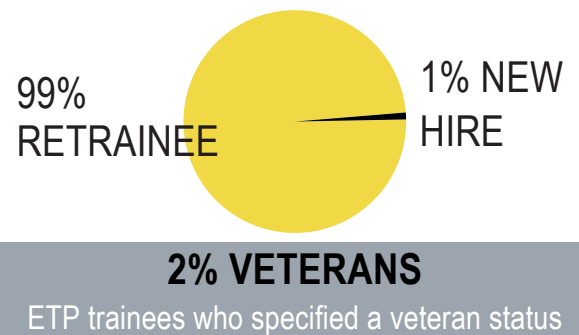
RACE/ETHNICITY



GENDER

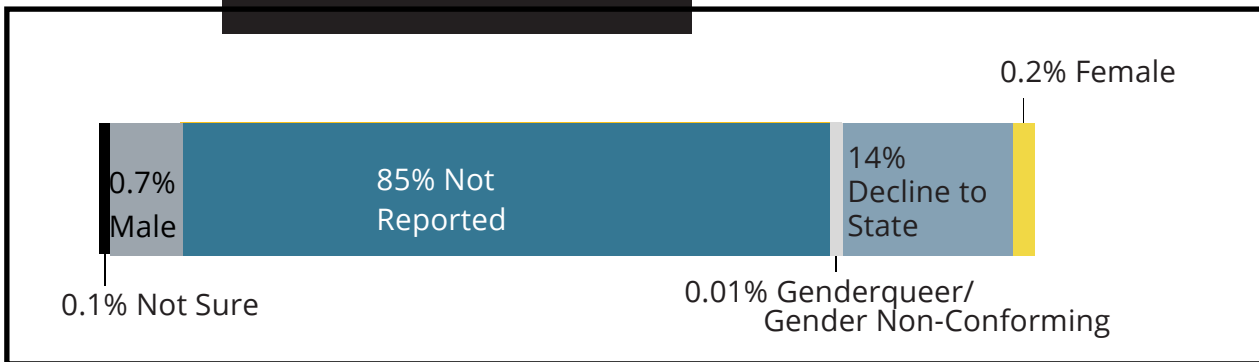


TRAINEE TYPE

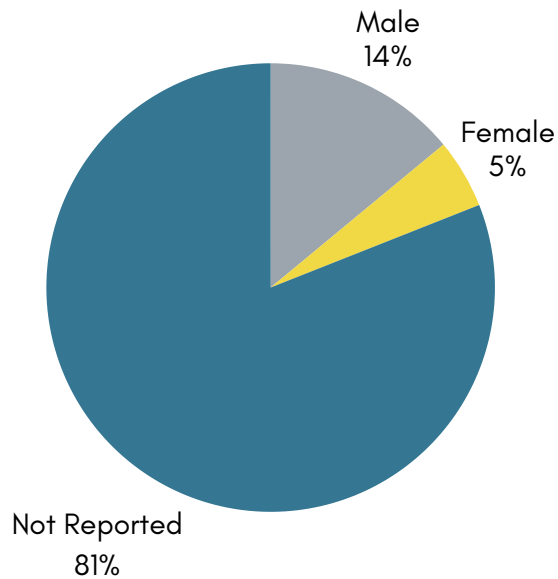


OPTIONAL DATA*

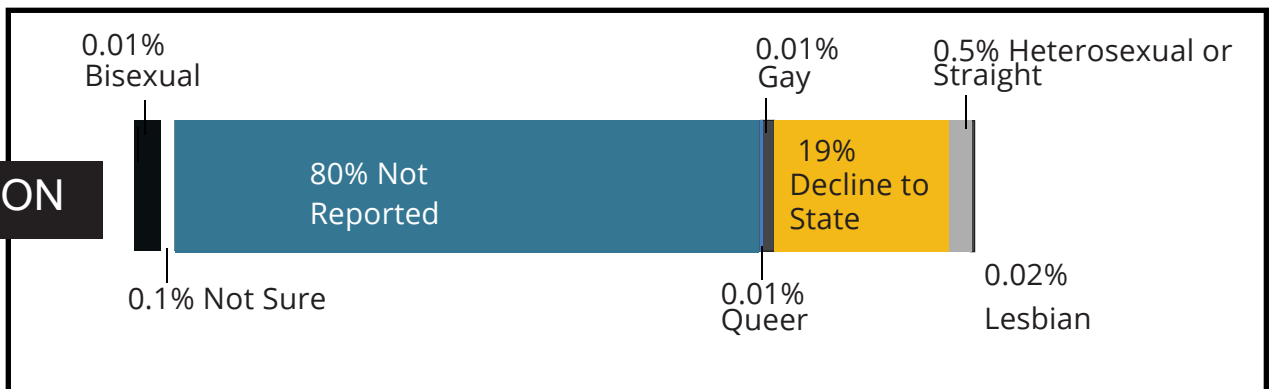
IDENTITY



SEX AT BIRTH



ORIENTATION



Note: This data is for placed trainees from Core and Alternative Funding Sources. Placed trainees are individuals who have completed training and a 90-day post retention period.

*Optional data are discretionary survey data. Respondents may refuse to answer, resulting in a high percentage of "Not Reported"

