

PANEL PACKET

July 2026



Employment Training Panel



PANEL NOTICE/AGENDA

MEETING TIME/PLACE

Friday, July 17, 2026 at 9:30 a.m.
CalEPA Coastal Room
1001 I Street
Sacramento, CA 95814
Phone: (916) 737-4200

This is a public meeting and the public may attend in person or virtually.

To view or provide public comment via webinar, use the [link and passcode](#) below and use the raise-hand feature during public comment to be called on.

Join Zoom Webinar:

<https://us06web.zoom.us/j/83939341334>

Passcode: 284482

Webinar ID: 839 3934 1334

US Toll-free: 855-758-1310

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

Call to Order by Chair

Rebecca Bettencourt

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

Executive Report

- Legislative/Budget/Other

Jessica Grimes
Tara Armstrong
Kumani Armstrong/
Michael Cable
Laura Campbell

Policy Committee Report Out

Gretchen Newsom

Review, *Public Comment and Action on Proposals

Heather Miguel

Panel Date: July 17, 2026

Opportunity for Panel Members to Request Agenda Items for Future Panel Meetings

*Public Comment on Matters Not on the Agenda

Public Meeting Adjourns

*Public comment can be done in person or virtual

Under Government Code section 11123(a), all meetings of a state body are open and public, and all persons are permitted to attend any meeting of a state body, except as otherwise provided in that article. ETP may take action on any item listed in this Notice/Agenda. You can obtain further information about this Notice/Agenda by contacting Michael A. Cable, Staff Attorney, at (916) 327-5422, or Michael.Cable@etp.ca.gov, or sending a written request to Michael A. Cable, Staff Attorney, at Employment Training Panel, 1100 J Street, 4th Floor, Sacramento, California 95814. Written comments on agenda items should be submitted no later than 12:00 p.m. the business day before the meeting in order to afford adequate time to consider your comments.

This Notice/Agenda of Panel Meeting and related documents are available on the ETP website at www.etp.ca.gov. The dollar amounts shown in this Notice/Agenda are estimates only, subject to change up to and including the date of the Panel Meeting. Please continue to access the ETP website for current and updated information. In the event the Panel does not have a quorum at the Panel Meeting noticed herein, then those Panel Members in attendance will meet as a committee at the same time and place identified herein, and said Panel Members in attendance will meet as a committee in order to hear the items identified in this Notice/Agenda, but will not vote or take action. While ETP intends to webcast its meetings, it may not be possible to webcast the entire open meeting due to limitations on resources.

The meeting is accessible to the physically disabled. A person who needs a disability-related accommodation or modification in order to participate in the meeting, including without limitation auxiliary aids or services, may make a request by contacting Michael A. Cable, Staff Attorney, at (916) 327-5422, or Michael.Cable@etp.ca.gov, or sending a written request to Michael A. Cable, Staff Attorney, at Employment Training Panel, 1100 J Street, 4th Floor, Sacramento, California 95814. Providing your request so that it is received at least five (5) business days before the meeting will help ensure availability of the requested accommodation.

REVIEW AND ACTION ON PROPOSALS

These funding proposals are listed in alphabetical order and do not reflect the actual order of presentation. They will be considered by the Panel in accordance with a Table of Contents to be published on the ETP website no later than Monday, July 13, 2026, although the Panel may still change the order at the meeting. In regard to those items indicated below as an Amendment, please note that the dollar amount only reflects the proposed amendment amount, and not the total funding amount for the contract. Funding proposals are reviewed by the Panel on a case-by-case basis, and any action on a funding proposal shall not be binding on any other funding proposal.

American Education Systems Corp. dba American College of Healthcare and Technology -----	\$838,600
Applied Medical Resources Corporation -----	\$497,000
Cognizant Technology Solutions U.S. Corporation -----	\$490,000
El Clasificado dba El Clasificado/EC Hispanic Media (Amendment) -----	\$0
Euroline Steel Windows-----	\$247,520
First Software USA dba Oxford Institute of Technology -----	\$633,480
Good For Others Foundation -----	\$597,624
Key Code Media, Inc. dba Key Code Education-----	\$64,484
Los Angeles Pacific College -----	\$327,762
Oceanside Chamber of Commerce -----	\$514,556
Pacific Steel Group, LLC (Critical Proposal)-----	\$742,560
Rancho Santiago Community College District -----	\$440,852
Redwood Beverage Group LLC -----	\$254,800
Reser's Fine Foods, Inc. dba Fresh Creative Foods -----	\$82,152
Robert Bosch Semiconductor LLC (Critical Proposal) -----	\$896,000
Ryzlink Corp. dba Chuwa America-----	\$604,800
San Diego Compressed Airpower, LLC dba Advanced Air & Vacuum-----	\$84,000
Skyline Commercial Interiors, Inc., dba Skyline Construction -----	\$210,000
Sully-Miller Contracting Company-----	\$563,360
Terran Orbital Corporation -----	\$197,400
Timberworks Construction, LLC -----	\$592,900
Universal Health Services of Rancho Springs, Inc. dba Southwest Healthcare Rancho Springs and Inland Valley Hospital -----	\$560,000
Wonderful Pistachios & Almonds LLC -----	\$427,560
Workforce Development Corporation of Southeast Los Los Angeles County, Inc.-----	\$899,181

PROPOSALS APPROVED
BY DELEGATION ORDER FOR 05/19/26 – 07/06/26

≤ \$75,000	Approved Date	Approved Amount
Calafia Holdings LLC dba Redding Post Acute	06/17/26	\$74,340
CriticalArc	06/12/26	\$2,240
Gradelink Corporation dba Gradelink	06/12/26	\$44,800
Johanson Technology, Inc.	06/12/26	\$66,780
Katie Wagner Social Media Inc	06/12/26	\$2,912
Meridian Growers Processing, Inc.	06/12/26	\$30,240
Olema Pharmaceuticals, Inc.	06/12/26	\$29,400
Perez Farms, LP dba Perez Farms	05/21/26	\$18,088
Pro Safety & Rescue, Inc.	06/12/26	\$65,520
T&R Communications, Inc.	06/12/26	\$45,752
VDX dba VDX Veterinary Diagnostics and Preclinical Research Services	06/12/26	\$40,600
Vera Therapeutics, Inc.	06/12/26	\$29,400
W CPA Group, LLP	06/12/26	\$26,880



State of California—Labor and Workforce Development Agency

Employment Training Panel

TABLE OF CONTENTS

Panel Meeting of July 17, 2026

PRELIMINARY MATTERS

Directions to Meeting Site
Future Meeting Sites
Prior Meeting Minutes
Key Program Elements
Legislative Memo

REVIEW AND ACTION ON PROPOSALS

Proposals for Single-Employer Contractors ***Tab***

Applied Medical Resources Corporation -----	1
Cognizant Technology Solutions U.S. Corporation -----	2
Euroline Steel Windows -----	3
Pacific Steel Group, LLC (Critical Proposal) -----	4
Redwood Beverage Group LLC -----	5
Reser's Fine Foods, Inc. dba Fresh Creative Foods-----	6
Robert Bosch Semiconductor LLC (Critical Proposal)-----	7
Ryzlink Corp. dba Chuwa America -----	8
San Diego Compressed Airpower, LLC dba Advanced Air & Vacuum-----	9
Skyline Commercial Interiors, Inc. dba Skyline Construction -----	10
Sully-Miller Contracting Company -----	11
Terran Orbital Corporation -----	12
Timberworks Construction, LLC -----	13
Universal Health Services of Rancho Springs, Inc. dba Southwest Healthcare	
Rancho Springs and Inland Valley Hospital-----	14
Wonderful Pistachios & Almonds LLC -----	15

Proposals for Multiple-Employer Contractors ***Tab***

American Education Systems Corp. dba American College of Healthcare and Technology -----	16
First Software USA dba Oxford Institute of Technology -----	17
Good For Others Foundation -----	18
Key Code Media, Inc. dba Key Code Education -----	19
Los Angeles Pacific College -----	20
Oceanside Chamber of Commerce -----	21
Rancho Santiago Community College District -----	22
Workforce Development Corporation of Southeast Los Angeles County, Inc. -----	23

Amendment ***Tab***

El Clasificado dba El Clasificado/EC Hispanic Media -----	24
---	----

SUMMARY OF DELEGATION ORDERS

Delegation Orders

Tab

Calafia Holding LLC dba Redding Post Acute
CriticalArc
Gradelink Corporation dba Gradelink
Johanson Technology, Inc.
Katie Wagner Social Media Inc
Meridian Growers Processing, Inc.
Olema Pharmaceuticals, Inc.
Perez Farms, LP dba Perez Farms
Pro Safety & Rescue, Inc.
T&R Communications, Inc.
VDX dba VDX Veterinary Diagnostics and Preclinical Research Services
Vera Therapeutics, Inc.
W CPA Group, LLP



M e m o r a n d u m

To: Panel Members

Date July 17, 2026

From: Jessica Grimes
Executive Director

Subject: **Directions to Meeting Sites**

The Employment Training Panel will meet on **Friday, July 17, 2026 at 9:30 a.m.**

In-Person

**California Environmental Protection Agency (Cal/EPA)
Sacramento, CA 95814
Coastal Room, 2nd Floor
1001 I Street, Sacramento, CA 95814**

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

Directions to the California Environmental Protection Agency - Coastal Room

From Sacramento International Airport:

- Take **Hwy 5** South
- Exit on **“J” Street** to **11th St.**
- Turn Left on **11th Street**
- Turn Left on **I Street**
- **1001 I Street**

From San Francisco

- Take **I-80 E**
- Merge onto **I-5 N**
- Exit on **“J” Street** to **11th St.**
- Turn Left on **11th Street**
- Turn Left on **I Street**
- **1001 I Street**



M e m o r a n d u m

To: Panel Members

Date: July 17, 2026

From: Jessica Grimes
Executive Director

Subject: **Future Meeting Sites**

<i>July Panel July 17th, 2026</i>	<i>CalEPA – Coastal Hearing Room 1001 I Street Sacramento, CA 95814 Friday 9:30 AM – 3:30 PM</i>
<i>August Panel August 21st, 2026</i>	<i>CalEPA – Coastal Hearing Room 1001 I Street Sacramento, CA 95814 Friday 9:30 AM – 3:30 PM</i>
<i>September Panel September 25th, 2026</i>	<i>CalEPA – Coastal Hearing Room 1001 I Street Sacramento, CA 95814 Friday 9:30 AM – 3:30 PM</i>
<i>October Panel October 23rd, 2026</i>	<i>CalEPA – Coastal Hearing Room 1001 I Street Sacramento, CA 95814 Friday 9:30 AM – 3:30 PM</i>
<i>December Panel December 11th, 2026</i>	<i>CalEPA – Coastal Hearing Room 1001 I Street Sacramento, CA 95814 Friday 9:30 AM – 3:30 PM</i>



**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL**

Friday, May 29, 2026

Panel Members

Rebecca Bettencourt
Chair

Dee Dee Myers
Ex-Officio Member

Rick Smiles
Member

Gretchen Newsom
Member

Doug Tracy
Member

Jennifer Fothergill
Member

Mike Greenlee
Member

Executive Staff

Jessica Grimes
Executive Director

Kumani Armstrong
Assistant Director/Chief Counsel

Peter Cooper
Assistant Director/Senior Advisor

Laura Campbell
Chief Deputy Director

Tara Armstrong
Deputy Director of Technical Branch

**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL
CalEPA Coastal Room
1001 I Street
Sacramento, CA 95814
Friday, May 29, 2026**

CALL TO ORDER BY CHAIR BETTENCOURT

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

ROLL CALL

Present:

Rebecca Bettencourt
Rick Smiles
Gretchen Newsom (remotely)
Jennifer Fothergill
Emily Desai
Mike Greenlee
Douglas Tracy

Executive Staff Present:

Jessica Grimes, Executive Director
Kumani Armstrong, Assistant Director/Chief Counsel
Peter Cooper, Assistant Director/Senior Advisor
Laura Campbell, Chief Deputy Director
Tara Armstrong, Deputy Director of Technical Branch
Jana Lazarewicz, Chief of Program Operations

ACTION TO APPROVE MAY PANEL MEETING AGENDA

The May Panel Meeting Agenda was reviewed.

ACTION Member Fothergill moved to approve the May Panel Meeting Agenda
Member Smiles Seconded. All Panel Members present voted in the
affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Emily Desai – aye
Mike Greenlee – aye
Douglas Tracy – aye

ACTION TO APPROVE APRIL 2026 PANEL MEETING MINUTES

The April 2026 Panel Meeting Minutes included in the Panel Packet were reviewed.

ACTION: Member Newsom moved to approve the April 2026 Panel Meeting Minutes. Member Smiles Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Emily Desai – aye
Mike Greenlee – aye
Douglas Tracy – aye

EXECUTIVE REPORT

It has been an amazing, wonderful year, so I want to take a moment to express my gratitude by thanking ETP staff, panel members, contractors, and everyone involved for all that you do in support of California's workforce. As we look ahead to the 2026–27 fiscal year, the foundation we laid this year has set us up for continued success, for we remain committed to building upon that progress.

Year-End Highlights

Before we move into today's agenda, I'd like to briefly highlight the impact of the program to date. If the projects presented today are approved, these figures will represent the year-end accomplishments and overall impact of ETP this fiscal year. To date, 290 proposals will have been approved serving an estimated 73,470 trainees.

Of those proposals:

- 91 projects (representing 31%) support the Manufacturing sector and are expected to serve approximately 32,281 trainees or 44% of all trainees.
- 57 projects support High Unemployment Areas for a funding amount of \$13.6 million dollars serving approximately 12,142 trainees.
- 77 projects support small businesses with \$16.5 million in funding to serve approximately 12,881 trainees.
- Approximately \$1.1 million was allocated to contractors affected by the Los Angeles wildfires and is expected to serve approximately 420 trainees.
- More than \$204,000 was allocated to contracts serving veterans and is expected to benefit approximately 112 trainees.

Closed Contracts Highlights

One important metric I'd like to highlight is our closed contracts. These completed agreements reflect the successful fulfillment of training commitments across the state and

demonstrate the impact of ETP investments in supporting California's workforce and employers. Since the start of the fiscal year in July 2025, ETP has successfully closed 296 contracts, resulting in contractors earning \$70.1 million (\$70,166,504) with 58,681 trainees successfully completing their training and meeting all retention requirements

Of these contracts:

- 32 of these were Multiple Employer Contracts (MEC);
- 80 were Apprenticeships (APPR);
- 126 were Single Employer Contracts (SE);
- 53 were Small Businesses (SB); and
- 5 were Critical Proposals (CP).

These numbers represent real people with real stories. These outcomes evidence continued progress and a growing commitment to invest in California's employers and the talent pipeline across diverse industries in California.

Proposal Highlights

For this panel, we have 25 proposals submitted for review. If approved, ETP will distribute approximately \$7 million dollars:

- 40% fall within the priority industry sector of manufacturing;
- 36% represent small businesses;
- 60% are from repeat contractors; and
- 40% are from new contractors.

The proposals will be presented for review and action by Jana Lazarewicz.

Presentations

Additionally, we have three important updates to share today:

- First, Lis Testa from ETP's legal team will present the updated Medical Skills Guidelines for panel review and consideration.
- Second, Jana Lazarewicz will announce the Social Entrepreneurs for Economic Development (SEED) 3 grant award recipients. This marks the third round of the SEED program, continuing efforts to support the entrepreneurship of immigrants and Limited English Proficient (LEP) individuals who face employment barriers.
- Jana will also present the updated Electric Vehicle Infrastructure Training Program (EVITP) fund guidelines.

LEGISLATIVE REPORT

We are tracking the 2025-2026 legislative session. The legislature is currently in session. There are no committees this week, everything is on the floor.

Today is the last day for bills to get out of their House of origin, and you have a panel packet with the memorandum in it. Of the bills that we are tracking, there are a couple that I want to point out as we have been talking about them.

The first is AB-1534, which is the Workforce Pell Grant bill which is out of the Assembly and currently with the Rules Committee in the Senate waiting to be sent to Committee.

The other is SB-1059, which did get out of the Senate and is being held at the desk in the Assembly. This often means there may be further negotiations and discussions.

Lastly, included in the packet as a couple of budget bills, the two current operative budget bills are going through the legislature.