APPENDIX B-2

COMPLETED CORE FUNDING CONTRACTS

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
10X Genomics, Inc.	Alameda	1233	Professional, Scientific, and Technical Services	236	0	\$97,554.50	20.20%
3-D Engineering, Corp.	Riverside	23	Manufacturing	27	0	\$31,740.00	100.00%
Advanced Composite Products And Technology, Inc.	Orange	62	Manufacturing	48	0	\$88,613.25	87.96%
Aerojet Rocketdyne, Inc.	Los Angeles, Sacramento	4988	Manufacturing	677	0	\$250,125.00	100.00%
Aerovironment, Inc.	Los Angeles, Sonoma, Ventura	1227	Professional, Scientific, and Technical Services	440	0	\$82,800.00	100.00%
Ahmc Healthcare, Inc.	Los Angeles	585	Health Care and Social Assistance	345	0	\$444,279.73	89.99%
Aire-Rite Air Conditioning & Refrigeration, Inc.	Orange	152	Other Services (except Public Administration)	53	0	\$35,728.00	71.26%
Airspace Technologies, Inc.	San Diego	124	Professional, Scientific, and Technical Services	33	0	\$28,893.75	14.69%
Alameda Electrical Industry Apprenticeship And Training Trust	Alameda, Contra Costa, Los Angeles, San Francisco, San Mateo, Santa Clara, Solano, Sonoma	MEC	Construction	180	0	\$365,214.00	100.00%
Aleia Corp.	Alameda	14	Wholesale Trade	17	0	\$29,670.00	100.00%
Alhambra Healthcare & Wellness Centre, LP	Los Angeles	230	Health Care and Social Assistance	237	0	\$393,185.00	100.00%
All-Ways Metal, Inc.	Los Angeles	19	Manufacturing	22	0	\$25,029.29	83.07%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
American Education Systems Corp.	Alameda, Kern, Los Angeles, Orange, Placer, Riverside, Sacramento, San Bernardino, San Diego, San Francisco, Stanislaus, Ventura	MEC	Professional, Scientific, and Technical Services	249	0	\$551,876.40	92.32%
American Health Education	Alameda	MEC	Unspecified	0	15	\$72,356.16	24.22%
American Tartaric Products Inc	Sonoma	49	Wholesale Trade	34	0	\$128,190.50	99.62%
Anaheim Point Healthcare & Wellness Center, LP	Orange	170	Health Care and Social Assistance	158	0	\$188,991.00	75.30%
Anderson & Howard Electric, Inc.	Orange	235	Construction	40	0	\$11,592.00	91.64%
Applied Engineering Technology, Inc.	Santa Clara	88	Manufacturing	83	0	\$98,405.50	48.62%
Applied Materials, Inc.	Santa Clara	33000	Manufacturing	890	0	\$749,455.00	100.00%
Applied Medical Resources Corporation	Orange	4902	Manufacturing	897	0	\$491,097.14	99.31%
Applied Spectra, Inc.	Yolo	31	Professional, Scientific, and Technical Services	18	0	\$12,880.00	38.49%
Apprentice And Journeymen Training Trust Fund Of The Southern California Plumbing And Piping Industry	Alameda, Los Angeles, Orange	MEC	Construction	280	0	\$499,636.00	100.00%
Arc Document Solutions LLC	Contra Costa, Los Angeles	2500	Administrative and Support and Waste Management and Remediation	142	0	\$91,286.95	20.51%
Artemis Headlands LLC	Riverside, San Diego	55	Professional, Scientific, and Technical Services	42	0	\$59,541.25	99.38%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
Asc Process Systems, Inc.	Los Angeles	227	Manufacturing	134	0	\$65,121.74	47.19%
Aspen Skilled Healthcare, Inc.	Contra Costa, Los Angeles, Marin, San Diego, San Francisco, San Joaquin, Santa Clara, Sonoma	2709	Health Care and Social Assistance	346	0	\$467,107.69	93.50%
Associated Builders & Contractors Central California Chapter	Kern	MEC	Construction	141	0	\$349,320.00	100.00%
Associated Builders And Contractors Northern California Chapter Training Trust Fund	Alameda, Butte, Contra Costa, El Dorado, Fresno, Merced, Monterey, NA - Out of State, Nevada, Orange, Placer, Riverside, Sacramento, San Benito, San Diego, San Francisco, San Joaquin, San Mateo, Santa Clara, Shasta, Solano, Sonoma, Stanislaus, Tulare, Tuolumne	MEC	Construction	146	0	\$270,997.73	95.46%
Associated Builders And Contractors Of Southern California Inc Merit Training Trust Fund	Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego	MEC	Construction	184	0	\$498,760.00	100.00%
Associated General Contractors Of America, San Diego Chapter, Inc. Apprenticeship And Training Trust Fund	Los Angeles, Orange, Riverside, San Bernardino, San Diego	MEC	Construction	172	0	\$333,645.00	100.00%
Astra Space Operations, Inc.	Alameda, Santa Clara	367	Professional, Scientific, and Technical Services	12	0	\$12,328.00	3.10%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
Automotive Calibration Specialists LLC	Alameda, Placer, Sacramento, Santa Cruz	75	Other Services (except Public Administration)	29	0	\$129,835.00	80.13%
B.R. Building Resources Company	Los Angeles	180	Construction	83	0	\$96,120.45	33.17%
Balfour Beatty Construction, LLC	Orange, Riverside, Sacramento, San Diego	30000	Construction	259	0	\$246,595.65	99.83%
Barnum Mechanical, Inc.	Placer	44	Construction	45	0	\$83,157.27	97.22%
Bath Makeover By Shugarman's, Inc.	San Diego	50	Construction	7	0	\$8,280.00	100.00%
Bay Area Counties Roofing Industry Apprenticeship Training Fund	Alameda	MEC	Unspecified	381	0	\$493,064.00	100.00%
Bay Ship & Yacht Co	Alameda	300	Manufacturing	239	0	\$276,000.00	85.71%
Bellows Plumbing, Heating & Air, Inc.	Marin, Santa Clara, Santa Cruz	112	Construction	78	0	\$250,470.00	100.00%
Bernards Bros. Inc.	Fresno, Los Angeles, Orange, San Bernardino, San Diego, Santa Clara	330	Construction	336	0	\$306,752.38	98.79%
Best Formulations LLC	Los Angeles, Orange	447	Manufacturing	321	0	\$411,240.00	100.00%
Betts Company	Alameda, Fresno, Los Angeles, Sacramento, San Bernardino	319	Manufacturing	260	0	\$496,800.00	100.00%
Bfs Group Of California LLC	Orange, Riverside, San Diego	32100	Manufacturing	266	0	\$479,267.56	96.47%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
Bill Howe Plumbing, Inc.	San Diego	215	Construction	94	0	\$120,543.00	40.38%
Biomarin Pharmaceutical, Inc	Marin	6000	Manufacturing	202	0	\$499,560.00	100.00%
Bricklayers And Allied Crafts Local No. 3 Apprentice Training Trust	Alameda, Contra Costa, Fresno, Los Angeles, Monterey, Orange, Placer, Sacramento, San Francisco, San Joaquin, San Mateo, Santa Clara, Solano, Yolo	MEC	Educational Services	169	0	\$167,894.40	99.63%
Brower Mechanical Ca LLC	Placer	100	Construction	54	0	\$52,854.00	21.68%
Bumble Bee Foods, LLC	Los Angeles	5000	Manufacturing	158	0	\$42,559.80	9.30%
Cabinet Outsource, Inc.	Orange	44	Manufacturing	31	0	\$33,764.00	56.46%
Cal-Delta Plumbing, Inc.	Sacramento	35	Construction	15	0	\$54,618.79	99.36%
California American Fire Sprinkler Association Training Trust Fund	Alameda, Contra Costa, Kern, Los Angeles, Orange, Placer, Riverside, Sacramento, San Bernardino, San Diego, San Joaquin, Santa Clara, Stanislaus, Ventura	MEC	Construction	91	0	\$144,049.09	57.55%
California Field Ironworkers Apprenticeship Training And Journeyman Retraining Fund - Northern Ca	Alameda, Butte, Los Angeles, Orange, Placer, San Bernardino, San Diego, San Francisco, San Joaquin, Santa Clara, Solano	MEC	Construction	337	0	\$473,678.00	100.00%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
California Field Ironworkers Apprenticeship Training And Journeyman Retraining Fund -Southern Ca	Contra Costa, Los Angeles, NA - Out of State, Orange, Riverside, San Bernardino, San Diego, San Francisco, San Joaquin, Santa Clara, Ventura	MEC	Construction	393	0	\$469,899.00	100.00%
California Imaging Institute, LLC	Fresno	230	Health Care and Social Assistance	120	0	\$294,745.00	100.00%
California Manufacturers And Technology Association	Alameda, Calaveras, Contra Costa, Fresno, Kern, Los Angeles, Orange, Sacramento, San Diego, Santa Clara, Sonoma	MEC	Manufacturing	913	13	\$528,970.00	100.00%
California Manufacturers And Technology Association	Alameda, Fresno, Kern, Los Angeles, Merced, Orange, Placer, Riverside, Sacramento, San Diego, Santa Clara, Sonoma, Stanislaus, Tulare, Yuba	MEC	Manufacturing	771	0	\$598,850.00	100.00%
California Manufacturing Technology Consulting	Fresno, Imperial, Kern, Los Angeles, Napa, Orange, Placer, Riverside, Sacramento, San Bernardino, San Diego, Santa Clara, Santa Cruz, Stanislaus, Ventura, Yolo	MEC	Manufacturing	508	0	\$542,278.03	90.43%
California Tradeshow And Sign Crafts Joint Apprenticeship Training Trust Fund Of Painters And Allied Trades District Council 36	Los Angeles, Orange, Placer, Riverside, San Mateo	MEC	Construction	196	0	\$174,192.00	100.00%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
California Waters, LLC	Orange	40	Construction	4	0	\$8,843.50	21.36%
California Workforce Association	Humboldt, Kings, Monterey, Orange, Santa Clara	MEC	Finance and Insurance	416	0	\$555,913.34	96.35%
Calmont Engineering & Electronics Corp	Orange	32	Manufacturing	3	0	\$4,030.75	13.84%
Calspec Enterprises, Inc.	Los Angeles, San Diego	71	Construction	75	0	\$98,428.27	99.41%
Carpenters Training Trust Fund For Northern California	Alameda, Contra Costa, El Dorado, Fresno, Los Angeles, Napa, Orange, Riverside, Sacramento, San Diego, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, Stanislaus, Yolo	MEC	Construction	399	0	\$494,000.00	100.00%
Carpenters Training Trust Fund For Northern California	Alameda	MEC	Construction	530	0	\$499,892.00	100.00%
Cart Mart, Inc.	Los Angeles, Riverside, San Diego	90	Wholesale Trade	69	0	\$87,561.00	97.62%
Cb Technologies, Inc.	Orange	23	Professional, Scientific, and Technical Services	19	0	\$7,613.00	24.89%
Cedarlane Natural Foods, Inc.	Los Angeles	246	Manufacturing	58	0	\$44,120.44	43.20%
Cell-Crete Corporation	Alameda, Los Angeles, San Diego	400	Manufacturing	165	0	\$251,160.00	99.09%
Central Valley Electrical Industry Training & Educational Trust	Contra Costa, Orange, Placer, San Joaquin, Santa Clara, Stanislaus	MEC	Educational Services	86	0	\$202,892.00	99.40%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
Central Valley Training Center, Inc.	Fresno, Merced, Sacramento, San Joaquin, Stanislaus, Tulare	389	Health Care and Social Assistance	288	0	\$319,400.00	100.00%
Cepheid	Alameda, San Joaquin, Santa Clara	6000	Manufacturing	290	0	\$499,100.00	100.00%
Certified Stainless Service, Inc.	Kern, Merced, Stanislaus	217	Manufacturing	228	0	\$372,439.00	99.96%
Cha Hollywood Medical Center, L.P.	Los Angeles	6500	Health Care and Social Assistance	650	0	\$379,784.28	75.96%
Chaffey Community College District, Chaffey College	Los Angeles, Orange, Riverside, San Bernardino, San Diego	MEC	Manufacturing	317	0	\$599,075.20	99.97%
Chatsworth Products, Inc.	Ventura	692	Manufacturing	91	0	\$86,963.00	48.98%
Chrisp Company	Alameda, Fresno, San Bernardino, San Joaquin, Ventura, Yolo	270	Construction	171	0	\$460,575.00	100.00%
Cicon Engineering, Inc.	Los Angeles	320	Manufacturing	206	0	\$294,178.19	92.95%
City And County Of San Francisco	Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara	MEC	Construction	0	77	\$458,915.41	87.53%
Clarke & Rush Mechanical, Inc.	Sacramento	88	Construction	67	0	\$216,453.00	88.47%
Clean Energy	Los Angeles, Orange	825	Utilities	28	0	\$23,247.25	23.64%
Clima-Tech LLC	Alameda, Riverside, Santa Clara	95	Construction	38	0	\$31,791.75	58.15%
Cobham Advanced Electronic Solutions Inc.	San Diego	11500	Manufacturing	135	0	\$46,641.47	15.56%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
Commercial Casework Incorporated	Alameda	108	Manufacturing	45	0	\$185,150.00	100.00%
Cornerstone Ondemand, Inc.	Alameda, Los Angeles	2672	Professional, Scientific, and Technical Services	40	0	\$15,267.17	4.62%
Cortica Behavioral Health Inc.	San Diego	351	Health Care and Social Assistance	99	0	\$38,787.43	8.60%
Crain Walnut Shelling, LP	Tehama	375	Agriculture, Forestry, Fishing and Hunting	105	0	\$226,550.00	100.00%
Crystal Creamery, Inc.	Alameda, Fresno, Humboldt, Kern, Monterey, San Joaquin, Shasta, Stanislaus, Yolo	853	Manufacturing	507	0	\$244,352.00	85.68%
Cytomx Therapeutics, Inc.	San Mateo	118	Professional, Scientific, and Technical Services	89	0	\$39,235.34	37.08%
Deltronic Corporation	Orange	73	Manufacturing	24	0	\$62,893.50	82.36%
Diamond Technologies, Inc	Kern	40	Professional, Scientific, and Technical Services	19	0	\$60,977.60	94.42%
Doty Bros. Equipment Co.	Los Angeles	410	Construction	383	0	\$438,817.00	88.33%
Duarte Nursery, Inc.	Stanislaus	450	Agriculture, Forestry, Fishing and Hunting	51	0	\$17,192.50	10.38%
Ducommun Aerostructures, Inc.	Los Angeles	2565	Manufacturing	63	0	\$41,416.33	12.88%
East Economic Development Council	San Diego	MEC	Manufacturing	46	0	\$118,080.00	100.00%
Eastwestproto, Inc.	Los Angeles, Orange	300	Health Care and Social Assistance	295	0	\$444,174.85	89.10%
Ectron Corporation	San Diego	15	Manufacturing	5	0	\$9,821.00	63.26%
El Clasificado	Los Angeles, San Bernardino	161	Information	78	0	\$94,360.26	60.78%
Ender Technology Corporation	Los Angeles	13	Professional, Scientific, and Technical Services	11	0	\$14,881.00	77.02%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
Engeo Incorporated	Alameda, Contra Costa, Los Angeles, Orange, Placer, San Diego, San Francisco, San Joaquin, Santa Barbara, Santa Clara	404	Professional, Scientific, and Technical Services	196	0	\$148,465.00	100.00%
Erickson-Hall Construction Co.	Riverside	180	Construction	174	0	\$100,623.16	48.08%
Ernest Ongaro & Sons, Inc.	Marin, Sonoma	123	Construction	142	0	\$297,804.00	100.00%
Esl Power Systems, Inc	Riverside	80	Manufacturing	92	0	\$69,180.78	91.56%
Everson Spice Company, Inc.	Los Angeles	115	Manufacturing	50	0	\$38,708.77	92.47%
Exo Imaging, Inc.	Santa Clara	180	Manufacturing	3	0	\$1,610.00	0.56%
Field Fresh Foods Incorporated	Los Angeles	536	Manufacturing	344	0	\$192,280.00	100.00%
Finishing Trades Institute Of District Council 36 Joint Apprenticeship Training Trust Fund	Los Angeles	MEC	Educational Services	406	0	\$494,479.00	100.00%
Flory Industries	Stanislaus	440	Manufacturing	63	0	\$40,334.64	40.97%
Folsom Ready Mix, Inc.	Placer, Sacramento, Shasta	130	Manufacturing	32	0	\$88,135.08	96.16%
Foster Poultry Farms LLC	Fresno, Los Angeles, Merced, Stanislaus, Tulare	13700	Manufacturing	333	0	\$111,833.13	22.41%
Franklin Ranch Pet Hospital, Inc.	Sacramento	68	Professional, Scientific, and Technical Services	40	0	\$167,313.50	84.74%
Free Energy Savings Company, LLC	Contra Costa, San Bernardino, San Mateo	305	Construction	128	0	\$442,646.50	98.57%
Fresno Surgery Center LP	Fresno	305	Health Care and Social Assistance	118	0	\$181,971.86	69.22%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
Fujifilm Irvine Scientific, Inc.	Orange	799	Manufacturing	487	0	\$443,116.18	75.02%
G & C Auto Body, Inc.	Alameda, Contra Costa, Marin, Mendocino, San Francisco, San Joaquin, San Mateo, Santa Clara, Solano, Sonoma, Yuba	600	Other Services (except Public Administration)	155	0	\$392,922.00	100.00%
George Reed Inc	Stanislaus	854	Construction	14	0	\$4,098.29	0.82%
Ghirardelli Chocolate Company	Alameda	977	Manufacturing	75	0	\$36,242.71	32.83%
Giroux Glass, Inc.	Fresno, Los Angeles, San Bernardino	164	Construction	70	0	\$74,520.00	100.00%
Glaziers Architectural Metal & Glass Workers Finishing Trades Institute Jatc	Alameda	MEC	Educational Services	385	0	\$498,264.58	99.82%