I would like to point out that the ETF for this current budget is \$127,493,000 in total and the amount allocated for training contracts is \$119,705,000.

REPORT OF THE CHIEF DEPUTY DIRECTOR

Good morning and welcome Panel Members and stakeholders. Thank you for the opportunity to provide a summary of the Employment Training Panel's funding.

Regarding Funding

- If all the proposals scheduled for today's Panel meeting are approved, the Panel will fund 25 projects for a total of \$7,028,715 dollars
 - That includes 5 approved delegation orders for a total of \$286,232.
 - Delegation Orders are Proposals capped at \$75,000 and approved under delegated authority by the Director on a continuous flow basis.

Regarding Demand

We have 183 applications in demand:

- 73 applications are currently in development.
- 48 applications are in eligibility review.
- 62 submitted applications are pending review.

Regarding Allocations

Including today's proposals, we will have approved 289 contracts for a total of \$84 million dollars. Together, these proposals are projected to train 73,000 workers in various industries across California.

Additionally, since our last meeting in April, ETP has successfully closed 60 contracts, resulting in:

- \$11.7 million dollars earned by contractors.
- 9 thousand, 605 trainees successfully completed their training and met all retention requirements.

Of these contracts:

- 4 of these were Multiple Employer Contracts
- 21 were Apprenticeship contracts
- 28 were Single Employer Contracts
- And 7 were Small Businesses

These outcomes reflect continued progress and impact on expanding workforce opportunities across sectors and business sizes.

POLICY COMMITTEE REPORT

While we did not meet this month and our next meeting scheduled is on June 25th, it should be noted that member Mike Hill resigned from ETP Policy Committee a few months ago and we are missing a member. Member Michael Greenlee is interested in joining and consistent with past practice, the decision to whom to appoint is that of the Panel Chair.

Member Newsom recommended Member Greenlee. Chair Bettencourt had no problem with the appointment. Therefore, there will be a full Committee in June.

ACTION ON PROPOSALS

Single Employer Contracts

Tab No. 1: Barnum Mechanical, Inc.

No comments or questions.

ACTION: Member Smiles moved to approve Barnum Mechanical, Inc. in the amount of \$114,240. Member Tracy Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Emily Desai – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 2: CALSPEC Enterprises, inc. dba California Bath Restoration

Panel comment that despite opposition to compensation practices involving bonuses. You have proven that you are dedicated to your workforce.

ACTION: Member Newsom moved to approve CALSPEC Enterprises, inc. dba California Bath Restoration in the amount of \$112,000. Member Smiles Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Emily Desai – aye

Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 3: CMH Manufacturing West, Inc. dba Clayton Homes

No comments or questions.

ACTION: Member Smiles moved to approve CMH Manufacturing West, Inc., dba Clayton Homes in the amount of \$312,200. Member Fothergill Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Emily Desai – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 4: Dole Packaged Foods, LLC

Panel raised a concern over job number 2, which is a priority rate under HUA. There are 177 production staff members, 64 of which are going to be compensated under \$20. How soon would they be receiving wage increases?

John Herb responded there are merit increases of 3-4% yearly. After going through the training there may be other opportunities to increase the wages.

ACTION: Member Smiles moved to approve Dole Packaged Foods, LLC in the amount of \$495,264. Member Tracy Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Emily Desai – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 5: Envoy, Inc.

Panel asked what changes have been made to ensure future success?

Sergio Prada explained that since COVID they have become more settled and have new products. Jill explained they had a difficult time documenting

ACTION: Member Newsom moved to approve Envoy, Inc. in the amount of \$202,860. Member Smiles Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Emily Desai – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 6: Foster Poultry Farms, LLC

Panel asked what changes have been made to ensure future success?

Maria Carderans explained Foster Grungs was a family-owned company and it was acquired by Atlas Holdings. The entire senior leadership changed. They now have dedicated internal resources to ensure success.

ACTION: Member Smiles moved to approve Foster Poultry Farms, LLC in the amount of \$110,908. Member Tracy Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Emily Desai – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 7: GKN Aerospace Chem-Tronics Inc. dba GKN Aerospace

Withdrawn

Tab No. 8: High-Light Electric, Inc.

Member Smiles recused himself.

Panel commented on the 35 hours of productive lab and asked how this was being used

and why it was necessary. Usually proposals are for 12 hours/person. How are you certifying the trainers or who is delivering the productive lab? Productive labs are about manufacturing goods, not simulated lab, it's about making the final product.

Sophia Canseco replied they had originally asked for 50 hours, there is constant new equipment to train on. A third party will be doing the training.

ACTION: Member Newsom moved to approve High-Light Electric, Inc. in the amount of \$193,200 with a reduction in productive lab hours from 35 down to 12 per person. Member Greenlee Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Emily Desai – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 9: Mariani Nut Company

Withdrawn

Tab No. 10: McClone Construction Company, LLC

Panel asked what was being done to retain employees? The turnover rate is 15%.

Ted Hoffman explained they work in three California areas and some team members elect not to move with the work. So, they temporarily part, so turnover is based on field employees.

ACTION: Member Newsom moved to approve McClone Construction Company, LLC in the amount of \$145,600. Member Fothergill Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Emily Desai – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 11: Natura Management LLC

No comments or questions.

ACTION: Member Newsom moved to approve Natura Management LLC in the amount of \$498,960. Member Smiles Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Emily Desai – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 12: North State Electric Contractors, Inc.

Member Fothergill recused herself.

Panel asked about the 16% turnover rate and what was being done.

Jason Alexander explained the cross training of employees.

ACTION: Member Smiles moved to approve North State Electric Contractors, Inc. in the amount of \$258,720. Member Tracy Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Emily Desai – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 13: OrePac Holding Company, LLC

Panel commented on prior performance and what was different.

Katrina Clark explained they did not get an anticipated increase in business and they have new processes in place.

ACTION: Member Smiles moved to approve OrePac Holding Company, LLC in the amount of \$212,760. Member Desai Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Emily Desai – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 14: Telstar Instruments, Inc.

Panel asked about wage modification related to job number 2 (two different wage modifications) lowering the wage. What is the wage progression?

Mickey Gardner stated the HUA is for the Kings County locations. They do a 90-day review process and have an annual review.

ACTION: Member Smiles moved to approve Telstar Instruments, Inc. in the amount of \$245,280. Member Desai Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Emily Desai – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 15: Trubeck Construction, Inc.

No comments or questions.

ACTION: Member Smiles moved to approve Trubeck Construction, Inc. in the amount of \$598,976. Member Fothergill Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye

Gretchen Newsom – aye
Jennifer Fothergill – aye
Emily Desai – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 16: Brand Consulting Group, LLC dba Brand College

Panel objected to the ETP logo on their website and requested it be removed immediately. Panel commented that the trainees receive certification but do the trainees after the ETP funded training then pay the cost to continue to obtain the certification?

Debbie Reese stated they would remove the logo from the website and no trainees just pay for the cost of the Cisco exam.

ACTION: Member Smiles moved to approve Brand Consulting Group, LLC dba Brand College in the amount of \$543,663. Member Desai Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Emily Desai – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 17: Roadmap 4 Innovation

Panel commented on the high dollar amount requested and that they are a new company. How have you built a business model to achieve success. All the companies listed are in Southern California, but the wage modifications are for Northern California. What does literacy training look like?

Kathy McIntyre explained it is pent up demand; they have been doing some training through the Nor Cal SPDC program. The rebranding was difficult.

Panel commented that they did not hear enough about Northern California and the size of the award is large do you have the capacity to execute?

Kathy McIntyre state that if everyone on the list went forward it would use 80% of the funding. But Northern California blew up.

Panel member Desai motioned to table this proposal so staff could work to make this scalable.

Panel member Newsom asked if they were to table, would this proposal then be paid for out of next fiscal year?

Staff state yes.

ACTION: Member Desai moved to table Roadmap 4 Innovation. Member Smiles Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion failed by roll call vote, 2 to 5.

Rebecca Bettencourt – aye
Rick Smiles – nay
Gretchen Newsom – nay
Jennifer Fothergill – nay
Emily Desai – aye
Mike Greenlee – nay
Douglas Tracy – nay

ACTION: Member Newsom moved to approve Roadmap 4 Innovation in the reduced ETP funding amount of up to \$400,000. Member Fothergill Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 5 to 2.

Rebecca Bettencourt – aye
Rick Smiles – abstain
Gretchen Newsom – aye
Jennifer Fothergill – aye
Emily Desai – abstain
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 18: Sacramento Builder's Exchange, Inc.

Member Newson left the meeting.

No comments or questions.

ACTION: Member Smiles moved to approve Sacramento Builder's Exchange, Inc. in the amount of \$269,550. Member Greenlee Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye

Jennifer Fothergill – aye
Emily Desai – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 19: Soledad Chamber of Commerce

Panel commented that the mission of ETP is about moving people to higher wage jobs, a lot of the occupations are in the lower ranges. What is wage progression or up in the wage scale?

Maria Kodalefam, the high school students are doing an internship, and the goal is to have jobs for them. Some of the jobs are seasonal, some have been doing their jobs for a long time, and we are training the next generation

Panel asked if the wages are seasonal how are they going to get those higher wages?

Maria Kodalefam stated that they are learning during that season and they do a review after 90 days.

ACTION: Member Smiles moved to approve Soledad Chamber of Commerce in the amount of \$390,352. Member Fothergill Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Jennifer Fothergill – aye
Emily Desai – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 20: South Orange County Community College District, Saddleback College

Panel asked about what changes have been made to ensure better performance.

Israel Dominguez explained they lost a large client due to their risk management and legal counsel. We have migrated to a Citrix Secure ShareFile platform so clients can share their files and directly upload the information to ETP CalEForce and leveraging other funding sources through the California Chancellors office.

ACTION: Member Smiles moved to approve South Orange County Community College District, Saddleback College in the amount of \$355,960. Member Greenlee Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Jennifer Fothergill – aye
Emily Desai – aye
Mike Greenlee – aye
Douglas Tracy – aye

PRESENTATION / ACTION ITEMS Medical Skills Training Guidelines given by Elisabeth Testa

Request for an action item to approve our revised medical skills training guidelines. We have been engaged in a comprehensive review of our policies at the Policy Committee for the past year and a half, looking especially at our pilots and guidelines. At our most recent Policy Committee meeting in April, Policy Committee finalized the revisions to the medical skills guidelines to Panel for full approval.

The changes to the medical skills guidelines were as follows: a general cleanup of grammar, removal of the 50% cap on CBT training, removal of the allowance to fund a general orientation training for nurses, removal of references that benefit packages had to be proportional to the hours of the time worked, removal of references to specific roster requirements, and removal of the sample curriculum. The comparison table that had been at the end of the previous guidelines has been removed. Most importantly, we revised the eligibility requirements of trainees to include not only allied healthcare occupations, but also community health occupations that require medical skills training to be eligible to participate in this program.

Staff have requested approval of the revised guidelines.

ACTION: Member Desai moved to approve the revised medical skill training guidelines. Member Smiles Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Jennifer Fothergill – aye
Emily Desai – aye
Mike Greenlee – aye
Douglas Tracy – aye

PRESENTATIONS Social Entrepreneurs for Economic Development round 3 and the Electrical Vehicle Infrastructure Training Program Fund given by Jana Lazarewicz

This is a quick informational presentation on the Social Entrepreneurs for Economic Development SEED 3 grant awardees. Through an open competitive bid process, ETP

released the solicitation for proposals for the grant on January 26, 2026, and posted the notice of intent to award to our website on April 30, 2026.

Background: the purpose of SEED is to support entrepreneurship among immigrants and limited English proficient individuals who face significant employment barriers. The SEED 3 grant provides Mico grants, entrepreneurial training and technical assistance to target populations to help them start or sustain small businesses in California. For the SEED 3 round, it was a total of \$6,000,750 that was made available and this was made available to 501C 3 nonprofit, community-based organizations or fiscally sponsored programs of a 501 C 3. We allocated the funds as follows: \$5,000,250 went towards the SEED Entrepreneurship Program and \$1,500,000 went towards the SEED Worker Cooperative and Employee Ownership Program. ETP received a total of 124 applications for the SEED 3 grant and 107 of those proposals were under the Seed Entrepreneurship Program and 17 proposals were under the worker Cooperative and Employee Ownership Program. The awardees for the entrepreneurship program were 11 awardees. They are the California ETEC, Carvansey Project, Chico Economic Planning Corporation, El Concilo, California Immigrants Rising, Inclusive Action for the City, Meta Nurture, Renaissance Entrepreneurship Center, Time for Change Foundation, and Women's Economic Ventures for the Worker Cooperative and Employee Ownership Program. We had three awardees and that included California Center for Cooperative Development, Democracy at Work Institute and Project Equity. Listed on the memorandum are the amounts for each of these awardees.

One last item is on the Electrical Vehicle Infrastructure Training Program Fund, and this is on the proposed guidelines for informational purposes only. Through an interagency agreement with CECETP was allocated 3 million in funding to increase the number of EVITP certified electricians within California. In 2025, we did award funding for this project to 15 awardees for approximately 1.7 million in funding and was working to solicit proposals to award the remaining funds. Automatic designs of the contract and the solicitation allowed advanced payments for administrative and support costs. The government code 11019.1 allowing this was repealed on July 1, 2025. As a result, ETP rescinded the prior notice of award for existing awardees and canceled the open solicitation for funding which also relied on this provision. ETP has redesigned the program and is planning to re-solicit all program funds soon. These new guidelines that are attached to your packet.

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

No comments.

PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA

Phillip Herrera commented he is pleased that SB-1059 passed out of the Senate and is now in the Assembly. This bill is an important and practical modernization of ETP's statutory framework. If signed into law, it will give the Panel and Agency leadership the tools to modernize program administration. Governor Newsom's May budget revised

includes ETPs full annual funding allocation. SB 1059 becoming a law will further strengthen ETPs successful partnership among labor and business government.

Sam Rodriguez wanted to encourage ETP Panel and Executive staff to continue to value job creation and new hires.

MEETING ADJOURNMENT

Chair Bettencourt asked for motion to adjourn the Panel meeting.

ACTION: Member Smiles moved to adjourn the Panel meeting. Member Fothergill Seconded. All Panel Members present voted in the affirmative to adjourn the Panel meeting as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye

Rick Smiles – aye

Jennifer Fothergill – aye

Emily Desai – aye

Mike Greenlee – aye

Douglas Tracy – aye

Chair Bettencourt Adjourned the meeting at 12:01 p.m.

Single Employer Contractor

A single employer, ranging from a small business to a large publicly-traded corporation, may contract directly with the Panel. Usually, these are retraining projects for current employees.

- Unless funded under Special Employment Training (SET), a single employer must face out-of-state competition.
- A single employer must be subject to the Employment Training Tax.
- The employer must also make an “in kind” contribution toward the cost of training, as follows: 1) 100 or fewer employees, at least 50% of the ETP-funded amount; 2) more than 100 employees, at least 100% of the ETP-funded amount.
- The employer must provide union letters of support for employees who are represented. The employer should also be able to show how the training will enhance job security and improve opportunities for advancement.
- A single employer must establish the need for the particular training curriculum proposed.
- The employer must establish its ongoing commitment to training and represent that ETP funds will not displace existing resources.
- All single employer contracts are capped at \$600,000.

These features apply to core program funding.

Multiple Employer Contractor

A Multiple Employer Contractor (MEC) may be a group of employers or a training agency, or a Workforce Investment Board.

- Up to 8% of program costs may be approved as additional funding for recruitment, placement and assessment activities. For New Hire training, the MEC may receive up to another 4% (total 12%). These costs must be justified.
- The project may be retraining or new hire training, or a combination of both. Training may take place at the worksite or a training center, or both.
- All MECs are capped at \$850,000 and are limited to one contract per Fiscal Year.

Retraining

- Training hours for retrainees are capped at 200. The Panel may modify this cap for good cause on a case-by-case basis.
- The MEC must provide union letters of support for represented employees.
- The MEC must make an “in kind” contribution toward the cost of training, of at least 50% of the ETP-funded amount. These contributions may consist of:
 - 1) wages/benefits paid during training by participating employers;
 - 2) development, recruitment, placement, and assessment costs; and,
 - 3) facility and material expenses.
- The MEC must provide a list of participating employers to demonstrate actual employer demand for the occupational skills in the curriculum.
- The MEC must have a core group of participating employers for at least 80% of the training plan.
- Participating employers must be subject to the Employment Training Tax.
- Participating employers must demonstrate an ongoing commitment to training, and represent that ETP funds will not displace existing resources.