Glazing Concepts, Inc.	Riverside	51	Construction	42	0	\$29,827.09	57.64%
Glendale Community College Professional Development Center	Los Angeles, Madera, Orange, San Bernardino, Ventura	MEC	Manufacturing	446	0	\$599,370.00	100.00%
Greater San Fernando Valley Chamber Of Commerce	Alameda, Los Angeles, Orange, Riverside, Sacramento, San Diego, Santa Barbara, Ventura	MEC	Manufacturing	471	0	\$594,040.80	99.10%
Gustav Keoni	San Luis Obispo	43	Construction	35	0	\$36,570.00	100.00%
H.M. Electronics Inc	Alameda, San Diego	804	Manufacturing	404	0	\$240,331.64	88.99%
Hale Glass, Inc.	Orange	24	Construction	20	0	\$12,799.50	53.00%
Hanover Holdings	Fresno, Kern, Monterey, San Luis Obispo, Sonoma, Tulare	99	Construction	131	0	\$175,720.00	100.00%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
Hansen Engineering Co	Los Angeles	38	Manufacturing	19	0	\$15,808.82	32.45%
Harris & Bruno International	Placer	123	Manufacturing	49	0	\$175,720.00	100.00%
Hazard Construction Company	San Diego	132	Construction	123	0	\$100,682.50	63.44%
Headway Technologies Inc	Santa Clara	884	Manufacturing	358	0	\$411,640.20	82.52%
Heat And Frost Insulators And Allied Workers Of Northern Ca And Local No. 16 Apprentice Training Trust	Alameda	MEC	Educational Services	133	0	\$349,044.00	100.00%
Heat And Frost Insulators And Asbestos Workers Joint Apprenticeship Trust Fund	Los Angeles	MEC	Educational Services	269	0	\$396,585.00	100.00%
Henderson Farms, Inc.	Colusa	51	Agriculture, Forestry, Fishing and Hunting	66	0	\$60,076.00	100.00%
Herman Weissker Power, Inc.	Orange	122	Construction	74	0	\$47,817.00	9.57%
Hi-Temp Insulation Inc	Ventura	459	Manufacturing	238	0	\$127,031.07	54.55%
Horizon Nut LLC	Fresno, Kern, Tulare	262	Manufacturing	161	0	\$133,031.92	66.73%
Horizon Oxygen And Medical Equipment, Inc.	Orange	270	Real Estate and Rental and Leasing	48	0	\$74,400.00	100.00%
Hr Mechanical Corp	San Diego	14	Construction	3	0	\$1,748.00	10.27%
Hydro-Aire Aerospace Corp.	Los Angeles	2500	Manufacturing	393	0	\$428,520.59	99.74%
Hyundai Autoever America, LLC	Orange	2200	Professional, Scientific, and Technical Services	153	0	\$90,831.49	71.39%
Ibase-T, Inc.	Orange	63	Professional, Scientific, and Technical Services	64	0	\$105,529.75	96.19%
Ingomar Packing Company, LLC	El Dorado	145	Manufacturing	216	0	\$92,631.35	41.52%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
Inspec Testing, Inc.	San Diego	49	Professional, Scientific, and Technical Services	10	0	\$19,107.25	49.16%
James Caccia Plumbing, Inc.	San Mateo	35	Construction	30	0	\$133,975.00	100.00%
James E. Williams And Son, Inc.	Placer	27	Construction	21	0	\$23,172.50	80.92%
Jbr, Inc.	Placer	480	Manufacturing	198	0	\$177,215.00	100.00%
Johanson Technology Inc.	Ventura	174	Manufacturing	77	0	\$57,040.00	100.00%
Joint Journeymen Apprentice Training Trust	Alameda, Los Angeles, Orange, Sacramento, San Bernardino, Ventura	MEC	Construction	264	0	\$494,537.00	100.00%
Jr-Tech	Riverside	9	Professional, Scientific, and Technical Services	7	0	\$12,972.00	91.71%
Katie Wagner Social Media, Inc.	Orange, San Diego	23	Professional, Scientific, and Technical Services	5	0	\$1,426.00	18.24%
Kc Partners Corp.	San Luis Obispo	46	Construction	26	0	\$19,550.00	100.00%
Kern Builders Exchange Incorporated	Kern	MEC	Construction	191	0	\$197,074.00	100.00%
Kern Electrical Journeyman And Apprentice Training Trust	Kern	MEC	Educational Services	141	0	\$171,084.00	100.00%
Kings Healthcare & Wellness Center, LP	Kings, Tulare	353	Health Care and Social Assistance	343	0	\$483,885.50	96.86%
La Tapatia Tortilleria, Inc.	Fresno, Sacramento	103	Manufacturing	83	0	\$158,107.75	90.39%
La Tortilla Factory Inc.	Sonoma, Stanislaus	300	Manufacturing	65	0	\$298,942.50	85.26%
Laborers Training And Retraining Trust Fund For Northern California	Alameda, Contra Costa, Fresno, Los Angeles, Placer, Sacramento, San Diego, San Joaquin, Santa Cruz, Shasta, Solano	MEC	Educational Services	637	0	\$499,798.00	100.00%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
Laborers Training And Re-Training Trust Fund For Southern California	Alameda	MEC	Educational Services	722	0	\$499,625.00	100.00%
Lam Research Corporation	Alameda	13000	Manufacturing	560	0	\$749,800.00	100.00%
Life-Assist, Incorporated	Sacramento	93	Wholesale Trade	25	0	\$15,778.00	32.67%
Local 100 International Brotherhood Of Electrical Workers Joint Electrical Training Trust Fund	Contra Costa, Fresno, Kern, Los Angeles, Madera, Orange, San Diego, Santa Barbara, Santa Clara, Stanislaus	MEC	Educational Services	118	0	\$258,822.35	95.94%
Local 228 - Pipe Trades District Council No. 36 Journeyman And Apprenticeship Training Trust Fund	Fresno, Los Angeles	MEC	Finance and Insurance	23	0	\$24,813.50	94.62%
Local 246 Pipe Trades District Council No. 36 Journeyman And Apprenticeship Training Trust Fund	Fresno	MEC	Finance and Insurance	89	0	\$216,475.20	99.96%
Local 442 - Pipe Trades District Council No. 36 Journeyman And Apprentice Training Trust Fund	Alameda, Calaveras, Los Angeles, Monterey, Placer, Sacramento, San Joaquin, San Mateo, Santa Clara, Stanislaus, Yuba	MEC	Construction	58	0	\$128,712.00	100.00%
Los Angeles County Electrical Educational And Training Trust Fund	Alameda, Contra Costa, Los Angeles, Orange, Riverside, San Bernardino, San Diego, Santa Clara, Ventura	MEC	Construction	384	0	\$499,574.00	100.00%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
Los Angeles County Electrical Educational And Training Trust Fund	Contra Costa, Los Angeles, Orange, Riverside, San Bernardino, San Diego, Santa Clara, Ventura	MEC	Construction	327	0	\$475,258.00	100.00%
Los Angeles Trade Technical College	Los Angeles, San Francisco, Ventura	MEC	Manufacturing	297	0	\$193,749.60	32.29%
Mariani Nut Company	Yolo	436	Manufacturing	468	0	\$300,351.25	64.78%
Mbkt Corp.	Santa Clara	60	Construction	22	0	\$78,892.30	53.54%
Mechanical Analysis/Repair, Inc.	San Joaquin	70	Construction	42	0	\$144,900.00	96.11%
Mercer Foods, LLC	Stanislaus	700	Manufacturing	174	0	\$49,350.52	17.44%
Metal Tite Products	Los Angeles	69	Manufacturing	6	0	\$12,707.50	34.00%
Mission Career College, Inc.	Riverside	MEC	Unspecified	0	18	\$86,325.00	100.00%
Monrovia Nursery Company	Tulare	436	Agriculture, Forestry, Fishing and Hunting	192	0	\$102,421.76	32.55%
Morgan Gallacher Inc	Los Angeles	44	Manufacturing	18	0	\$5,859.25	10.36%
Motivo Engineering LLC	Los Angeles, Orange	85	Professional, Scientific, and Technical Services	70	0	\$106,593.50	98.08%
Mountain G Enterprises Inc.	Butte, Fresno, Sacramento	287	Professional, Scientific, and Technical Services	10	0	\$9,384.50	3.29%
Movement For Life Inc	Sacramento, San Joaquin, San Luis Obispo, Santa Barbara	240	Health Care and Social Assistance	135	0	\$166,476.07	83.75%
Multimedical Systems, LLC	Fresno	93	Other Services (except Public Administration)	31	0	\$28,905.25	25.60%
Murad, LLC	Riverside	153000	Wholesale Trade	106	0	\$52,981.50	30.50%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
Murrieta Chamber Of Commerce	Los Angeles, Orange, Riverside, Sacramento, San Diego, Santa Clara	MEC	Manufacturing	614	0	\$586,710.00	100.00%
Musco Olive Products Inc	San Joaquin	243	Manufacturing	141	0	\$64,937.50	40.25%
Napa-Solano Counties Electrical Industry Apprenticeship And Training Trust Fund	Contra Costa, Marin, Napa, Placer, San Diego, San Joaquin, Solano, Sonoma, Yolo	MEC	Construction	66	0	\$158,881.24	65.26%
National Veterans Transition Services, Inc.	San Diego	MEC	Unspecified	0	54	\$30,922.12	12.11%
Neca/Ibew Inland Training Fund	Fresno, Inyo, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Mateo, Santa Clara	MEC	Construction	212	0	\$499,668.60	99.99%
Nextgen Associates Inc.	San Bernardino	135	Construction	25	0	\$53,038.00	99.40%
Niagara Bottling LLC	Kern, Los Angeles, San Bernardino, San Joaquin	7082	Manufacturing	525	0	\$299,000.00	100.00%
Nongshim America, Inc.	San Bernardino	6000	Manufacturing	50	0	\$16,988.00	39.08%
North Star Emergency Services, Inc.	Alameda	700	Health Care and Social Assistance	470	0	\$436,776.67	96.89%
Northern California Construction Training, Inc.	Placer, Sacramento, Solano	MEC	Unspecified	0	55	\$356,746.71	88.67%
Northern California Elevator Industry Joint Apprenticeship Training Committee Trust Fund	San Francisco	MEC	Other Services (except Public Administration)	505	0	\$493,656.00	100.00%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
Northern California Tile Industry Apprenticeship And Training Trust Fund	Alameda, Fresno, Los Angeles, Orange, Sacramento, San Mateo, Santa Clara, Santa Cruz	MEC	Educational Services	155	0	\$104,085.00	100.00%
Northrop Grumman Systems Corporation	Kern, Los Angeles, Orange, San Diego, Santa Barbara, Ventura	97000	Manufacturing	940	0	\$483,793.50	97.38%
Nowhere Commissary, LLC	Los Angeles	1567	Manufacturing	140	0	\$178,503.00	89.64%
Oceanside Glasstile Company	San Diego	425	Manufacturing	15	0	\$20,435.50	88.85%
Old Pueblo Ranch Inc	Los Angeles, San Bernardino	514	Manufacturing	143	0	\$223,710.65	86.23%
Olema Pharmaceuticals, Inc.	Alameda	78	Professional, Scientific, and Technical Services	2	0	\$473.80	0.28%
Omnicell, Inc.	Santa Clara	4088	Manufacturing	101	0	\$15,262.20	3.11%
One Week Bath, Inc.	Los Angeles	73	Construction	46	0	\$55,102.25	47.72%
Operating Engineers And Northern California Surveyors Pre-Apprentice, Apprentice, And Journeyman Affirmative Action Training Fund	Contra Costa	MEC	Unspecified	280	0	\$441,190.00	100.00%
Opportunity Junction, Inc.	Contra Costa	MEC	Health Care and Social Assistance	0	86	\$537,491.32	98.72%
Orange Electrical Joint Apprenticeship And Training Trust	Los Angeles, Orange	MEC	Educational Services	238	0	\$498,879.00	100.00%
Organic By Nature, Inc.	Los Angeles	92	Manufacturing	53	0	\$132,133.16	99.74%
Oven Fresh Bakery, Incorporated	Alameda	13	Manufacturing	7	0	\$2,642.70	14.73%
P.T.I. Technologies Inc	Ventura	248	Manufacturing	252	0	\$228,413.46	68.54%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
P2S LP	Los Angeles, San Diego	225	Professional, Scientific, and Technical Services	216	0	\$172,862.25	55.67%
Pacific Aire, Inc.	Ventura	57	Construction	41	0	\$146,809.00	97.15%
Pacific Resource Recovery Services	Los Angeles	35	Administrative and Support and Waste Management and Remediation	40	0	\$46,027.60	93.73%
Peninsula Improvements, Inc.	San Mateo	45	Construction	15	0	\$31,084.50	66.74%
Peterson Brothers Construction, Inc.	Los Angeles, Orange, San Diego	360	Construction	226	0	\$187,404.00	100.00%
Pipe Trades Apprentice And Journeyman Training Trust Fund Of Santa Clara And Benito Counties	Alameda, Contra Costa, Los Angeles, Orange, San Joaquin, San Mateo, Santa Clara	MEC	Educational Services	234	0	\$499,402.00	100.00%
Pipe Trades Apprentice And Journeymen Training Trust Fund For San Mateo	Alameda, Contra Costa, Los Angeles, Orange, Sacramento, San Francisco, San Joaquin, San Mateo, Santa Clara, Yuba	MEC	Construction	197	0	\$451,585.40	99.86%
Poindexter Nut Company, Inc.	Fresno	316	Manufacturing	37	0	\$49,092.35	69.98%
Praedicat Inc	Los Angeles	33	Information	9	0	\$3,352.25	14.72%
Producers Dairy Foods Inc	Alameda, Fresno, Kern, Monterey, Sacramento, San Luis Obispo, Santa Barbara, Shasta, Solano, Stanislaus, Tulare, Tuolumne	900	Manufacturing	667	0	\$499,560.00	100.00%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
Professionals In Human Resources Association	Los Angeles, Orange, Santa Clara	MEC	Manufacturing	480	0	\$599,440.00	100.00%
Q C M, Inc.	Orange	151	Manufacturing	97	0	\$48,633.73	33.83%
Qc Manufacturing, Inc.	Riverside	117	Manufacturing	32	0	\$89,728.75	86.69%
Raymond Handling Solutions, Inc.	Alameda, Fresno, Los Angeles, Sacramento, San Bernardino, San Diego, San Joaquin	71780	Wholesale Trade	365	0	\$306,196.03	97.72%
Redwood Empire Electrical Joint Apprenticeship Trust	Alameda, Los Angeles, Marin, Napa, San Joaquin, Sonoma	MEC	Construction	75	0	\$203,829.53	97.75%
Relativity Space, Inc.	Los Angeles	734	Manufacturing	677	0	\$383,640.00	100.00%
Renovo Solutions LLC	Orange	245	Other Services (except Public Administration)	90	0	\$78,240.02	54.00%
Resers Fine Foods, Inc.	San Diego	4500	Manufacturing	98	0	\$82,225.00	64.41%
Rivian, LLC	Los Angeles, Orange, Riverside, San Diego, San Mateo, Santa Clara, Yolo	14283	Manufacturing	117	0	\$114,264.00	46.00%
Riviera, Inc.	Los Angeles, Orange, Santa Clara	MEC	Arts, Entertainment, and Recreation	548	0	\$589,820.00	100.00%
Ro Health, LLC	Alameda, Los Angeles, Sacramento, San Diego, Santa Clara	2406	Health Care and Social Assistance	123	0	\$110,293.97	27.88%
Rsi Systems Inc.	San Diego	30	Professional, Scientific, and Technical Services	4	0	\$11,730.00	100.00%
Ruffstuff, Inc.	Placer	45	Retail Trade	49	0	\$106,662.50	97.12%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
Ryzlink Corp.	Santa Clara	500	Professional, Scientific, and Technical Services	64	0	\$173,305.00	40.73%
Sacramento Area Electrical Workers Joint Apprenticeship And Training Trust	Placer, Sacramento, San Joaquin, Santa Clara	MEC	Educational Services	186	0	\$489,674.00	100.00%
Safran Cabin Inc.	Orange, Santa Barbara	76800	Manufacturing	43	0	\$12,161.25	8.70%
San Diego Chapter Abc Training Trust Fund	Kern, Riverside, San Bernardino, San Diego	MEC	Construction	177	0	\$442,967.85	92.96%
San Diego Electrical Training Trust	San Diego, Santa Clara, Los Angeles, Orange, San Benito, Alameda	MEC	Construction	335	0	\$499,703.10	99.99%
San Diego Electrical Training Trust	San Diego, Los Angeles, Orange, Riverside, San Bernardino	MEC	Construction	231	0	\$499,448.00	100.00%
San Francisco Electrical Industry Apprenticeship And Training Trust	Alameda, Contra Costa, San Francisco, San Mateo, Santa Clara	MEC	Educational Services	162	0	\$356,332.87	71.53%
San Joaquin And Calaveras Electrical Industry Apprenticeship And Training Trust	Alameda, Calaveras, Fresno, Sacramento, San Joaquin, Santa Clara, Stanislaus, Ventura	MEC	Construction	67	0	\$151,245.00	100.00%
San Joaquin And Calaveras Electrical Industry Apprenticeship And Training Trust	San Joaquin	MEC	Construction	65	0	\$186,632.00	100.00%
San Luis Obispo County Electrical Joint Apprenticeship & Training Trust	San Luis Obispo	MEC	Educational Services	29	0	\$82,738.00	100.00%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
San Luis Obispo County Electrical Joint Apprenticeship & Training Trust	San Luis Obispo	MEC	Educational Services	34	0	\$86,226.00	100.00%
San Mateo Electrical Apprenticeship And Training Trust	Alameda, Contra Costa, Los Angeles, NA - Out of State, Napa, San Francisco, San Joaquin, San Mateo, Santa Clara, Solano	MEC	Construction	182	0	\$499,569.00	100.00%
Santa Ana Healthcare & Wellness Centre LP	Orange	190	Health Care and Social Assistance	189	0	\$246,502.50	65.35%
Santa Barbara Electrical Jatc	San Luis Obispo, Santa Barbara, Ventura	MEC	Construction	38	0	\$97,812.72	96.74%