New Hire Training

- Training hours are capped at 260. The Panel may modify this cap for good cause on a case-by-case basis.
- The MEC must have a plan for recruiting trainees and participating employers. As part of this plan, the MEC must have an advisory board of participating employers qualified to provide guidance on needed occupational skills.
- Training must be for job-related skills that apply to specific occupations in a given industry or to specialized occupations across an industry spectrum.
- For all occupations, the MEC should be able to show a statewide or local shortage of skilled workers.

These features apply to core program funding.

Delegation Order Process

- The Panel has delegated authority to the Executive Director, without consultation with the Panel Chair, to approve (1) small business (100 or fewer employees) for \$75,000 or less, and (2) single and multiple employer proposals for \$75,000 or less.
- This procedure allows projects to be approved on a flow basis. This process recognizes the need for just-in-time training, and reduces or eliminates the need for a Consent Calendar.
- An ETP130 and Curriculum is prepared for each proposal. They are reviewed and approved after the Executive Director signs off. The effective date will be the date specified by the Field Analyst and if no date is specified, the earliest effective date of contract is the day after the project is approved by the Executive Director.
- A copy of approved Delegation Orders is included in each month's Panel Packet, for projects approved prior to the Panel meeting, as an informational item.



Employment Training Panel

MEMORANDUM

To: Panel Members July 6, 2026

cc: 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

From: Michael A. Cable, Staff Attorney

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

I. ASSEMBLY BILLS

- [AB-1534 Student financial aid: federal Workforce Pell Grant program.](#)
Summary: This bill would immediately prohibit a campus of the University of California, the California State University, or the California Community Colleges, a private postsecondary educational institution, or an independent institution of higher education that receives state financial assistance from disbursing federal Workforce Pell Grant program funds to students enrolled in the institution's short-term programs, and advertising, marketing, or informing students about the availability of those funds unless the institution has (1) obtained authorization from the Governor that the institution meets the requirements of the federal Workforce Pell Grant program, and (2) obtained approvals and met all requirements set forth by the United States Department of Education. The bill would require a postsecondary educational institution seeking a determination that one or more of its short-term programs meets the requirements of the federal Workforce Pell Grant program to provide to the Governor, among other things, certification with any applicable verification required by the Governor that is sufficient to demonstrate that for each federal aid award year, the short-term program meets specified criteria related to its short-term program, as provided. This bill would prohibit the Governor from authorizing a postsecondary educational institution to receive federal Workforce Pell Grant program funds for a short-term program unless, among other things, the Governor determines that the short-term program meets the requirements of the above-described federal provisions and the Governor consults with the Labor and Workforce Development Agency and an advisory board, which the bill would establish. The bill would require a postsecondary educational institution to ensure that any confidential student information collected for purposes of the bill is only disclosed to the Governor or relevant state entities. The bill would authorize the Labor and Workforce Development Agency to adopt rules and regulations to implement the bill as it deems necessary.

Status: On 07/01/2026: From committee: Do pass and re-refer to Com. on APPR. (Ayes 5. Noes 0.) (July 1). Re-referred to Com. on APPR.

- [AB-1542 Sensitive personal information.](#)

Summary: The California Consumer Privacy Act of 2018 (CCPA) grants a consumer various rights with respect to personal information, as defined, that is collected or sold by a business, as defined, including the right to direct a business that collects sensitive personal information, as defined, about the consumer to limit its use, as prescribed. The California Privacy Rights Act of 2020, approved by the voters as Proposition 24 at the November 3, 2020, statewide general election, amended, added to, and reenacted the CCPA. This bill would, under the CCPA, prohibit a business, service provider, or contractor from selling or sharing sensitive personal information to a third party.

Status: On 06/25/2026: Read second time and amended. Re-referred to Com. on APPR.

- [AB-1729 State employment: telework programs.](#)

Summary: Existing law requires every state agency to develop and implement a telecommuting plan as part of its telecommuting program in work areas where telecommuting is identified as being both practical and beneficial to the organization. Existing law requires the Department of General Services to establish a unit for purposes of overseeing telecommuting programs that is required to, among other things, develop and update policy, procedures, and guidelines to assist agencies in the planning and implementation of telecommuting programs. Existing law requires the department to establish criteria for evaluating the state's telecommuting program. Existing law defines "telecommuting" for purposes of those provisions. This bill would revise and recast those provisions. The bill would replace the term "telecommuting" with "telework," as defined. The bill would also require the Department of General Services to establish a telework dashboard that displays the cost-effectiveness and efficiency benefits of state telework programs, including documenting annual savings to the state of reduced office space and operating costs. The bill would additionally require each state agency, every 10 years, to evaluate its telework program to ensure that it aligns with the state agency's unique operational needs to carry out its programmatic missions and to help recruit and retain a qualified workforce.

Status: On 06/23/2026: From committee: Do pass and re-refer to Com. on APPR. (Ayes 13. Noes 0.) (June 23). Re-referred to Com. on APPR.

- [AB-2027 Worker data: prohibitions: artificial intelligence.](#)

Summary: This bill would prohibit an employer from using a worker's personal information, as defined, to train an artificial intelligence system to replicate, automate, or replace a worker's job, and would prohibit an employer from selling, disclosing, or otherwise providing access to a worker's personal information to a third party for the purpose of training an artificial intelligence system to replicate, automate, or replace a worker's job. This bill would prohibit a vendor providing services to an employer under a contract from providing access to the personal information of an employer's worker to a third party or using the personal information of an employer's worker to train artificial intelligence, as specified. This bill would require a contract between an employer and vendor to include a requirement that the vendor implement and maintain reasonable security procedures to protect the worker's personal information from, among other things, unauthorized or illegal access. This bill would define terms for these provisions, including "employer" and "personal information." This bill would require the Labor Commissioner and authorize a public prosecutor to enforce these provisions.

Status: On 05/14/2026: In committee: Held under submission.

- [AB-2646 Employment: minimum wages: agricultural workers.](#)

Summary: Existing law establishes a minimum wage for all industries and imposes criminal penalties for violation of these wage provisions. Existing law authorizes the Labor Commissioner to collect due and unpaid wages or benefits on behalf of workers. Under existing law, the commissioner acts as trustee and deposits collected wages and benefits into the Industrial Relations Unpaid Wage Fund, which is continuously appropriated for the purpose of remitting the collected wages or benefits. This bill would require the minimum hourly wage for an approved agricultural employee and corresponding employee, as defined, to be \$19.75 per hour. Commencing January 1, 2027, and each January thereafter, the bill would require the above-described minimum hourly wage to be adjusted by an amount equal to the cost-of-living adjustment for social security benefits, as specified. By expanding the scope of a crime, the bill would impose a state-mandated local program. By increasing the revenue to the Industrial Relations Unpaid Wage Fund, a continuously appropriated fund, and expanding the purposes for which moneys in that fund may be used, the bill would make an appropriation.

Status: On 06/24/2026: From committee: Do pass and re-refer to Com. on APPR. (Ayes 4. Noes 1.) (June 24). Re-referred to Com. on APPR.

II. SENATE BILLS

- [SB-1059 Employment Training Panel.](#)

Summary: Existing law establishes the Employment Training Panel within the Employment Development Department and sets forth its powers and duties with respect to certain employment training programs. Existing law declares the intent of the Legislature that the purpose of provisions relating to the panel is to establish an employment training program to promote a healthy labor market in a growing, competitive economy and to fund only projects that meet specified criteria, including, among other things, fostering retention of high-wage, high-skilled jobs in manufacturing, and other industries, as provided. This bill would state the intent of the Legislature to enact subsequent legislation relating to the Employment Training Panel.

Status: On 07/01/2026: July 1 set for first hearing. Placed on suspense file.

- [SB-1114 Data collection: sexual orientation, gender identity, and intersex status: disclosure.](#)

Summary: Existing law, the Lesbian, Gay, Bisexual, Transgender, and Intersex Disparities Reduction Act, requires the State Department of Public Health, among other specified state entities, in the course of collecting demographic data directly or by contract as to the ancestry or ethnic origin of Californians, to collect voluntary self-identification information pertaining to sexual orientation, gender identity, and variations in sex characteristics/intersex status (SOGISC). This bill would define “information pertaining to SOGISC” to mean information pertaining to a person’s sexual orientation identity, gender identity or gender expression, identification as intersex, or identification as possessing sex characteristics that vary from those typically associated with a person’s sex assigned at birth. This bill would prohibit information pertaining to SOGISC collected pursuant to the Lesbian, Gay, Bisexual, Transgender, and Intersex Disparities Reduction Act, or collected by public postsecondary education institutions in accordance with the above paragraph, from being disclosed in personally identifiable form to any entity outside of California state government, or a vendor contracted to provide services to the California state government, subject to specified exceptions, and would require information pertaining to SOGISC reported in an identifiable form to be limited to the minimal extent required to meet the applicable exception, and in compliance

with the Information Practices Act of 1977. The bill would provide that these provisions also apply to information that could reasonably be used to infer a person's transgender or intersex status, as specified, and a violation of these provisions is subject to penalties described in the Information Practices Act of 1977. By expanding the scope of a crime in the Information Practices Act of 1977, this bill would impose a state-mandated local program.

Status: On 07/01/2026: From committee: Do pass and re-refer to Com. on APPR. (Ayes 9. Noes 3.) (June 30). Re-referred to Com. on APPR.

- [SB-1132 Workforce development: workplace rights training.](#)

Summary: Existing law establishes the California Workforce Development Board as the body responsible for assisting the Governor in the development, oversight, and continuous improvement of California's workforce investment system and the alignment of the education and workforce investment systems to the needs of the 21st century economy and workforce. Existing law requires the board to assist the Governor in specified activities for this purpose. Existing law requires each local workforce development board to develop and submit to the Governor a comprehensive 4-year local plan and to establish at least one full service one-stop career center, as specified. This bill would require the California Workforce Development Board to develop a workplace rights curriculum in partnership with subject matter experts and would require the local boards to ensure provision of a workplace rights training consistent with that curriculum to individuals receiving services through the California workforce system. The bill would require each local plan to include a description of how the local board plans to comply with this training requirement. The bill would state the intent of the Legislature to provide this training to individuals receiving services through the one-stop system, as specified. The bill would require the California Workforce Development Board, in partnership with the Employment Development Department and the Labor and Workforce Development Agency, to ensure local compliance with these provisions. By imposing new requirements on local workforce development boards, this bill would impose a state-mandated local program.

Status: On 05/14/2026: May 14 hearing: Held in committee and under submission.

III. BUDGET BILLS

- [AB-109 Budget Act of 2026.](#)

Summary: This bill would make appropriations for the support of state government for the 2026–27 fiscal year. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: On 06/29/2026: Chaptered by Secretary of State - Chapter 19, Statutes of 2026.

- [AB-1563 Budget Act of 2026.](#)

Summary: This bill would make appropriations for the support of state government for the 2026–27 fiscal year. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: On 04/06/2026: Referred to Com. on BUDGET.

- [SB-109 Budget Act of 2026.](#)

Summary: This bill would make appropriations for the support of state government for the 2026–27 fiscal year. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: On 06/12/2026: From committee with author's amendments. Read second time and amended. Re-referred to Com. on BUDGET.

- [SB-879 Budget Act of 2026.](#)

Summary: This bill would make appropriations for the support of state government for the 2026–27 fiscal year. This bill would declare that it is to take effect immediately as a Budget Bill.

Status: On 01/12/2026: Read first time.



Training Proposal for:
Applied Medical Resources Corporation

Contract Number: ET27-0110

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Orange	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 3,800	U.S.: 4,290	Worldwide: 5,825	
<u>Turnover Rate:</u>	3%			
<u>Managers/Supervisors:</u> (% of total trainees)	17%			

Funding Detail

In-Kind Contribution
\$718,964

Total ETP Funding
\$497,000

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	710	8-200	0-60	25	\$700	\$24.67

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

Published Minimum Hourly Wage by County:

Job Number 1: \$24.67 per hour for Orange County

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

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

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

Job Number 1: \$2.50

Fringe Benefits: The Company provides a comprehensive benefits package that covers up to 30% for medical, dental, and vision. In addition, the Company provides paid vacation, sick pay, disability benefits, paid federal holidays, 401 (k) retirement plan, gym subsidies, educational reimbursement, and bonuses.

Wage Progression: At Applied Medical Resources Corporation, the wage progression strategy is based on a performance driven, equitable approach that rewards contribution, growth, and potential. Employees receive annual wage increases through a structured performance review process. This process allows for merit-based increase of 3-6%, based on both individual performance and business outcomes. Typically, the first performance review will take place after nine months of employment, and subsequent reviews will be conducted every fifteen months. The Company is also committed to upward mobility and creating pathways for advancement. Applied is a vertically integrated company with a robust in-house training and development program that empowers team members to prepare for and pursue growth opportunities within the organization.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Manufacturing Staff	\$22.17 - \$72.12	200	0	123	77
Customer Service & Clinical Development	\$22.17 - \$74.55	70	0	5	65
Administrative Staff	\$22.17 - \$76.00	45	0	9	36
Information Technology & Systems Staff	\$22.17 - \$87.00	50	0	2	48
Managers/Supervisors	\$22.17 - \$90.00	120	0	28	92

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
Engineering Staff	\$22.17 - \$112.98	225	0	14	211

Introduction

Founded in 1987 and headquartered in Rancho Santa Margarita, Applied Medical Resources Corporation (Applied Medical) (www.appliedmedical.com) develops, manufactures, markets, and distributes medical devices and technologies used in minimally invasive and general surgeries. Applied Medical's technologies and equipment are used across Cardiac, Vascular, Urologic, Obstetric, and Gynecologic specialties. Customers include hospitals, surgical centers, and other healthcare providers.

This will be Applied Medical's third ETP proposal and, its third within the last five years. Under this proposal, Applied Medical will lead the training, with Applied Manufacturing, LLC participating as an affiliate. Training will be provided to trainees at the Company's locations in Rancho Santa Margarita, Lake Forrest, and Irvine.

ETP Priority 10200(b)

Applied Medical's training program aligns with UIC Section 10200(b) by supporting growth within California through training in new technologies as well as general skills and soft skills. The Company is also committed to fostering the creation of high-wage, high-skilled jobs in industries threatened by out-of-state and global competition, ensuring secure jobs for those who successfully complete training.

Veterans Program

Although Applied Medical does not have a separate Veterans Job Number, the Company actively recruits veterans and encourages qualified veteran candidates to apply for positions through the Company's normal hiring process.

Project Details

In their previous ETP project, Applied Medical's training focused on the introduction and expansion of new automation technologies such as programming, testing, and design. For this project, the Company plans to integrate additional technological advancements to meet its production and infrastructure expansion needs.

The Company continuously invests in new facilities, production lines, and infrastructure to develop and produce new products. Over the next few months, Applied Medical is expanding and developing two major product lines, Alexis and Voyant. The Alexis brand is recognized for improving patient outcomes and reducing superficial surgical site infection and within this line the Alexis VIU is being developed. The Voyant line is an advanced bipolar energy surgical device used for advanced sealing and tissue dissection in both laparoscopic procedures and within this line, the Company is expanding its Gen 3 generator. With these new production lines, staff will benefit from learning how to work in an advanced manufacturing environment. Manufacturing Skills training will enable staff to master production line steps and include Manufacturing Variance Analysis and Inspection Procedures.

Applied Medical continues expanding its Southern California facilities to meet customer demand for new and innovative medical device and technologies. Currently, Applied Medical is in the process of identifying a suitable location to purchase a facility for the manufacturing and Research and Development (R&D). Additionally, the Company is developing a new R&D lab at its Irvine campus that is anticipated for completion in quarter three of 2026. These expansions and advancements have increased the need for incumbent and new staff to advance in their skill sets and roles in order to remain competitive and meet business work demands. Within the next two years, Applied Medical has plans to hire 600 new employees.

Training Plan

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

Business Skills: This training will be offered to all occupations in courses such as Budgeting and Forecasting, Communication Fundamentals, Decision Making, Project Management, and Situational Leadership.