Santa Clara Electrical Industry Apprenticeship And Training Trust	Alameda, Contra Costa, El Dorado, Fresno, Los Angeles, San Francisco, San Joaquin, San Mateo, Santa Clara	MEC	Educational Services	254	0	\$499,746.00	100.00%
Scaled Composites, LLC	Kern	282	Manufacturing	118	0	\$205,168.74	46.90%
Sensient Flavors LLC	Merced, Stanislaus	3908	Manufacturing	169	0	\$110,920.95	24.99%
Sgs Us West Coast, LLC	Los Angeles	147	Construction	24	0	\$40,474.25	96.96%
Sheet Metal & Air Conditioning Apprenticeship & Journeyman Training Fund	Contra Costa, Los Angeles, NA - Out of State, Orange, San Bernardino, San Diego	MEC	Construction	84	0	\$169,019.60	81.12%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
Sheet Metal Workers' Local 104 And Bay Area Industry Apprentice And Journeyman Training Fund	Alameda, Contra Costa, El Dorado, Los Angeles, Marin, Monterey, Napa, Orange, Sacramento, San Francisco, San Mateo, Santa Clara, Solano, Sonoma, Yuba	MEC	Construction	254	0	\$499,660.00	100.00%
Simpson Strong-Tie Company Inc.	San Joaquin	2000	Manufacturing	435	0	\$484,089.97	96.90%
Sky Rider Equipment Company, Inc.	Los Angeles, Orange, San Mateo	71	Manufacturing	59	0	\$66,343.50	56.56%
Skyworks Solutions, Inc.	Orange, Santa Clara, Ventura	11300	Manufacturing	89	0	\$32,338.00	99.01%
Solarponics Inc	San Luis Obispo	47	Construction	33	0	\$36,558.50	87.34%
Southern California Elevator Constructors Apprenticeship And Training Trust	Contra Costa, Imperial, Los Angeles, Orange, San Bernardino, San Diego, San Francisco, San Mateo	MEC	Construction	291	0	\$492,768.00	100.00%
Southern California Floor Covering Apprenticeship & Training Trust Fund	Los Angeles	MEC	Unspecified	189	0	\$413,680.00	100.00%
Southern California Plastering Institute Apprenticeship Trust	Los Angeles	MEC	Other Services (except Public Administration)	69	0	\$138,437.34	84.38%
Southern California Sheet Metal Joint Apprenticeship & Training Committee	Los Angeles	MEC	Educational Services	536	0	\$493,848.00	100.00%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
Southern California Surveyors Joint Apprenticeship Trust	Los Angeles, Napa, Orange, Riverside, San Bernardino, San Diego, Santa Barbara, Santa Clara, Solano, Ventura	MEC	Professional, Scientific, and Technical Services	158	0	\$492,685.16	98.59%
Southwest Boulder & Stone, Inc.	Riverside, San Diego	110	Manufacturing	68	0	\$66,903.09	65.37%
Spaulding Marine Center	Marin	MEC	Other Services (except Public Administration)	10	0	\$23,098.94	90.28%
Sprinkler Fitters Local 483 Journeyman & Apprenticeship Training Fund	Alameda, Kern, Los Angeles, San Bernardino, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Sonoma	MEC	Educational Services	327	0	\$334,565.00	100.00%
Ssec, Inc.	Placer	43	Administrative and Support and Waste Management and Remediation	24	0	\$14,549.00	21.74%
Standard Inspection Services	San Diego	88	Professional, Scientific, and Technical Services	29	0	\$9,982.00	15.07%
State Building And Construction Trades Council Of California (SCTCC)	Alameda, Contra Costa, Fresno, Kern, Kings, Los Angeles, NA - Out of State, Orange, Placer, Riverside, Sacramento, San Bernardino, San Diego, San Francisco, San Joaquin, San Mateo, Santa Clara, Solano, Yolo	MEC	Construction	275	7	\$456,638.27	91.91%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
Stationary Engineers Northern California And Northern Nevada Apprenticeship And Training Trust Fund	San Francisco	MEC	Unspecified	174	0	\$494,126.00	100.00%
Stir Foods LLC	Orange	510	Manufacturing	122	0	\$366,114.00	75.08%
Svd, Inc.	Los Angeles	64	Manufacturing	23	0	\$21,301.42	42.52%
Tae Technologies, Inc.	Orange	246	Professional, Scientific, and Technical Services	4	0	\$2,208.00	0.82%
Taller San Jose Hope Builders	Los Angeles, Orange	MEC	Health Care and Social Assistance	0	10	\$44,748.30	41.09%
Taylor Farms Pacific, Inc.	San Joaquin	1300	Manufacturing	446	0	\$599,886.00	100.00%
Tdi Signs	Los Angeles	20	Manufacturing	13	0	\$18,939.35	77.68%
Technet Partners, Inc.	San Diego	160	Professional, Scientific, and Technical Services	49	0	\$193,200.00	100.00%
The Brownie Baker, Inc.	Fresno	133	Manufacturing	108	0	\$73,048.00	71.05%
The Corporation For Manufacturing Excellence (Manex)	Alameda, Contra Costa, Marin, Sacramento, San Francisco, San Mateo, Santa Clara, Solano, Sonoma	MEC	Manufacturing	539	0	\$550,229.21	91.82%
The Industrial Council Of The City Of Commerce, California	Los Angeles, Orange, San Diego	MEC	Professional, Scientific, and Technical Services	485	0	\$599,440.00	100.00%
The Jon Renau Collection Inc.	San Diego	62	Manufacturing	48	0	\$84,093.75	98.82%
The Wine Group, Inc.	Alameda, Fresno, Kern, Madera, Monterey, San Joaquin, Sonoma, Tulare	1360	Manufacturing	444	0	\$490,774.00	100.00%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
The Wonderful Company LLC	Los Angeles	8561	Management of Companies and Enterprises	276	0	\$150,460.40	87.46%
Threshold Enterprises Ltd	Santa Cruz	660	Manufacturing	84	0	\$52,184.47	12.51%
Tile, Marble And Terrazzo Employees Joint Apprenticeship Training Committee Trust	Los Angeles, Orange, Riverside, San Bernardino, San Diego	MEC	Construction	146	0	\$187,794.59	54.75%
Tng Security Inc	San Diego	36	Construction	24	0	\$33,120.00	100.00%
Tri-Counties Sheet Metal Workers Joint Apprenticeship Committee	Los Angeles, Santa Barbara, Ventura	MEC	Educational Services	47	0	\$121,583.66	94.57%
Trojan Battery Company, LLC	Los Angeles	2500	Manufacturing	509	0	\$453,106.62	90.72%
True Behavioral Health, LP	Orange	115	Health Care and Social Assistance	41	0	\$29,037.50	14.83%
True Organic Products, Inc.	Fresno	220	Manufacturing	116	0	\$484,704.30	97.31%
Ttm Technologies North America, LLC	Orange, San Diego, Santa Clara	19222	Manufacturing	632	0	\$498,180.00	100.00%
Tulare Joint Union High School District	Alameda, Kern, Tulare	MEC	Health Care and Social Assistance	17	0	\$295,200.00	100.00%
Tully, Inc.	Solano	30	Professional, Scientific, and Technical Services	24	0	\$27,189.48	79.34%
U.A. Local 342 Joint Apprenticeship And Training Trust	Contra Costa	MEC	Unspecified	218	0	\$499,965.00	100.00%
U.S. Glass, Inc.	Sacramento	39	Construction	23	0	\$34,040.00	100.00%
Ultra Pro International LLC	Los Angeles	213	Manufacturing	38	0	\$13,098.50	14.36%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
United Parcel Service, Inc.	Alameda, Calaveras, Contra Costa, Fresno, Humboldt, Kern, Los Angeles, Marin, Merced, Monterey, Nevada, Orange, Placer, Riverside, Sacramento, San Bernardino, San Diego, San Francisco, San Joaquin, San Luis Obispo, San Mateo, Santa Barbara, Santa Clara, Shasta, Solano, Sonoma, Stanislaus, Tulare, Ventura	269027	Transportation and Warehousing	141	0	\$136,462.22	32.96%
Vander-Bend Manufacturing, Inc.	Sacramento, San Joaquin, Santa Clara	920	Manufacturing	278	0	\$301,457.62	60.32%
Vann Brothers	Colusa	260	Agriculture, Forestry, Fishing and Hunting	281	0	\$185,779.97	63.60%
Ventura Electrical Joint Apprenticeship And Training Trust Fund	Ventura	MEC	Educational Services	58	0	\$78,788.00	100.00%
Vitas Healthcare Corporation Of California	Contra Costa, Los Angeles, Orange, Riverside, Sacramento, San Diego, Santa Clara	8675	Health Care and Social Assistance	292	0	\$499,905.00	100.00%
Warren & Baerg Manufacturing, Inc.	Tulare	36	Manufacturing	6	0	\$7,894.75	21.32%
Warren G Bender Co	Placer	57	Finance and Insurance	43	0	\$17,008.73	21.25%