Computer Skills: This training will be offered to all occupations in courses such as Computer-Aided Design, Shop Order Review, Enterprise Resource Planning (ERP) Software, and Management Production Reporting (MRP) Software.

Continuous Improvement Skills: This training will be offered to all occupations in courses such as Finite Elements Analysis, Good Documentation Practices, Root Cause Analysis, and Team Communication.

Manufacturing Skills: This training will be offered to Manufacturing Staff, Engineering Staff, Customer Service & Clinical Development, and Managers/Supervisors in courses such as 5s Methodology, Equipment Repair, Inspection Procedures, Material Movement, and Standard Operating Procedures.

Productive Laboratory

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

Applied Medical is requesting up to 40 hours of PL-Manufacturing Skills training for approximately 200 trainees within the occupations of Manufacturing Staff, Engineering Staff, Customer Service & Clinical Development, and Managers/Supervisors with a 1:1 trainer-to-trainee ratio. PL training helps trainees take what they learn in the classroom and apply it on the production floor. With new and updated technology, skill enhancement is a must for all trainees. Each piece of equipment is unique and the process for each new piece of equipment differs from the previous one. Applied Medical is requesting 40 hours of PL training due to the sophistication of the equipment. The precision of each process takes time to master to gain the capability to produce high quality components. Course topics for PL include Component Fabrication Equipment Operations, Component Installation, Component Forming Equipment Operations, Electrical Equipment Operations, and Product Assembly. Trainees will be reviewing equipment operation procedures, learn how to fix quality issues, and learn about the stringent customer quality requirements. Trainees are certified as competent only after completing all PL assignments and passing a skills competency test. Subject Matter Experts who have at least two years of experience operating the equipment will be assigned to deliver

PL training. Once training is completed, follow-up evaluations and skills matrix will be conducted to track trainee's progress and determine competency.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0-60 hours of CBT.

Electronic Recordkeeping/LMS

Staff has reviewed and approved the Company's Learning Management System (LMS).

Commitment to Training

Applied Medical's annual training budget in California is \$3,800,000. The Company provides mandatory sexual harassment prevention, safety training, onboarding, and basic computer skills. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Senior Director of Applied Learning and Vice President of the Global Education Division will oversee this project. There will be a Manager at each site coordinating and assisting with all aspects of the ETP training and administrative responsibilities. This includes scheduling, delivery, and documentation of training into the Learning Management System (LMS). Training will be provided by in-house subject matter experts and vendors as needed.

Prior Projects

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

Contract No.	Term	Approved Amount	Approved Estimated No. Trainees	No. Retained	Payment Earned \$ %
ET23-0212	12/19/22 - 12/18/24	\$494,500	650	897	\$491,097 (99%)
ET20-0301-000	06/01/20 - 05/31/22	\$373,635	642	682	\$373,635 (100%)

Subcontractors

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

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Business Skills

- Budgeting and Forecasting
- Business Leadership
- Business Mindfulness
- Coaching
- Collaboration
- Communication Fundamentals
- Conflict Resolution
- Decision Making
- Delegation
- Emotional Intelligence
- Field Implementation Training
- Finance Management
- Giving Feedback
- Goal Setting
- Interviewing
- Managing Change
- Meaningful Feedback
- Meeting Effectiveness
- Metric for Success
- Operating Room Protocol
- Ortho Clinical Specialist Training
- Project Management
- Risk Assessment
- Setting Expectations
- Situational Leadership
- Supply Chain

Computer Skills

- Computer-Aided Design
- Data Sheet Organization
- Microsoft Excel (Intermediate/Advanced)
- Shop Order Review
- Enterprise Resource Planning (ERP) Software
- Management Production Reporting (MRP) Software

Continuous Improvement Skills

- Customer Service
- Design for Manufacturing
- Field Continuing Education
- Finite Elements Analysis
- Good Documentation Practices

- Root Cause Analysis
- Team Communication

Manufacturing Skills

- 5S Methodology
- Aerial Lift Operation
- Controls Charting and Process Capability Studies
- Documentation Review
- Electrical Equipment Procedures
- Equipment Repair
- Gap Analysis
- Injection Mold Part Design Workshop
- Inspection Procedures
- Key Performance Indicators
- Labor Capacity
- Line Balancing and Takt Time
- Line Clearance and Traceability
- Manufacturing Variance Analysis
- Material Movement
- Standard Operating Procedures
- The Science of Stamping

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

Trainees may receive any of the following:

Manufacturing Skills

- Component Fabrication Equipment Operations
- Component Forming Equipment Operations
- Component Installation
- Electrical Equipment Operations
- Product Assembly

Computer-Based Training

Trainees may receive any of the following:

Business Skills

- Acceptance Sampling Plan Training (0.25 hr.)
- Advanced Laser Safety (0.5 hr.)
- Advanced Metals Processing Overview (0.5 hr.)
- Automation Curriculum 3D Printing (1 hr.)
- Automation Curriculum Estimating Machine Cost (1 hr.)
- Automation Curriculum SolidWorks (1 hr.)
- Business Writing Fundamentals (0.17 hr.)
- Contained Extraction System (CES) Training Part 1 (0.25 hr.)
- CES Training Part 2 (1.33 hrs.)
- CES Training Part 3 (1.33 hrs.)

- Commitment to Education (0.5 hr.)
- Complaint Handling and Medical Device Reporting (MDRs) (0.33 hr.)
- Concur III – Allowance Reporting (0.17 hr.)
- Corporate Applications Customer Service (0.25 hr.)
- Corporate Finance Fundamentals (0.25 hr.)
- Customer Relationship Management (CRM) Vocabulary (ENG) (0.17 hr.)
- Departments Overview- Applied Family and Community (0.33 hr.)
- Departments Overview- Calibration and Maintenance (0.17 hr.)
- Departments Overview- Corporate Applications (0.17 hr.)
- Departments Overview- Corporate IT (0.17 hr.)
- Departments Overview- Engineering (0.25 hr.)
- Departments Overview- Facilities (0.17 hr.)
- Departments Overview- Payroll and Benefits (0.17 hr.)
- Departments Overview- Quality Control (0.17 hr.)
- Departments Overview- Simulation (0.25 hr.)
- Departments Overview- Strategic Procurement, Planning, Logistics, and Shipping (0.25 hr.)
- Departments Overview- Team Member Relations (0.17 hr.)
- Departments Overview-Manufacturing (0.33 hr.)
- Developing a Growth Mindset (0.25 hr.)
- Electronic Data Interchange (EDI) Overview (0.22 hr.)
- Electrical and Fire Safety (0.25 hr.)
- Engineering Drawings (0.33 hr.)
- Foreign Manufacturer Registration (0.17 hr.)
- Fundamentals of International Regulations (0.17 hr.)
- Getting the Product In and Out of the Operating Room (OR) (0.17 hr.)
- Getting the Product Into the OR (0.17 hr.)
- Global Product Obsolescence & Phase-Out (0.25 hr.)
- Group Purchasing Organizations (GPOs) (0.33 hr.)
- Regulatory Compliance Fundamentals - Handling Complaints (0.25 hr.)
- Handling Surgeon Ideas (0.17 hr.)
- HIPAA and Patient Privacy (0.33 hr.)
- HIPAA Privacy & Security (1 hr.)
- Hospital Key Attributes and Performance Metrics (0.42 hr.)
- Hospital Key Attributes and Performance Metrics II (0.42 hr.)
- Hospital Landscape (0.17 hr.)
- How to Build Better Relationship with Team Leaders and Colleagues (0.33 hr.)
- How to Have a Difficult Conversation (0.17 hr.)
- How to Overcome Your Fear of Failure (0.2 hr.)
- How to Work Effectively with Different Communication Styles (0.17 hr.)
- Human Factors Engineering (0.25 hr.)
- Improve Your Business Writing Skills (0.17 hr.)
- Inspection Readiness Awareness (0.17 hr.)
- Intellectual Property (IP) Roundup (0.33 hr.)
- Interactions with Health Care Professionals (0.25 hr.)
- Introduction to Applied's Quality Management System (0.25 hr.)
- Introduction to Complaints and MDRs (Non-Sales) (0.08 hr.)
- Introduction to MOTUS (0.25 hr.)

- Introduction to Patents (0.25 hr.)
- Introduction to the Contracts Team (0.17 hr.)
- Introduction to the Sunshine Act (0.33 hr.)
- Introduction to Vendor Credentials Certification (0.08 hr.)
- Japanese Market Environment (0.17 hr.)
- Leadership Pre Work - Managing Change (0.25 hr.)
- Managing the Buying Process (0.17 hr.)
- Marketing Authorization Holder (0.17 hr.)
- Meeting Effectiveness (0.33 hr.)
- Mitigating Risk (0.25 hr.)
- National Patient Safety Goals (0.17 hr.)
- OR Protocol & Aseptic Techniques (Meets AORN Guidelines) (0.25 hr.)
- Powered Industrial Truck (PIT) Fundamentals (0.25 hr.)
- PIT Operations (0.25 hr.)
- PIT Physics (0.25 hr.)
- PIT Safety (0.25 hr.)
- Plan and Review (P&R) Overview (0.08 hr.)
- Problem-Solving Fundamentals (0.33 hr.)
- Process Busters Overview (0.17 hr.)
- Process Improvement Methodologies at Applied (0.25 hr.)
- Product Configuration Training (0.5 hr.)
- Products to Patients (0.75 hr.)
- Professional Considerations of Our Communication (0.25 hr.)
- Protected Health Information (0.25 hr.)
- Purchasing as a Team (0.33 hr.)
- Purchasing Controls - Purchasing Policy and Supplier Notification of Change (SNC) (0.08 hr.)
- Purchasing Controls - Supplier and Item Qualification (0.25 hr.)
- Purchasing Controls - Trending and Supplied Corrective Action Request (SCARs) (0.25 hr.)
- Quality Data and Controlled Documents (0.25 hr.)
- Radiation Safety for Field Team (0.25 hr.)
- Receiving and Seeking Feedback (0.33 hr.)
- Recognizing Reprocessed Trocars (0.25 hr.)
- Resolving Conflict with Colleagues (0.25 hr.)
- Reviewing and Approving Documents (0.42 hr.)
- Router Redlining for Permanent Changes - Document Control (0.17 hr.)
- Router Redlining for Permanent Changes (0.17 hr.)
- Simsei Simulation Training (0.25 hr.)
- Specimen Extraction Product Order Form (0.17 hr.)
- Stacker Program (0.33 hr.)
- Supplier Controls at Applied (0.5 hr.)
- Supply Chain Stakeholders (0.33 hr.)
- Targeting Overview (0.17 hr.)
- Technical Writing Guide (0.25 hr.)
- Tenders (0.25 hr.)
- The Applied Business Model (0.5 hr.)
- Third Party Inspections (0.17 hr.)

- Time Management Essentials (0.5 hr.)
- Turret Stockpicker (0.33 hr.)
- Types of Reports (Contracts) (0.17 hr.)
- Understanding Carveout and Bundling (0.42 hr.)
- Value-Based Care Overview (0.25 hr.)
- Vehicle Safety (0.17 hr.)
- When to Ask Your Team Leader for Help (0.17 hr.)
- Workplace Communication Basics (1 hr.)
- Conceptual and Strategic Planning Skills (0.20 hr.)
- Customer Service Fundamentals (0.25 hr.)
- Feedback Standardization for Dashboards (0.33 hr.)
- Feasibility and Technology Investigation Form (0.25 hr.)
- Career Development and iCIMS (0.17 hr.)
- Communication (0.33 hr.)
- Communication Strategies for Project Managers (0.25 hr.)
- Effective Organization (0.25 hr.)
- Field Leadership Resume Analysis (0.33 hr.)
- Handling Injuries and Reasonable Accommodation Requests (0.25 hr.)
- Introduction and Fundamentals (0.33 hr.)
- Leadership Forms and Documentation Best Practices (0.25 hr.)
- Leadership Pre Work - Coaching (0.25 hr.)
- Leadership Pre Work - Conflict Resolution (0.25 hr.)
- Leadership Pre Work - Emotional Intelligence (0.25 hr.)
- Leadership Pre Work - Feedback (0.25 hr.)
- Leadership Pre Work - Goal Setting for Career Planning (0.25 hr.)
- Leadership Styles and Meet Lee (0.33 hr.)
- Leading with Emotional Intelligence (0.33 hr.)
- Managing Bias (0.25 hr.)
- Sharing Effective Feedback (0.33 hr.)
- Situation Analysis and Process Busters Overview (0.33 hr.)
- The Four 4s (0.33 hr.)

Computer Skills

- Applied Request Center- Overview (0.42 hr.)
- Applied Request Center- Tasks Tab (0.25 hr.)
- Applied Request Center- Team Planner (0.17 hr.)
- Ariba (0.33 hr.)
- Artificial Intelligence – M365 Copilot Guide (0.17 hr.)
- ARTwork file (ART) Document In Review (DIR) Update for Software Integration (0.33 hr.)
- Bag Traceability - ZDIL (0.25 hr.)
- Change Master Enhancements (0.17 hr.)
- Change Master Form (CMF)-Relevant Documents in IQ Document Management System (DMS) (0.25 hr.)
- Concur I - Booking Travel (0.17 hr.)
- Conference Call Best Practices – Virtual Presence (0.25 hr.)
- Corporate IT Create Test Accounts in Active Directory- Policies and Procedures (0.17 hr.)

- Customer Relationship Management (CRM) Mobile App Overview (0.33 hr.)
- CRM Overview (0.33 hr.)
- CRM Windows App Overview (0.33 hr.)
- Customer Service Web App (0.25 hr.)
- Cybersecurity Awareness Training (0.5 hr.)
- Design Controls Overview (0.25 hr.)
- Design Controls Traceability, Hazardous Situations and Centralized Development Plans (0.33 hr.)
- Design for Manufacturing Metal Injection Molding (MIM) (0.33 hr.)
- Design Input Overview (0.33 hr.)
- Design Transfer (0.25 hr.)
- Design Verification Validation and Test Protocol and Reports (0.25 hr.)
- Development-Production Release Process Applied Medical Resources (AMR) (0.25 hr.)
- Digital Issuance - ZCO27 (0.33 hr.)
- Document Creation in IQ DMS (0.17 hr.)
- Electronic Device History Record (eDHR)- Deviations (0.33 hr.)
- eDHR- Display-Only Functions (0.33 hr.)
- eDHR- How to TECO Shop Orders (0.33 hr.)
- eDHR- Information for Applied's Planning Team (0.25 hr.)
- eDHR- Introduction to Applied's eDHR Application (0.33 hr.)
- eDHR- Task Completion & Order Confirmation (0.33 hr.)
- eDHR- The Return to Supplier Log (0.33 hr.)
- eDHR- The Shop Order Screen (0.33 hr.)
- Engineering Job Release (EJR) Document Approval (0.17 hr.)
- EJR Document Completion (0.17 hr.)
- EJR Document Creation (0.17 hr.)
- Electrical Hardware and Design (0.25 hr.)
- Electronic Shop Order App (eSOR) Training (0.5 hr.)
- Electronic Quality Management System (eQMS) - AM SCAR (Supplier Corrective Action Request) (0.42 hr.)
- eQMS Corrective and Preventive Action (CAPA) Board Approver Course Rev. C (0.5 hr.)
- eQMS Complaints Certified Quality Approver (CQA) Course (0.5 hr.)
- eQMS Complaints Clinical Development Course (0.25 hr.)
- eQMS Complaints Owner Course (0.33 hr.)
- eQMS Complaints Search Course (0.17 hr.)
- eQMS Non-Conformance Investigation Report (NCIR) Action Owner (0.17 hr.)
- eQMS NCIR Certified Quality Approver (CQA) Course (0.33 hr.)
- eQMS NCIR Investigator (0.25 hr.)
- eQMS Standards Gap and Impact Analysis (0.17 hr.)
- eQMS Timer Calibration Results Recording (0.25 hr.)
- eQMS- Overview (EtQ 2022c) (0.25 hr.)
- Esker- On Demand (0.25 hr.)
- Feedback Submission Portal Introduction (0.17 hr.)
- Feedback Submission Portal Update Training (0.25 hr.)
- Field Self-Service App Overview (0.17 hr.)
- Introduction To Censhare (0.5 hr.)