APPENDIX B-2 (Cont.)

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
Weca Apprenticeship And Training Trust	Alameda, Butte, Contra Costa, Fresno, Kern, Lake, Los Angeles, Marin, Orange, Placer, Riverside, Sacramento, San Bernardino, San Diego, San Joaquin, San Luis Obispo, San Mateo, Santa Barbara, Santa Clara, Solano, Sonoma, Stanislaus, Trinity, Tulare, Yolo	MEC	Construction	208	0	\$499,600.00	100.00%
Werner Systems, Inc.	Orange	72	Manufacturing	21	0	\$5,037.00	7.45%
Western Pump, Inc.	San Bernardino, San Diego	160	Construction	24	0	\$15,785.59	48.16%
Wfo Concepts	Placer	24	Other Services (except Public Administration)	16	0	\$35,351.00	74.98%
Woodbridge Glass Inc.	Orange	52	Construction	34	0	\$38,962.00	77.00%
Zobrist Software Group, Inc.	Los Angeles	14	Professional, Scientific, and Technical Services	9	0	\$16,100.00	100.00%
303 Contracts				53,067	335	\$65,698,845.41	75.53%

APPENDIX B-3

COMPLETED ALT FUNDING CONTRACTS

Contractor Name	County(ies) Served	Business Size	Industry	Re-trainees	New Hires	Earned Amount	% Earned
Children's Hospital Los Angeles	Los Angeles	6737	Health Care and Social Assistance	176	0	\$499,928.00	100%
Hoag Memorial Hospital Presbyterian	Orange	7419	Health Care and Social Assistance	269	0	\$499,928.00	100%
Rady Childrens Hospital-San Diego	San Diego	5500	Health Care and Social Assistance	127	0	\$499,928.00	100%
Sharp Healthcare	San Diego	19137	Health Care and Social Assistance	126	0	\$499,520.00	100%
The Regents Of The University Of California; University Of San Diego Health	San Diego	21498	Public Administration	165	0	\$499,376.00	100%
Valley Children's Healthcare	Fresno, Kern, Madera, Merced, Stanislaus	3416	Health Care and Social Assistance	647	0	\$499,675.00	100%
6 contracts				1,510	0	\$2,998,355.00	100%

APPENDIX C-1

TERMINATED AND NON-PERFORMING CONTRACTS

Twenty-Nine Core and Alternative funded contracts were incomplete within the fiscal year. The Panel approved \$3,894,701 to fund these contracts, encumbering and subsequently disencumbering 4.4%

The tables are grouped by Terminated and Non-performing contracts that identifies the following: Contractor name, County(ies) served, Industry(ies) served, Reason for termination, Number of trainees and funding amount.