- Introduction to Everbridge Application- Sending Messages (0.25 hr.)
- Introduction to Microsoft Project (0.33 hr.)
- Introduction to Microsoft Teams (0.5 hr.)
- Introduction to SAP Fiori (0.33 hr.)
- Introduction to SAP S/4HANA (0.33 hr.)
- Introduction to the Everbridge Application- Dealing With Notification Messages (0.25 hr.)
- Jama Training - Approvers (0.33 hr.)
- KABA (0.17 hr.)
- Loftware Review Process (0.33 hr.)
- Manager Self-Service (0.33 hr.)
- Material Where-Used with Lot Traceability Report (ZPPBOMLOT) (0.67 hr.)
- Meal Break Policy and Time Clock Usage (0.33 hr.)
- Microsoft Excel eLearning - Intermediate (0.67 hr.)
- Notification of Planned Change / Request for Documents (NPC/RFD) Training (0.33 hr.)
- Paperless Receiving Inspection Records Desk Procedure (0.5 hr.)
- Paperless Returns Process Navigating the QM System (0.17 hr.)
- Paperless Returns Process-Overview (0.25 hr.)
- Product Lifecycle Management (PLM) - ER Check Rules Engine Training (0.42 hr.)
- PLM- Introduction to SAP PLM (0.67 hr.)
- Preventive Maintenance (PM) Mobile App (0.25 hr.)
- PM Tech T-Codes (0.25 hr.)
- Power BI - Overview (0.25 hr.)
- Power BI Training for End Users (0.33 hr.)
- Quality Systems Training Portal — Team Leader (0.25 hr.)
- Quality Systems Training Portal — Team Member (0.25 hr.)
- Reviewing Documents in IQ DMS (0.17 hr.)
- SAM Introduction & Tutorial (0.17 hr.)
- SAP Course 2 - Release Production Order (Part 2) Always enroll in SAP Course 1 (0.25 hr.)
- SAP Course 3 - Create Transferring Order (TO) (0.25 hr.)
- SAP Course 4 - Confirm Transfer Orders (0.25 hr.)
- SAP Course 8 - Order Replacement Components (0.25 hr.)
- SAP Entering Project Hours User Guide (ZCARP_HOURS) (0.25 hr.)
- SAP LE250 (ZSFA03, 04, 05) (0.33 hr.)
- SAP LE250 Auto TO Confirmation (0.25 hr.)
- SAP LE260 Label Verification and Validation Course (0.33 hr.)
- SAP LE270 Warehouse Clerk (Confirm) (0.17 hr.)
- SAP LE270 Warehouse Clerk (Create) (0.08 hr.)
- SAP LE270 Warehouse Clerk (ZLABEL) (0.08 hr.)
- SAP LE270 Warehouse Supervisor Block Course (0.25 hr.)
- SAP LE270 Warehouse Supervisor Cancel Course (0.25 hr.)
- SAP LE270 Warehouse Supervisor Delivery Course (0.33 hr.)
- SAP LE270 Warehouse Supervisor TO Course (0.33 hr.)
- SAP LE270 Warehouse Supervisor Transfer Requirement (TR) Course (0.25 hr.)

- SAP Materials Disposition Planning Reports Course (0.33 hr.)
- SAP MM230 Global Warehouse Clerk Course (0.25 hr.)
- SAP NetWeaver Basic Navigation Course (0.33 hr.)
- SAP Product Lifecycle Management (PLM) Destruction Ticket Request (DTR) Approvals Course (0.25 hr.)
- SAP PLM How to Create a Manual DTR Course (0.25 hr.)
- SAP PLM- Object Linking Standards (0.08 hr.)
- SAP PLM102 Engineering Change Process Overview (0.25 hr.)
- SAP PLM103 Working with Documents (DIRs) (0.25 hr.)
- SAP PLM104 Master Data Implementation – Materials BOMs, Documents, and Routers (0.25 hr.)
- SAP PLM105 Design Control Procedure - Artwork (0.25 hr.)
- SAP PLM108 Design Control Procedure - Biocompatibility (0.25 hr.)
- SAP PLM109A Change Master Course for Initiators (0.25 hr.)
- SAP PLM109B Change Master Course for Reviewers (0.25 hr.)
- SAP PP211 Cancel Production Order Confirmation Course (0.33 hr.)
- SAP PP225 Engineering (0.33 hr.)
- SAP QM235 Results Recording and Usage Decision (0.17 hr.)
- SAP QM237 Inspections Recording for Production (0.17 hr.)
- SAP QM250 Quality Management - Inspection Display and MIC Update Process (0.33 hr.)
- SAP SD200 Customer Relations Master Data (0.33 hr.)
- SAP SD201 Material Exclusion and Inclusion (0.25 hr.)
- SAP SD215 Electronic Data Interchange (EDI) Orders - Module 1 Line Item Correction (0.25 hr.)
- SAP SD215 EDI Orders - Module 2 Partner Number, Global Location Number (GLN), Postal Code (0.17 hr.)
- SAP SD215 EDI Orders - Module 3 Deleting Entry in SBWP (0.17 hr.)
- SAP SD215 EDI Sales Trace Processing Course (0.33 hr.)
- SAP SD215 Standard Sales Order Processing (0.33 hr.)
- SAP SD219 EDI Trace Report Only v01 (0.33 hr.)
- SAP SD240 Packer Course with Cartonization (0.25 hr.)
- SAP SD250 Device Contract Course (0.17 hr.)
- SAP Single Sign On (0.17 hr.)
- SAP Time Sheet Approvals (CAPS) (0.25 hr.)
- SAP Time Sheet Entry (CAT2) (0.25 hr.)
- SAP WM285 Cycle Counter Course (0.33 hr.)
- SAP Z Production Accepted Label (ZPAL) - Production Accepted Label Course (0.33 hr.)
- SAP- ZRESET (0.33 hr.)
- SAP104 SAP Workflow Overview & Fundamentals (0.33 hr.)
- ServiceNow End User Training (0.25 hr.)
- ServiceNow Fulfiller Instructional Guide (0.5 hr.)
- Shop Order Audits & Archive (0.33 hr.)
- Site Visit Web App Overview & Tutorial (0.17 hr.)
- SOLIDWORKS 101 (1 hr.)
- SOLIDWORKS Assemblies — Inner Workings (1 hr.)
- Team Member Self-Service (0.33 hr.)

- The Fiori Self-Service Portal (0.33 hr.)
- Timesheet Corrections (0.25 hr.)
- Unscheduled Maintenance (0.42 hr.)
- Use of the Temporary Deviation Order (TDO) Document In Review (DIR) (0.33 hr.)
- Using the SAP Material Master (0.33 hr.)
- Using The Security Systems (0.42 hr.)
- Value-Added Features in IQ DMS (0.17 hr.)
- Voyant App Tutorial (0.08 hr.)
- Zoom Conference Call Tutorial — Applied Learning (0.08 hr.)

Continuous Improvement Skills

- A Guide to Empathy (0.33 hr.)
- A Guide to Workplace Professionalism (0.25 hr.)
- Advanced Colorectal Procedures - Diverticulitis (1.5 hrs.)
- Advanced Colorectal Procedures - Transanal Minimally Invasive Surgery (TAMIS) (1.5 hrs.)
- Advanced Energy Device Clinical Obstacles (0.25 hr.)
- Advanced Fixation Application (0.08 hr.)
- Agile Project Management (0.75 hr.)
- Alexis and Alexis O Product Profile (0.17 hr.)
- Alexis Application (0.25 hr.)
- Alexis Application in Thoracic Procedures (0.08 hr.)
- Alexis Clinical Study -Bressan (0.25 hr.)
- Alexis Clinical Study -Cheng (0.17 hr.)
- Alexis Clinical Study -Conaster (0.17 hr.)
- Alexis Clinical Study -Doganay (0.25 hr.)
- Alexis Clinical Study -Edwards (0.25 hr.)
- Alexis Clinical Study -Horiuchi (Shield Incision Site) (0.25 hr.)
- Alexis Clinical Study -Horiuchi (0.17 hr.)
- Alexis Clinical Study -Lee (0.08 hr.)
- Alexis Clinical Study -Lee Waxman (0.17 hr.)
- Alexis Clinical Study -Mohan (0.17 hr.)
- Alexis Clinical Study -Nafisi (0.17 hr.)
- Alexis Clinical Study -Reid (0.17 hr.)
- Alexis Clinical Study -Siddiqui (0.17 hr.)
- Alexis Clinical Study -Zhang (0.25 hr.)
- Alexis Common Surgical Incisions (0.25 hr.)
- Alexis Competitors (0.17 hr.)
- Alexis Contained Extraction System Market Profile (0.17 hr.)
- Alexis Contained Extraction System Product Profile (0.17 hr.)
- Alexis Contained Extraction System (0.17 hr.)
- Alexis Laparoscopic System (0.25 hr.)
- Alexis O C-Section Product Profile (0.17 hr.)
- Alexis Orthopedic Protector Overview (0.25 hr.)
- Alexis Surgical Site Infection (0.25 hr.)
- Anatomic Total Shoulder Arthroplasty (0.33 hr.)
- Atraumatic Occlusion (0.1 hr.)

- C-section Procedure (0.17 hr.)
- Colorectal Cancer - Tony Talk (1.5 hrs.)
- Colorectal Diseases (0.17 hr.)
- Colorectal Procedural Overview (0.25 hr.)
- Colorectal +Gel (Clinical) (0.55 hr.)
- Colorectal + Gel (Selling) (0.55 hr.)
- Digestive System and Right Colectomy (0.58 hr.)
- Direct Anterior Approach Total Hip Arthroplasty (0.33 hr.)
- Epix Electrosurgical L-Hook with Smoke Evacuation (0.25 hr.)
- Epix Laparoscopic Dissector Competitors (0.25 hr.)
- Epix Laparoscopic Dissector Product Profile (0.17 hr.)
- Epix Laparoscopic Grasper Competitors (0.25 hr.)
- Epix Laparoscopic Grasper Product Profile (0.17 hr.)
- Epix Laparoscopic Scissors Competitors (0.25 hr.)
- Epix Laparoscopic Scissors Product Profile (0.17 hr.)
- Epix Universal Clip Applier Competitors (0.17 hr.)
- Epix Universal Clip Applier Product Profile (0.17 hr.)
- Epix Universal Clip Applier (0.17 hr.)
- Fixed Asset Management (0.17 hr.)
- GelPoint Advanced Access Platform Product Profile (0.25 hr.)
- GelPOINT Mini Advanced Access Platform (0.25 hr.)
- GelPOINT Path Transanal Access Platform - Product Profile (0.17 hr.)
- GelPOINT V-Path Anatomy Overview (0.17 hr.)
- GelPOINT V-Path Fundamentals (0.17 hr.)
- GelPOINT V-Path Procedural Profile (0.17 hr.)
- GelPOINT V-Path Product Profile (0.17 hr.)
- GelPort Hand Access Laparoscopic System Product Profile (0.25 hr.)
- Gynecology (GYN) + Gel (Clinical) (0.45 hr.)
- Gynecology (GYN) + Gel (Selling) (0.45 hr.)
- Hip Arthroplasty (0.5 hr.)
- History of Surgery (0.25 hr.)
- Hosting a Voyant Tissue Lab (0.25 hr.)
- Insufflation Methods (0.17 hr.)
- Insufflation Needle (0.17 hr.)
- Intro to Ureteroscopy (0.25 hr.)
- Introduction to Cancer (0.33 hr.)
- Introduction to Project Management (0.75 hr.)
- Inzii Retrieval System Competition (0.33 hr.)
- Inzii Retrieval System Product Profile (0.33 hr.)
- Kii Balloon & Standard Blunt Tip Trocars (0.17 hr.)
- Kii Dissecting Balloon Market Overview (0.25 hr.)
- Kii Dissecting Balloon Procedural Applications (0.25 hr.)
- Kii Dissecting Balloon Product Profile and Competitors (0.25 hr.)
- Kii Fios First Entry (0.17 hr.)
- Kii Low Profile (0.17 hr.)
- Kii Product Competitors (0.17 hr.)
- Kii Trocar Cannulas (0.17 hr.)
- Kii Trocar Obturators (0.17 hr.)

- Landscaping Machines (0.17 hr.)
- Laparoscopic Cholecystectomy (0.08 hr.)
- Laparoscopic Cholecystectomy Procedural Overview (0.25 hr.)
- Laparoscopic Cholecystectomy Procedural Profile (0.25 hr.)
- Laparoscopic Cholecystectomy (0.25 hr.)
- Laparoscopic Colectomy (0.17 hr.)
- Laparoscopic Gastric Sleeve (0.17 hr.)
- Laparoscopic Left Radical Nephrectomy (0.25 hr.)
- Laparoscopically Assisted Vaginal Hysterectomy (0.25 hr.)
- Local Excision Procedures (0.25 hr.)
- Mastectomy (0.17 hr.)
- Mini Posterior Total Hip Arthroplasty (0.33 hr.)
- Off-Label Use- What it is and How to Avoid Promoting It (0.25 hr.)
- Open Colectomy (0.17 hr.)
- Pelvic Organ Prolapse (POP) Overview (0.5 hr.)
- Pre-Learning: Clifton Strengths (0.25 hr.)
- Primary Total Hip Arthroplasty (Posterior) (0.33 hr.)
- Proofreading 101 (0.25 hr.)
- Reading and Understanding Clinical Studies (0.33 hr.)
- Rectal Anatomy Overview (0.25 hr.)
- Robotic Literacy (0.25 hr.)
- Root Cause Analysis (RCA) Overview (0.08 hr.)
- Salpingectomies (0.25 hr.)
- Shoulder Arthroplasty (0.33 hr.)
- Sigmoidectomy and LAR (0.33 hr.)
- Simsei - Learning Theory (0.25 hr.)
- Simsei Simulation Training (0.25 hr.)
- Situation Analysis- Clinical Development Focus (0.25 hr.)
- Software Development Life Cycle (SDLC): Implementation (0.25 hr.)
- TAMIS - Competitive Products (0.25 hr.)
- Thoracic Procedures (0.33 hr.)
- Thyroidectomy (0.08 hr.)
- Time Management (0.33 hr.)
- Total Abdominal Hysterectomy (TAH) (0.17 hr.)
- Total Laparoscopic Hysterectomy (TLH) (0.17 hr.)
- Traditional First Entry Techniques (0.25 hr.)
- Trocar Challenge Game (0.17 hr.)
- Trocar Overview (0.25 hr.)
- Vaginal Hysterectomy (0.17 hr.)
- vNOTES - Observe a Course (Parts I, II, and III) (1.25 hrs.)
- vNOTES - Observe a Course (Parts IV and V) (1.25 hrs.)
- VNOTES Didactics (4 hrs.)
- vNOTES Hysterectomy Foundations (1 hr.)
- vNOTES Training For Canada (2 hr.)
- Voyant - Bariatric Surgery Applications (0.25 hr.)
- Voyant - Breast Surgery Applications (0.25 hr.)
- Voyant - Colorectal Surgery Applications (0.25 hr.)
- Voyant - Competitive Energy Devices (0.25 hr.)

- Voyant - GYN Surgery Applications (0.25 hr.)
- Voyant - Head & Neck Surgery Applications (0.25 hr.)
- Voyant - Introduction to Electrosurgery (0.25 hr.)
- Voyant - Types of Energy Devices (0.25 hr.)
- Voyant Comparative Performance (0.08 hr.)
- Voyant Competitive Devices (0.5 hr.)
- Voyant Generator Administrative Process (0.08 hr.)
- Voyant Procedure Guide - OB/GYN (0.35 hr.)
- Voyant Product Overview (0.25 hr.)
- EA030 Voyant Generator (0.1 hr.)
- vNOTES Adv FIT – Expanding Cases (0.4 hr.)
- vNOTES Adv FIT – Successfully Selling vNOTES (0.2 hr.)
- vNOTES Adv FIT – Procedure and Case Support (0.2 hr.)
- vNOTES Adv FIT – Troubleshooting (0.1 hr.)

Manufacturing Skills

- Advanced Metals Processing Overview — Production (0.5 hr.)
- Best Practices for Alcohol Usage (0.17 hr.)
- Bloodborne Pathogens (0.5 hr.)
- Bloodborne Pathogens Safety Awareness (0.25 hr.)
- Calibration Out of Specification Electronic Workflow (0.17 hr.)
- Chemical Classification and Labeling (0.25 hr.)
- Chemical Incident Training (0.17 hr.)
- Controlled Manufacturing Environments (0.33 hr.)
- Design Validation - Customer Evaluation (0.67 hr.)
- Dosimeter Reading Training (0.5 hr.)
- E-Beam Product Qualification (0.25 hr.)
- Electrical Safety for Non-Electricians (0.25 hr.)
- Electrostatic Discharge (ESD) Course (0.25 hr.)
- Epix Scissors Rough Actuation and Cut Test (0.42 hr.)
- Ethylene Oxide Drum Change Overview (0.17 hr.)
- Extrusion Breakdown (0.33 hr.)
- Extrusion Overview (0.33 hr.)
- Extrusion Run Time (0.33 hr.)
- Extrusion Setup (0.33 hr.)
- Form, Fill and Seal (0.5 hr.)
- Good Documentation and Manufacturing Practices (0.33 hr.)
- Good Documentation Practices (0.17 hr.)
- Introduction to Cranes and Hoists (0.25 hr.)
- Introduction to Materials Engineering (0.75 hr.)
- Output Goals Pre-Learning (0.33 hr.)
- Introduction to Process Failure Modes and Effect Analysis (pFMEA) - AMR (0.25 hr.)
- Guidance to In-house Manufacturing Processes (pFMEA) (0.25 hr.)
- Introduction to Process Validation (AM) (0.42 hr.)
- Introduction to Scissor Lift Safety (0.17 hr.)
- Introduction to Shop Orders (AM) (0.33 hr.)
- Introduction to Shop Orders (AMR) (0.33 hr.)

- Introduction to Tolerance Stack-Ups (0.25 hr.)
- Introduction to Variance Analysis (0.33 hr.)
- In-Process Inspection (IPI) Instruction Manual (0.17 hr.)
- In-Process Inspection (IPI) Metal Injection Molding (MIM) Inspections (0.5 hr.)
- ISO 13485 Overview (0.17 hr.)
- Labeling Standards and Regulations (0.17 hr.)
- Lockout Tagout (0.25 hr.)
- Machine Hazard and Safety (0.33 hr.)
- Manufacturing Process Overview- Injection Molding (0.33 hr.)
- Manufacturing Process Overview- Stamping (0.75 hr.)
- Mastering Light - An Introduction to Laser Safety (0.25 hr.)
- MDR Hazardous Substances Requirements (0.25 hr.)
- MDSAP (0.33 hr.)
- Mechanics of Vision Systems (1 hr.)
- MIM Exposure Awareness (0.08 hr.)
- Particulate Matter Prevention (0.17 hr.)
- Preventive Maintenance (0.33 hr.)
- Quality Inspecting — Inspection Planning and Procedures (0.33 hr.)
- Quality Inspecting — Metrology and Calibration (0.33 hr.)
- Rapid Prototype Injection Molding (0.33 hr.)
- Root Cause Analysis (RCA) (Step 1) - Define the Problem (0.42 hr.)
- RCA (Step 2) - Form a Team (0.08 hr.)
- RCA (Step 3) - Collect and Analyze Data (0.42 hr.)
- RCA (Step 4) - List Potential Root Causes (0.42 hr.)
- RCA (Step 5) - Prioritize the List (0.17 hr.)
- RCA (Step 6) - Develop a Plan (0.08 hr.)
- RCA (Step 7) - Identify and Confirm Root Cause (1.08 hrs.)
- SOP 1-3001 Maintenance Programs Overview (0.5 hr.)
- Spring Production (0.25 hr.)
- Specific Product Supplemental Agreement (SPSA) Speed Test Overview (0.33 hr.)
- Temporary Deviation Order for Planning and Quality Control (0.25 hr.)
- Understanding BOMs (0.25 hr.)
- Quality Tools and Techniques (0.33 hr.)



Training Proposal for:
Cognizant Technology Solutions U.S. Corporation

Contract Number: ET27-0105

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Professional, Scientific, and Technical Services	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Los Angeles, San Francisco	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 2,500	U.S.: 42,800	Worldwide: 336,800	
<u>Turnover Rate:</u>	9%			
<u>Managers/Supervisors:</u> (% of total trainees)	0%			

Funding Detail

In-Kind Contribution
\$574,000

Total ETP Funding
\$490,000

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	700	8-200	0-200	25	\$700	\$25.70

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

Published Minimum Hourly Wage by County:

Job Number 1: \$24.79 per hour for Los Angeles County, \$26.91 per hour for San Francisco County.

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

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

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

Job Number 1: \$1.21

Fringe Benefits: The Company provides a comprehensive benefits package totaling approximately 75% in fringe benefits, including medical, dental, vision, life insurance, long and short-term disability, and AD&D insurance. As well as, retirement and financial benefits such as a 401(k) with employer matching and profit sharing; paid time off and holidays; parental leave; employee stock purchase plan options, Flexible Spending Accounts (FSA), wellness programs; employee assistance services; and supplemental workers' compensation.

Wage Progression: The Company's strategy for wage progression is designed to ensure fairness, transparency, promote meritocracy and alignment with both market standards and internal equity. Wage progression is closely tied to individual performance. High performers are rewarded with the highest merit increases and accelerated career growth opportunities. Our performance management system ensures that contributions are evaluated fairly and consistently. Employees are supported in their career journeys through structured learning and development programs. As employees acquire new skills and take on greater responsibilities, their compensation reflects that growth through role-based adjustments and promotions. Wage progression is balanced with business sustainability, compensation decisions are informed through Company's achievement of financial goals, ensuring long-term stability for both employees and the organization. Annual wage increases typically range from 1% to 3%, while promotions often result in increases of 7% to 10%.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Business Operations	\$25.70 - \$62.00	221	0	0	221

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
IT Staff	\$25.70 - \$62.00	221	0	0	221
Computer Programmer	\$25.70 - \$85.00	258	0	0	258

Introduction

Founded in 1994 and headquartered in Teaneck, NJ, Cognizant Technology Solutions U.S. Corporation (Cognizant) (www.cognizant.com/us/en) is a publicly-held multi-national professional services company offering a variety of consulting services and engineering/software solutions with California (CA) facilities in San Francisco and Westlake Village. Cognizant helps companies modernize technology, reimagine processes and transform experiences so they stay ahead in a fast-changing world. A wide range of industries comprise Cognizant's customer base including healthcare, manufacturing, life sciences, education, banking, and insurance. Cognizant's software helps customers launch strategic initiatives such as software development, data-business analytics, machine learning and Artificial Intelligence (AI), and Internet of Things. Training will be delivered at Cognizant's facilities in San Francisco and Westlake Village. This will be Cognizant's second ETP Contract and second in the last five years.

ETP Priority 10200(b)

Cognizant supports California's manufacturing workforce by providing high-wage jobs and upskilling in new technology, continuous improvement, and leadership training. ETP funding will directly support Cognizant's production capacity through targeted workforce training, enabling increased sales in California. The proposed training will equip employees with transferable, technology-focused skills that enhance job security and long-term employment. In addition, by strengthening workforce capabilities at the Company, the project will contribute to the continued growth and competitiveness of the state of California.

Veterans Program

Although a Veteran's component is not included in this project, Cognizant has strong support of and commitment to veterans. The Cognizant Veterans Network (CVN) supports, develops and promotes the unmatched skills and experiences that veterans bring to Cognizant. The CVN are ambassadors to Cognizant's recruiting process, assisting in attracting and retaining key talent, and creating a community of peers who understand the transition to the private sector and support veterans joining Cognizant.

Project Details

Cognizant's prior project focused on cloud based technologies. As client demand has shifted to AI, Cognizant will focus training and upskilling for associates in these areas of increased demand, including emerging digital technologies and data engineering. In 2024, Cognizant accelerated investments in AI-led platforms and added new capabilities, further strengthening and diversifying its portfolio to meet increased demand for AI services across four key areas: customer and employee experience; content summarization and insights to empower decision-making; content generation; and leveraging Generative AI to accelerate innovation and technology development cycles. These efforts are supported by a recently launched Advanced

Artificial Intelligence lab in San Francisco, where Cognizant is investing in state-of-the-art core AI research aimed to position the company at the forefront of innovation in the industry. ETP funding will provide Cognizant associates training and education that will keep them proficient in emerging and advanced technologies such as Generative AI. For immediate needs, the Company will focus on skilling Computer Programmers and IT Staff to fulfill critical requirements, in particular the skills and competencies needed for AI and cloud technologies.

Cognizant's Leadership & Development (L&D) is driven by three components:

- A team of highly experienced (L&D) professionals
- An ecosystem of access-from-anywhere digital learning platforms
- Best-in-class content curation partnerships

These components enables Cognizant to deliver personalized learning solutions that empower associates with the best process for learning. As the world becomes increasingly remote, automated, and digital, Cognizant offers continuous self-directed/personalized learning and development paths, ensuring employees can access learning materials whenever necessary.

Training Plan

Training will be conducted using Class/Lab, E-Learning, and Computer-Based Training delivery methods in the following:

Business Skills: Training will be offered to all occupations on topics that include Agile Project Management, Business Analysis, Delivery Management, Leadership Development, Operational Leadership, and Sales Operations. The skills outlined will allow trainees to better support and communicate with customers and peers, provide customer service to help expand sales, and manage projects efficiently.

Computer Skills: Training will be offered to all occupations to aid in designing new customized products and applications resulting from new product lines and service expansions. Training will focus on design applications, as well as, training on all aspects of software tools to increase proficiency and productivity. Training topics include Agile Frameworks, Amazon Web Services, Azure Cloud, Core Java, DevOps Concepts, Python, and Spring Boot.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic and advanced training. Trainees may receive between 0-200 hours of CBT, although most trainees are expected to receive approximately 25 hours.

For Computer Programmers and IT Staff, up to 200 hours in CBT is beneficial for trainees that require deep technical upskilling, complex safety protocols, or specialized certifications, where instructor-led instruction is cost-prohibitive. This high-investment curriculum ensures consistent, globally standardized knowledge delivery across distributed teams while protecting the company from severe regulatory and financial risks.

Commitment to Training

Cognizant's annual budget for training in California is approximately \$1,500,000 which includes new hire orientation, Ethics & Compliance Training, Acceptable Use, Preventing Harassment, and other fundamental job skills. ETP funds will not displace the existing financial commitment

to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Cognizant's Global Workforce Strategy and Economic Development Director is the dedicated administrator who will oversee the project, with the assistance of two Managers administering the ETP-funded program at each participating site. The majority of ETP training will be delivered by in-house subject-matter experts from its Cognizant Academy. Outside training vendors may also be utilized. The Company has also hired a third-party subcontractor that will assist with ETP staff, systems, and administration.

Prior Projects

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

Contract No.	Term	Approved Amount	Approved Estimated No. Trainees	No. Retained	Payment Earned \$ %
ET22-0316	05/31/22 - 05/30/24	\$458,850	950	1,099	\$458,850 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	California Manufacturers and Technology Association	Sacramento, CA	\$0
Administrative	California Manufacturers and Technology Association	Sacramento, CA	13% of Earned Amount

Secondary Subcontractor(s)

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Sierra Consulting Services, Inc.	Cameron Park, CA	\$1,000
Administrative	N/A	-	-

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Business Skills

- Agile Project Management
- Analytical Practices
- Build Collaborative Relations
- Business Analysis
- Business Development
- Change Leadership
- Client Focused Leadership
- Delivery Management
- Leadership Development
- Managing Requirements
- Managing Teams
- Operational Leadership
- Organizational Change Management
- People Management (not HR hiring/firing related)
- Program/Project Management
- Project Execution and Control
- Sales Operations
- Scrum Master

Computer Skills

- Agile Development Testing
- Agile Frameworks
- Amazon S3
- Amazon Web Services (AWS)
- Angular 2 - 8
- Artificial Intelligence
- ASP.Net
- Automation
- Azure Cloud
- Big Data
- Claims Processing
- Cloud Computing
- Core Java
- Data Management
- Data Warehousing Solutions
- DevOps Concepts
- Digital Engineering
- Generative AI
- Machine Learning
- Python
- React
- Spring Boot

Computer-Based Training

Trainees may receive any of the following:

Business Skills

- Agile Business Analysis (1.5 hours)
- Better Business Writing Skills (3 hours)
- Business Analysis Fundamental
 - Welcome to the Course! (2 min)
 - The Basics: From Business Analysis to Business Analyst (23 min)
 - Business Analysis Skills and You (13 min)
 - Approaching Change (35 min)
 - The Logical Mindset (9 min)
 - The Emergence of AI (14 min)
 - Initiating a Project (50 min)
 - Requirement Basics (1 hr 4 min)
 - Requirement Elicitation (2 hr 5 min)
 - Requirement Analysis (44 min)
 - Requirement Specification (58 min)
 - Requirements Approval (24 min)
 - After the Project (19 min)
 - Other Miscellaneous Topics (13 min)
 - Bonus Section (1 min)
- Client Development (1 hr)
- Client Transformations (1 hr)
- Conscious Business: Collaborative and Engaged Teams (1 hr)
- Leadership: Practical Leadership Skills (2 hours)
- Lean Project Management (2 hours)
- Mastering Agile Project Management
 - Course Introduction (5 min)
 - Agile Estimation and Time-boxing (59 min)
 - Agile Risk Management (51 min)
 - Agile Metrics (1 hr 16 min)
 - Agile Communications Practices (35 min)
 - Agile Communications and Collaboration Tools (32 min)
 - Agile Project Management Tools (46 min)
 - Agile Development Practices (40 min)
 - Agile Quality and Testing Practices (35 min)
 - Overall Summary and Resources to Help (21 min)
- Program Management (1 hr)
- Requirements Traceability (1 hr)
- Sales Skills Training: Consultative Selling
 - Introduction (18 min)
 - How Do High Performing Sales People Behave? – A Study of the Stars (58 min)
 - The Process: The Antecedents to Consultative Selling (1 hr 47 min)
 - The Consultative Conversation (1 hr 48 min)

Computer Skills

- Agile Crash Course (2.5 hours)
- Angular Styling and Animations
 - Getting Started (23 min)
 - Styling Angular Apps Dynamically (1 hr 47 min)

- Moving Things with CSS Animations (35 min)
 - Diving into the Angular Animation Package (1 hr 30 min)
 - Becoming an Angular Animations Pro (1 hr 53 min)
 - New Animation Features with Angular 4.2 (59 min)
 - Course Roundup & Bonus (2 min)
- Apache Spark 3 – Spark Programming in Python
 - Introduction to Spark and Installation (1 hr 31 min)
 - Spark Execution Concepts (28 min)
 - RDD Crash Course (1 hr 4 min)
 - Structured API – Spark DataFrame (3 hr 44 min)
 - Introduction to Spark SQL and Databricks (1 hr 53 min)
- AWS Certified Cloud Practitioner
 - Introduction (14 min)
 - Code & Slides Download (1 min)
 - What is Cloud Computing? (32 min)
 - IAM – Identity and Access Management (58 min)
 - EC2 – Elastic Compute Cloud (1 hr 23 min)
 - EC2 Instance Storage (42 min)
 - ELB & ASG – Elastic Load Balancing & Auto Scaling Groups (38 min)
 - Amazon S3 (1 hr)
 - Databases & Analytics (47 min)
 - Other Compute Services: ECS, Lambda, Batch, Lightsail (37 min)
 - Deployments & Managing Infrastructure at Scale (46 min)
 - Leveraging the AWS Global Infrastructure (49 min)
 - Cloud Integrations (18 min)
 - Cloud Monitoring (42 min)
 - VPC & Networking (35 min)
 - Security & Compliance (56 min)
 - Machine Learning (18 min)
 - Account Management, Billing & Support (1 hr 4 min)
 - Advanced Identity (9 min)
 - Other Services (36 min)
 - AWS Architecting & Ecosystem (51 min)
 - Preparing for the Exam + Practice Exam – AWS Certified Cloud Practitioner (23 min)
 - Congratulations – AWS Certified Cloud Practitioner (9 min)
- AWS Essentials (3.3 hours)
- Azure DevOps Fundamentals (3.4 hours)
- Building Microservices (2.5 hours)
- Business Analyst: Software Testing Processes & Technique (3.1 hours)
- Engineering Best Practices – React (2 hours)
- Informatica PowerCenter - to Expert Level
 - Introduction – Informatica PowerCenter for Beginners (9 min)
 - Getting Started (32 min)
 - PowerCenter Designer (15 min)
 - Download and Install Informatica (44 min)
 - Client and Server Installation (27 min)
 - Example Solved (1 hr 43 min)
 - Router Transformation (57 min)
 - Filter Transformation (31 min)
 - More on Router Transformation (56 min)
 - Aggregator Transformation (57 min)
 - Joiner Transformation (56 min)