TERMINATED CONTRACTS

CORE

Contractor Name	County(ies) Served	Industry	Reason of Termination	Total Trainees	Funding Amount
Abbyson Living LLC	Los Angeles, San Bernardino	Trade (Wholesale)	Terminated	150	\$137,500
Avid Bioservices, Inc.	Orange	Manufacturing	Terminated	101	\$109,181
BNBuilders, Inc.	San Diego, Orange, San Mateo	Construction	Terminated	170	\$97,750
Butte County Office Of Education	Statewide	Construction; Information	Terminated	116	\$374,940
Green Day Power	Fresno, Riverside, Sacramento	Construction	Terminated	130	\$161,805
Heartland Meat Company, Inc.	San Diego	Wholesale Trade	Terminated	42	\$35,742
HG Insights	Los Angeles, San Francisco, Sacramento	Information	Cancelled	80	\$78,400
JB Pacific, Inc.	San Diego	Construction	Terminated	81	\$102,465
Nurix Therapeutics, Inc.	San Francisco	Professional, Scientific, and Technical	Terminated	150	\$195,500
Olea Kiosks, Inc.	Los Angeles	Manufacturing	Terminated	82	\$74,980
Oncocyte Corporation	Orange	Professional, Scientific, and Technical	Terminated	65	\$67,275
Prime Tech Cabinets, Inc.	Orange	Manufacturing	Terminated	126	\$49,392
Safety Striping Service Inc	Tulare	Construction	Terminated	32	\$44,160

APPENDIX C-1 (Cont.)

Contractor Name	County(ies) Served	Industry	Reason of Termination	Total Trainees	Funding Amount
Tulare King Hispanic Chamber Of Commerce	Tulare County, Kings County	Administrative and Support and Waste Management and Remediation Services; Agriculture, Forestry, Fishing and Hunting; Manufacturing; Transportation and Warehousing	Terminated	500	\$615,000
United Facilities	Riverside, San Joaquin, San Bernardino	Transportation and Warehousing	Terminated	91	\$198,835
VETAP	San Diego, Riverside	Agriculture; Green/Clean Technology; Manufacturing/Food Production	Terminated	15	\$36,945
Vets 4 You, Inc.	San Diego	Construction	Terminated	25	\$30,360
17 Contracts				1,956	\$2,410,230

ALT

State Center Community College District	Fresno, Madera, Kings, Tulare	Construction; Agriculture; Technical Services; Goods Movement and Transportation Logistics; Manufacturing/Food Production	Requested by Contractor	446	\$240,840
1 Contracts				446	\$240,840

Terminated Contracts - Formal documentation process to end contract prior to completion of the contract due to various reasons.

APPENDIX C-1 (Cont.)

NON-PERFORMING CONTRACTS

Contractor Name	County(ies) Served	Industry	Reason of Termination	Total Trainees	Funding Amount
Dante Valve Company	Los Angeles	Manufacturing	Non-performing	46	\$59,340
Do It Right Plumbers Inc	Orange	Construction	Non-performing	39	\$35,880
Inwesco Incorporated	Los Angeles	Manufacturing	Non-performing	64	\$89,470
J. R. Putman, Inc.	Sacramento	Construction	Non-performing	92	\$140,944
Navis LLC	Alameda	Professional, Scientific, and Technical	Non-performing	210	\$294,630
Pathway Humanity Personnel, SPC	Contra Costa, Santa Cruz	Waste Management	Non-performing	33	\$51,405
Psm Industries, Inc.	Los Angeles	Manufacturing	Non-performing	60	\$44,160
Varni Brothers Corporation	Stanislaus	Manufacturing	Non-performing	148	\$112,332
Vera Therapeutics, Inc.	San Mateo	Professional, Scientific, and Technical	Non-performing	72	\$140,760
Yosemite Community College District, Columbia College	Sacramento, Stanislaus, Los Angeles, Alameda	Goods Movement and Transportation Logistics; Manufacturing/Food Production	Non-performing	390	\$259,760
Zonson Customization, Inc.	San Diego	Manufacturing	Non-performing	15	\$14,950
11 Contracts				1,169	\$1,243,631

Non-performing contracts - Internal process to auto-close expired contract that did not attain any earned amounts due to no final invoice submission.

APPENDIX C-2

PROGRAM EFFECTIVENESS

A) Background

Under California Unemployment Insurance Code (UIC) 10205 (g), ETP is required to compare the wages of trainees one year prior and one year after the completion of ETP training. In order to gain compliance with this, ETP's Memorandum of Understanding with Employment Development Department (EDD) allows the transfer of mass employee wage data to evaluate the effectiveness of training funded by ETP.

B) Methodology

ETP worked with EDD Accounting and Compliance Enterprise System to obtain wage data for trainees who met placement criteria. Placed trainees are those who:

- Completed the minimum training hours in their ETP contract.
- Completed the required retention period.
- Met the ETP minimum wage requirement.

EDD provided quarterly wage data for four fiscal years, covering 12 months before and after training. These quarterly wages were combined into annual totals for comparison. Of 43,531 trainees requested, wage data was returned for 31,157. Of these, 27,599 had complete and accurate data for both time periods, representing 63% of FY 2022–23 trainees eligible for analysis.

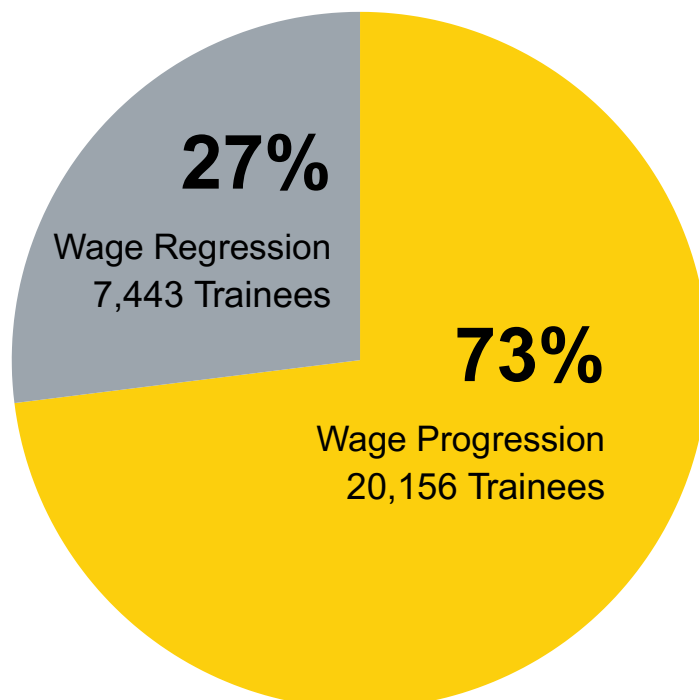
C) Outcomes

Following the completion of ETP-funded training, 73 percent of trainees experienced an increase in wages. While this is a positive outcome, wage changes may also be affected by external factors such as economic conditions, industry trends, or individual career decisions. Because ETP does not have access to data on these influences, the results reflect correlation rather than causation.

Overall, these results suggest that ETP-funded training contributes to substantive increases in earnings and supports upward economic mobility, even within a high-cost labor market. These results reinforce the value of ETP's training investments and overall contribution to the State's workforce development goals.

Wage Overview

of 27,599 Trainees in FY 2022-23





THE EMPLOYMENT TRAINING PANEL

2024-25 ANNUAL REPORT

**WAS PREPARED BY THE
RESEARCH & ANALYTICS DIVISION:**

Nancy Tran, Geraldine Giron, Wenda Tejamo, Oluwadamilare Oladapo,
Nate Spolkin, Alexander Reyes, and Khan Lam

The Employment Training Panel (ETP), a recipient of state funds, is an equal opportunity employer/program and is also subject to Section 504 of the Rehabilitation Act and the Americans with Disabilities Act (ADA).

Individuals with disabilities who would like to receive the information in this publication in an alternate format or those that wish for additional copies of the Strategic Plan may contact the Employment Training Panel at:

1100 J Street, 4th Floor
Sacramento, CA 95814
(916) 737-4239