- Demo (52 min)
- Rank Transformation (56 min)
- Lookup Transformation (1 hr 50 min)
- Informatica PowerCenter – Advanced (7 hr 47 min)
 - Metadata Manager (50 min)
 - Advanced Data Transformation (DTM) (40 min)
 - Real-Time Data Integration (60 min)
 - Dynamic Partitioning (45min)
 - Team-Based Development (60 min)
 - Dynamic Lookups & Caching (45 min)
 - Advanced & User Defined Functions (UDFs) (45 min)
 - Workflow & Session Recovery (60 min)
 - Performance Tuning (60 min)
- Machine Learning for BI (2 hours)
- Microservices Architecture (2.4 hours)
- MongoDB The Complete Developer's Guide 2022
 - Introduction (1 hr 6 min)
 - Understanding the Basics & CRUD Operations (1 hr 9 min)
 - Schemas & Relations: How to Structure Documents (1 hr 53 min)
 - Exploring the Shell & The Server (20 min)
 - Using the MongoDB Compass to Explore Data Visually (7 min)
 - Diving Into Create Operations (36 min)
 - Read Operations – A Closer Look (1 hr 41 min)
 - Update Operations (54 min)
 - Understanding Delete Operations (7 min)
 - Working with Indexes (1 hr 35 min)
 - Working with Geospatial Data (36 min)
 - Understanding the Aggregation Framework (1 hr 32 min)
 - Working with Numeric Data (40 min)
 - MongoDB & Security (50 min)
 - Performance, Fault Tolerance & Deployment (40 min)
 - Transactions (13 min)
 - From Shell to Driver (1 hr 24 min)
 - Introducing Stitch (1 hr 7 min)
 - Roundup (1 min)
- Python- Code Challenge [101-BASICS]
 - Welcome to the Course: Let's Start Coding (4 min)
 - Exercises 1–8 | Strings (Level 1) (1 hr 4 min)
 - Exercises 9–16 | Strings (Level 2) (1 hr 2 min)
 - Exercises 17–25 | Lists, Tuples, and Sets (Level 1) (42 min)
 - Exercises 26–33 | Lists, Tuples, and Sets (Level 2) (43 min)
 - Exercises 34–39 | Dictionaries (Level 1) (18 min)
 - Exercises 40–45 | Dictionaries (Level 2) (26 min)
 - Exercises 46–51 | Programs with Conditionals (Level 1) (27 min)
 - Exercises 52–57 | Programs with Conditionals (Level 2) (50 min)
 - Exercises 58–64 | For Loops and While Loops (Level 1) (44 min)
 - Exercises 65–72 | For Loops and While Loops (Level 2) (1 hr 16 min)
 - Exercises 73–77 | Recursion (Level 1) (42 min)
 - Exercises 78–83 | Recursion (Level 2) (55 min)
 - Exercises 84–88 | Working with Files (Level 1) (23 min)
 - Exercises 89–92 | Working with Files (Level 2) (17 min)
 - Exercises 93–98 | Miscellaneous and More Challenging Programs (Level 1) (27 min)

- Exercises 99–103 | Miscellaneous and More Challenging Programs (Level 2) (38 min)
- Congratulations: You did it! (5 min)
- Salesforce Certified Administrator Training
 - Salesforce Introduction (48 min)
 - Configuration & Setup (3 hr 34 min)
 - Object Manager and Lightning App Builder – My First App (3 hr 37 min)
 - Salesforce Automation (2 hr 25 min)
 - Salesforce Security (1 hr 46 min)
 - Analytics Management (2 hr 25 min)
 - Data Management (1 hr 53 min)
 - Sales & Marketing Applications (2 hr 45 min)
 - Service & Support Applications (1 hr 43 min)
 - Productivity and Collaboration (57 min)
 - Agentforce (20 min)
 - Mock Exam, Taking the Exam & Exam Top Tips (21 min)
 - Bonus Lecture (2 min)
- Software Masterclass
 - Introduction (6 min)
 - Course Setup and Introduction to Software Testing (9 min)
 - Basics of Software Testing (1 hr 8 min)
 - Advanced Testing Concepts (1 hr 42 min)
 - Hands-On Tutorial on Test Case Design and Execution with Xray + Jira (55 min)
 - Backend, Web and Mobile Testing (52 min)
 - Software Testing Tools (1 hr 8 min)
 - SQL for Software Testers (23 min)
 - Start Earning Money Immediately! Freelancing Opportunities (29 min)
 - Deep Dive in Testing (37 min)
 - Interview Preparation – Get Ready for Your Next Job (16 min)
 - Advanced API Testing with Postman (Expert Level) (1 hr 7 min)
 - Hands-On Tutorial on Mind-Map and Test Case Preparation (Intermediate Level) (28 min)
 - Bonus Section (1 min)
- SQL for Beginners: MySQL and Database Design
 - Comprehensive Course Introduction to SQL, MySQL, and Database Concepts (7 min)
 - MySQL & Workbench: Complete Installation, Setup, and First SQL Queries (1 hr 15 min)
 - Mastering Database Structure with Data Definition Language in MySQL (40 min)
 - Mastering the ALTER TABLE Command in MySQL: Comprehensive Guide (37 min)
 - Mastering SQL Data Manipulation: Insert, Update, and Delete Operations (18 min)
 - Mastering SELECT Queries: Filtering, Sorting, and Refining Data Retrieval (1 hr 1 min)
 - Mastering Multi-Table Queries with MySQL: Comprehensive Guide to All JOIN Types (35 min)
 - Database Design Fundamentals and Normalisation Techniques (37 min)

- Mastering SQL Aggregate Functions: COUNT, SUM, MIN, MAX, AVG, GROUP BY, HAVING (37 min)
- Mastering SQL Subqueries for Advanced Database Operations (28 min)
- Essential MySQL String and Date Functions for Data Handling (49 min)
- Mastering SQL Challenges: Joins, Subqueries, and Functions (34 min)
- Extra Information – Source Code, and Other Stuff (8 min)
- Testing React with Jest and Testing Library
 - Dive In – Let's Get Started! (16 min)
 - A Whirlwind Overview of Testing (1 hr 51 min)
 - Understanding Element Roles (31 min)
 - Finding Elements with Query Functions (37 min)
 - Query Function Suffixes (15 min)
 - Matchers in Jest (16 min)
 - Big Project Overview (48 min)
 - The Mysterious "Act" Function! (1 hr 7 min)
 - Handling Data Fetching in Tests (59 min)
 - Tests Around Authentication (1 hr 3 min)
 - Bonus! (1 min)
- Ultimate AWS Certified Solutions Architect Associate 2022
 - Introduction – AWS Certified Solutions Architect Associate (6 min)
 - Code & Slides Download (1 min)
 - Getting Started with AWS (6 min)
 - IAM & AWS CLI (45 min)
 - EC2 Fundamentals (1 hr 36 min)
 - EC2 – Solutions Architect Associate Level (58 min)
 - EC2 Instance Storage (58 min)
 - High Availability & Scalability: ELB & ASG (1 hr 37 min)
 - AWS Fundamentals: RDS & Aurora + ElastiCache (1 hr 11 min)
 - Route 53 (1 hr 37 min)
 - Classic Solutions Architecture Discussion (56 min)
 - Amazon S3 Introduction (58 min)
 - Advanced Amazon S3 (58 min)
 - Amazon S3 Security (51 min)
 - CloudFront & AWS Global Accelerator (51 min)
 - AWS Storage Extras (58 min)
 - Decoupling Applications: SQS, SNS, Kinesis, Active MQ (1 hr 30 min)
 - Containers on AWS: ECS, Fargate, ECR & EKS (1 hr 3 min)
 - Serverless Overview from a Solutions Architect Perspective (47 min)
 - Serverless Solutions Architecture Discussion (48 min)
 - Databases in AWS (1 hr 4 min)
 - Data & Analytics (40 min)
 - Machine Learning (36 min)
 - AWS Monitoring & Audit: CloudWatch, CloudTrail & Config (48 min)
 - Identity and Access Management (IAM) – Advanced (48 min)
 - AWS Security & Encryption: KMS, SSM Parameter Store, Shield, WAF (1 hr 7 min)
 - Networking – VPC (1 hr 37 min)
 - Disaster Recovery & Migrations (48 min)
 - More Solution Architectures (1 hr 7 min)
 - Other Services (48 min)
 - Whitepapers and Architectures – AWS Certified Solutions Architect (6 min)

- Preparing for the Exam + Practice Exam – AWS Certified Solutions Architect (1 hr 17 min)
- Congratulations – AWS Certified Solutions Architect Associate (5 min)
- Ultimate AWS Certified Solutions Architect Professional
 - Course Introduction (7 min)
 - Slides Download (1 min)
 - Identity & Federation (1 hr 26 min)
 - Security (1 hr 58 min)
 - Compute & Load Balancing (2 hr 41 min)
 - Storage (1 hr 8 min)
 - Caching (35 min)
 - Databases (53 min)
 - Service Communication (34 min)
 - Data Engineering (1 hr 10 min)
 - Monitoring (29 min)
 - Deployment and Instance Management (45 min)
 - Cost Control (26 min)
 - Migration (54 min)
 - Virtual Private Cloud (VPC) (1 hr 17 min)
 - Machine Learning (26 min)
 - Other Services (38 min)
 - Exam Preparation (1 hr 9 min)



Training Proposal for: Euroline Steel Windows

Contract Number: ET27-0114

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Orange	Repeat Contractor:	☐ Yes ☒ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 151	U.S.: 154	Worldwide: 154	
<u>Turnover Rate:</u>	3%			
<u>Managers/Supervisors:</u> (% of total trainees)	15%			

Funding Detail

In-Kind Contribution
\$252,000

Total ETP Funding
\$247,520

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	130	8-200	0-0	68	\$1,904	\$24.67

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

Published Minimum Hourly Wage by County:

Job Number 1: \$24.67 per hour for Orange County

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

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

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

Job Number 1: \$2.50

Fringe Benefits: Euroline contributes an average of \$8.01 per hour in fringe benefits per employee. This includes medical benefits and life insurance benefits. The Company plans to launch a matching 401K program by quarter 4 of 2026, at which point the hourly average of benefits will increase further.

Wage Progression: Performance reviews are conducted annually and begin in February for all employees, with the process concluding in March. In addition, a mid-year check-in is conducted to support ongoing feedback and development. Employees complete a self-assessment, followed by a manager evaluation using a five point rating scale. The review measures overall performance, competencies, goal achievement, and alignment with the Company's core values. Compensation adjustments are evaluated as part of the annual review cycle. Increases are merit-based and are influenced by individual performance ratings and overall performance. Managers provide recommendations for increases, which are then reviewed and finalized with executive approval. Merit increases generally range between 3%–5%.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Inspector	\$22.18 - \$30.00	2	0	1	1
Packaging Staff	\$22.69 - \$30.00	2	0	1	1
Quality Staff	\$23.84 - \$30.00	2	0	1	1
Production Staff	\$22.17 - \$35.00	47	0	20	27
Warehouse Staff	\$24.00 - \$37.00	2	0	1	1
Customer Service Staff	\$30.00 - \$35.00	3	0	0	3
Maintenance Tech	\$27.04 - \$38.00	3	0	0	3

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
Design Staff	\$27.04 - \$40.00	8	0	0	8
Administrative Staff	\$27.72 - \$40.00	3	0	0	3
Lead	\$27.04 - \$45.07	11	0	0	11
Accounting Staff	\$30.00 - \$45.00	3	0	0	3
Marketing Staff	\$35.00 - \$40.00	1	0	0	1
Estimator	\$33.00 - \$45.00	4	0	0	4
Sales Staff	\$32.00 - \$52.00	7	0	0	7
Buyer	\$40.00 - \$45.00	2	0	0	2
Supervisor	\$44.00 - \$56.00	9	0	0	9
Engineer	\$44.19 - \$65.00	6	0	0	6
Programmer	\$57.00 - \$60.00	2	0	0	2
Manager	\$50.82 - \$80.00	10	0	0	10
Research and Development Staff	\$65.00 - \$81.00	2	0	0	2
Analyst	\$80.00 - \$85.00	1	0	0	1

Introduction

Founded in 1993 and headquartered in Yorba Linda, Euroline Steel Windows (Euroline) (www.eurolinesteelwindows.com) designs, manufactures, and distributes premium, custom-engineered steel and thermally broken aluminum window and door systems for residential and commercial applications. The Company specializes in high-performance architectural products that combine modern European design with durability, energy efficiency, and precision engineering. Product offerings include fixed and operable windows, sliding and folding door systems, swing doors, and large-format glazing systems tailored to meet the specifications of luxury residential projects and high-end commercial developments.

In addition to manufacturing, Euroline provides comprehensive services that supports clients throughout the project lifecycle. These services include design consultation, product customization, engineering support, and coordination with architects, builders, and developers to ensure a seamless integration into complex building designs. Notable customers include Associated Building Supply, Golden State Lumber, and Ganahl Lumber.

This will be the Company's first ETP Contract. Training will take place at Euroline's sole location in Yorba Linda.

ETP Priority 10200(b)

Euroline's proposed training project aligns with the priorities of Unemployment Insurance Code Section 10200(b) by supporting advanced manufacturing, workforce development, and high-quality job creation in California. As a growing California-based manufacturer, the Company produces premium steel window and door systems domestically, helping reduce reliance on imported architectural products while expanding California's manufacturing output nationwide.

Euroline also promotes high-road employment practices through upskilling, leadership development, career pathways, and opportunities for wage advancement. The Company's commitment to continuous training, employee retention, and internal advancement strengthen California's skilled workforce.

By combining capital investment with workforce training, Euroline is modernizing operations, enhancing competitiveness, and reinforcing its role as an innovative manufacturer contributing to the long-term strength of California's industrial economy.

Veterans Program

Euroline is committed to actively recruiting military veterans as part of its workforce development strategy. To support Veteran recruitment, the Company partners with local and regional workforce development organizations, including Veteran focused employment services, workforce boards, and job placement programs that specialize in transitioning service members into civilian careers. Additionally, Euroline also utilizes online job platforms that target Veteran talent and participates in job fairs and hiring events that focus on Veterans and military families.

Project Details

Euroline operates in a specialized and evolving segment of the architectural manufacturing industry that requires precision engineering and consistent product quality. As demand increases for custom steel window and door systems, the Company must continuously upgrade its manufacturing capabilities to remain competitive. To support this growth, Euroline is investing in automation technologies, digital design tools, and an Enterprise Resource Planning (ERP) system. These investments fundamentally change how work is performed across production, engineering, and administrative functions. As a result, employees must develop new technical skills in areas such as equipment operation, software utilization, quality control, and process efficiency.

The Company has implemented new advanced manufacturing equipment including laser welding systems, a mill cutting station, improved material handling systems, and upgraded saw systems. These technologies introduce new processes that require precise operation and maintenance knowledge. In addition, Euroline's new ERP system will transform production planning, inventory management, and cross-functional communication. This system will require employees across departments to adopt new digital workflows and develop competencies in data-driven decision-making and system navigation. The Company is also expanding its use of Artificial Intelligence (AI) and digital tools to support engineering, production planning, and operational efficiency. Alongside these technology-driven changes, Euroline is expanding second-shift operations to meet increased demand, requiring cross-training of new employees to ensure consistent production quality across shifts. These combined changes represent a significant transformation in the Company's operations, making workforce training critical to successful implementation.

Training Plan

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

Computer Skills: This training will be offered to all occupations. It will include course topics such as Production Planning, Inventory Management, Digital Work, Scheduling Systems, and Data Entry Accuracy and Reporting.

Continuous Improvement Skills: This training will be offered to all occupations. It will include course topics such as Workplace Organization, Process Efficiency, and Cross Functional Skills Training.

Manufacturing Skills: This training will be offered to all occupations. It will include course topics such as Mill Cutting Operation, Equipment Operation, Inspection Techniques, Risk Prevention, and Good Manufacturing Practices.

Certified Safety Training

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

Alternate Recordkeeping

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

Commitment to Training

Euroline has an annual training budget of \$75,000. The Company’s existing training consists of cross training, safety training, human resources training, and onboarding training.

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

➤ Training Infrastructure

The Company’s Vice President of Operations will oversee the project and training schedule, while the Vice President of Human Resources will coordinate participant tracking and assist with the collection and submission of training rosters. Additionally, Euroline has retained a third-party administrator with extensive ETP experience to assist with all administrative duties. Training will be delivered by internal in-house experts and vendors if necessary.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Training Grants Intelligence Inc.	Redding, CA	\$4,940
Administrative	Training Grants Intelligence Inc.	Redding, CA	13% of Earned Amount

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Computer Skills

- Enterprise Resource Planning (ERP) System Training
- Production Planning
- Scheduling Systems
- Inventory Management
- Digital Work
- Data Entry Accuracy and Reporting
- Introduction to Artificial Intelligence (AI) Tools in Manufacturing Operations
- Advanced Microsoft Office
- Systems, Applications and Products

Continuous Improvement Skills

- Best Practices
- Leadership Development
- Communication
- Team Building
- Quality
- Lean Manufacturing
- Workplace Organization
- Process Efficiency
- Root Cause Analysis
- Employee Development
- Performance Management
- Cross Functional Skills Training
- Skills Matrix Development

Manufacturing Skills

- Laser Welding
- Advanced Metal Fabrication
- Mill Cutting Operation
- Saw System Operation
- Precision Measurement
- Maintenance
- Equipment Operation
- Material Handling
- Equipment Safety
- Quality Systems
- Inspection Techniques
- Defect Identification
- Risk Prevention
- Steel Forming
- Good Manufacturing Practices
- Technical Skills

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Critical Proposal for:
Pacific Steel Group, LLC

Contract Number: ET27-0119

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Critical Proposal HUA Priority Rate Retrainee	Industry Sector(s):	Construction	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Kern	Repeat Contractor:	☐ Yes ☒ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 1,087	U.S.: 1,497	Worldwide: 1,497	
<u>Turnover Rate:</u>	5%			
<u>Managers/Supervisors:</u> (% of total trainees)	12%			

Funding Detail

In-Kind Contribution
\$1,060,800

Total ETP Funding
\$742,560

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate HUA Retrainee	442	8-200	0-0	60	\$1,680	\$20.01

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

Published Minimum Hourly Wage by County:

Job Number 1: HUA \$18.50 per hour for Kern County.

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

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

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

Job Number 1: \$0.00

Fringe Benefits: The Company provides a comprehensive benefits package that includes standard medical, dental, and vision coverage to employee and dependents at 20% cost to employees. The Company also offers standard paid vacation accrual and six (6) sick days per year for self and/or kin care, ten (10) company provided holidays, one (1) birthday holiday to be taken in same month of birthday, \$50,000 life insurance at no cost to employee, participation in the Company's 401(k) plan with 100% employer match up to 6% of annual pay.

Wage Progression: Pacific Steel Group, LLC utilizes a structured wage progression strategy designed to support employee development, reward skill acquisition, and ensure long-term workforce retention. The Company uses a job grade framework that aligns compensation with job responsibilities, technical skills, and leadership expectations across operations, maintenance, quality, and support functions. Employees advance through the job grade structure by successfully completing required training, demonstrating technical competency, consistently meeting performance expectations, maintaining a strong safety record, and assuming greater levels of responsibility. Wage increases of approximately 1-3% are based on the acquisition of skills and qualifications.

Formal performance and compensation reviews are conducted on a regular basis, typically annually, to ensure wages remain competitive and aligned with employee performance, acquired skills, internal equity, and market conditions. Wage adjustments may also consider cost-of-living trends and business performance while also recognizing individual progression.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, HUA, Retrainee					
Fabricators	\$20.01 - \$35.00	178	0	100	78
Mill Operations	\$24.00 - \$36.00	89	0	5	84
Drivers	\$32.00 - \$37.00	60	0	0	60
Administration Staff	\$20.01 - \$50.00	17	0	5	12
Maintenance Staff	\$30.00 - \$50.00	33	0	0	33
Frontline Supervisors/Managers	\$20.01 - \$74.00	57	0	10	47
Detailers	\$20.01 - \$79.00	8	0	2	6

Critical Proposal

Pacific Steel Group, LLC is designated as a “Critical Proposal” recommended by the Governor’s Office of Business and Economic Development. The Company is launching their state-of-the-art Mojave Micro Mill facility, that manufactures reinforcing steel essential for infrastructure and climate resilience. The Company plans to employ approximately 500 employees from surrounding underserved communities with limited or no experience in heavy manufacturing. The proposed training project will support employee competencies in manufacturing operations and regulatory compliance.

Introduction

Founded in 2014 and headquartered in San Diego, Pacific Steel Group, LLC (PSG) (www.pacificsteelgroup.com) is a leading reinforcing steel fabricator for infrastructure serving commercial and residential construction markets throughout the Western United States. The Company provides reinforcing steel products, pre-assembled rebar cages, post-tension cable systems, and customized fabrication solutions that support major construction projects. PSG is constructing the first new steel mill in California in more than fifty years at its state-of-the-art Mojave Micro Mill facility. Hiring and associate training began April 2026 and will continue into 2027. Commercial operations of the plant are expected to begin August 2027. Training will take place at the new Mojave Micro Mill facility. This will be PSG's first ETP Contract.

ETP Priority 10200(b)

The proposed project aligns closely with ETP priorities by strengthening California’s manufacturing base, creating high-quality employment opportunities, and supporting the development of a skilled workforce in an industrial sector. The new Mojave Micro Mill represents a significant investment in California’s economy and is expected to create hundreds of jobs while expanding domestic steel production capacity.

In addition to supporting workforce development and investment, the project promotes environmental sustainability through advanced manufacturing technologies, local steel recycling, and innovative carbon-capture systems designed to significantly reduce greenhouse gas emissions. By training employees in modern manufacturing practices, environmental

compliance, safety standards, and advanced production technologies, the project will enhance productivity, support job retention, and provide clear career pathways for workers in a high-demand industry.

Veterans Program

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

Project Details

PSG's state-of-the-art Mojave Micro Mill facility will serve as a critical component of the state's manufacturing and infrastructure supply chain. To support this growth, the Company is undertaking a large-scale workforce development initiative that includes the recruitment, onboarding, and training of approximately 400 to 500 employees over the next two years. Many of the new employees will come from surrounding underserved communities and may have limited experience in heavy manufacturing facilities.

The proposed training project is designed to provide employees with the knowledge and skills necessary to safely and efficiently operate within a modern steel manufacturing facility. Training will focus on Danieli equipment operations, automation, electrical, mechanical, and maintenance training. Employees will also receive training focused on the fundamentals of blueprint reading, air emissions management, and software systems that support productivity and quality performance.

Through this comprehensive training approach, PSG will develop a highly skilled workforce capable of supporting efficient operations, regulatory compliance, environmental stewardship, and sustained business growth while helping to build a long-term talent pipeline for California's manufacturing sector.

Training Plan

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

Business Skills: Training will be provided to all occupations and include Fundamentals of Blueprint Reading, Steel Mill Economics and Time Management.

Computer Skills: Training will be provided to all occupations and include Mobile Devices & Applications, MS Office (Intermediate/Advanced) and Work Order Systems (CMMS).

Hazardous Material Skills: Training will be provided to all occupations and include Hazard Communication (HazCom/GHS) and Hazard Recognition.

Manufacturing Skills: Training will be provided to all occupations and include Air Emissions, Basic Rigging and Instrumentation and Calibration.

Certified Safety Training

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

opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Hazardous Waste Operations and Emergency Response Standard (HAZWOPER). This training is a series of courses specifically designed for workers who handle hazardous substances as first-responders, or clean-up as needed at a hazard disposal or emergency site. It consists of 40 hours of classroom or CBT training, for workers stationed at the hazard site; and 24 hours for workers who visit the site (e.g., engineers). Field training is also required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. Each certification requires an 8-hour annual refresher course. This coursework must be approved by Cal-OSHA, and the instructors must be certified by CalOSHA.

Alternate Recordkeeping

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

High Unemployment Area

All trainees work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The Company's location in Kern County is in an HUA.

➤ Wage Modification

For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the pre-retention wages. PSG requests a wage modification from \$24.67 per hour to \$18.50 per hour for the trainees in Job Number 1. It is estimated that approximately 122 trainees (Administration Staff, Mill Operators, Fabricators, Detailers and Frontline Supervisors/Managers) will need the HUA wage modification.

Commitment to Training

PSG's annual training budget in California is \$1,000,000. The Company is committed to providing training to staff such as new-hire orientation, leadership, legally mandated training, and extensive training in safety. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The ETP project will be overseen by the Company's General Manager for the Mojave Micro Mill location with the assistance of the Vice President. Managers and Supervisors will deliver training, secure signatures and rosters. PSG corporate including staff from the human resources and accounting departments will assist with scheduling of training, collection of training records, and entering hours into the ETP System. The Company has also retained the services of an administrative subcontractor to assist with the administration of this project.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Propel Consulting Group	El Dorado Hills, CA	\$20,000
Administrative	Propel Consulting Group	El Dorado Hills, CA	13% of Earned Amount

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Business Skills

- Accountability and Ownership
- Adaptability and Learning Agility
- Fundamentals of Blueprint Reading
- Hearing Conservation
- Principles of Leadership
- Principles of Supervision
- Problem Solving and Critical Thinking
- Steel Mill Economics
- Team Building
- Teamwork & Communication Skills
- Time Management
- Training Documentation (Not ETP Related Records)

Computer Skills

- Mobile Devices & Applications
- MS Office (Intermediate/Advanced)
- Use of HMIs (Human Machine Interface) and SCADA (Supervisory Control and Data Acquisition) Systems
- Work Order Systems (CMMS)

Hazardous Materials Skills

- Hazard Communication (HazCom/GHS) (Globally Harmonized System) of Classification
- Labeling of Chemicals
- Hazard Recognition

HazWoper

- Hazardous Waste Operator (Hazwoper)
- Hazwoper Refresher

Manufacturing Skills

- 5S Workplace Organization
- Aerial / Scissor Lift Training
- Air Emissions
- Alignment & Balancing
- Arc Flash Awareness
- Basic Electrical Applications
- Basic Metallurgy Knowledge
- Basic Rigging
- Basic Troubleshooting
- Bearing Installation & Maintenance
- Control of Monitoring & Measuring Devices

- Crane Safety Training
- Danieli Automation Training
- Danieli Electrical Maintenance Training
- Danieli Mechanical Maintenance Training
- Danieli Operations Training
- Electrical Safety (NFPA 70E)
- Electrical Systems Knowledge
- Fall Protection
- Forklift / Powered Industrial Trucks Training
- Hot Work Permit Training
- Hydraulics / Pneumatics
- Incident Reporting & Investigation
- Industrial Gas Safety (Oxygen / Argon / Nitrogen)
- Industrial Lubrication
- Instrumentation and Calibration
- ISO 9001 Awareness / Fundamentals
- ISO Lead Auditor
- ISO Team Auditor
- Kaizen / Continuous Improvement
- Lab Safety Procedures
- Lockout / Tagout (LOTO)
- Machine Guarding
- Math for Manufacturing
- Mechanical Measurements
- Mechanical Systems Maintenance
- PLC (Programmable Logic Controller)/Automation Understanding
- Preventive & Predictive Maintenance
- Process Control & Monitoring
- Proper Use of Tools
- Quality Basics for Operators
- Radio Protocol
- Root Cause Analysis (RCA)
- Shift Handover Procedures
- Situational Awareness
- Six Sigma Green Belt
- Slag Practice & Refractory Awareness
- Solid Waste Management
- Steel Defects, Quality Control & Inspection
- Steelmaking Processes
- Stormwater & Wastewater
- Thermography Basics
- Vibration Analysis Fundamentals
- Welding and Fabrication

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
Redwood Beverage Group LLC

Contract Number: ET27-0117

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Yolo	Repeat Contractor:	☐ Yes ☒ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 103	U.S.: 103	Worldwide: 103	
<u>Turnover Rate:</u>	5%			
<u>Managers/Supervisors:</u> (% of total trainees)	0%			

Funding Detail

In-Kind Contribution
\$599,200

Total ETP Funding
\$254,800

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	91	8-200	0-32	100	\$2,800	\$24.67

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

Published Minimum Hourly Wage by County:	
Job Number 1:	\$24.67 for Yolo County
Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: ☒ Yes ☐ No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$1.67
Fringe Benefits:	RBG LLC provides a competitive fringe benefits package that includes Paid Time Off (PTO)/vacation benefits and employer sponsored health benefits, including medical, dental, vision, and life insurance coverage.
Wage Progression:	The Company's wage progression structure is based on employee performance, skill development, and successful completion of training. Employees are eligible for annual wage increases ranging from approximately 3%-5%, which may be achieved through the acquisition of new skills, advancement opportunities, increased job responsibilities, and demonstrated job performance.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Machine Operator	\$23.00 - \$25.00	65	0	65	0
Administrative Support	\$25.01 - \$35.00	4	0	0	4
Warehouse Worker	\$25.01 - \$35.00	10	0	0	10
Quality Assurance (Technician)	\$25.01 - \$35.00	4	0	0	4
Maintenance Mechanic	\$35.00 - \$45.00	5	0	0	5
Managers	\$40.00 - \$50.00	3	0	0	3

Introduction

Founded in 2025 and headquartered in West Sacramento, Redwood Beverage Group LLC (RBG LLC) (<https://redwoodbevgroup.com>) is a co-packing services provider. The Company offers cold fill, hot fill, canning, Tetra Pak, and verify packing services. Customers include beverage brands such as Body Armor, Coke, Perfect Hydration, and Monster. Beyond beverage manufacturers, RBG LLC also engages with companies seeking packaging, production, and distribution support for consumer beverage products. Training will take place

at its single Yolo County location in West Sacramento. This will be the Company's first ETP Contract.

ETP Priority 10200(b)

Training will support the creation and retention of high-quality jobs in West Sacramento by providing employees with training in new technologies, equipment, and operational methods that improve productivity, efficiency, and workplace safety. The proposed training will enhance workforce skills development, support business growth, and strengthen the Company's competitiveness within the beverage manufacturing industry in California. RBG LLC also intends to hire and train displaced workers impacted by business closures, providing them with the skills necessary for long-term employment, career advancement, and economic stability.

Veterans Program

Although RBG LLC is not requesting a Veteran Job Number, the Company employs Veterans and welcomes Veterans to apply for employment through its standard company hiring process.

Project Details

RBG LLC is implementing operational and technological improvements that require employees to develop new skills to maintain high standards of safety, quality, and efficiency. As part of its continued growth and modernization efforts, the Company is introducing new canning and bottling equipment, as well as advanced software systems such as Katana, requiring employees to strengthen their technical knowledge and adapt to updated production processes and workflows.

The proposed training project will equip employees with the technical, operational, leadership, and customer service skills necessary to support new machinery, software applications, and production line operations. Training will focus on key areas including Machine Operation, Warehouse Operations, Advanced Maintenance Training, Process Improvement, and Leadership Development. Employees will also receive instruction on updated procedures, safety protocols, and best practices to ensure efficient and consistent operations across all departments.

Through this investment in workforce development, RBG LLC will strengthen employee capabilities, improve operational performance, and ensure the Company remains responsive to evolving customer expectations while maintaining its commitment to product quality and service excellence.

Training Plan

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

Computer Skills: This training will be offered to the Administrative Support, Managers and Quality Assurance (Technician) occupations and includes Katana Manufacturing Software Systems.

Continuous Improvement Skills: This training will be offered to the Maintenance Mechanic occupation and includes Advanced Maintenance Training and Maintenance Connection.

Manufacturing Skills: This training will be offered to the Machine Operators, Warehouse Workers, Quality Assurance (Technician), and Maintenance Mechanics occupations and includes Machine Operation, Warehouse Operations, and Process Improvement.

Certified Safety Training

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

Productive Laboratory

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

RBG LLC is requesting up to 25 hours of PL-Manufacturing Skills training for 84 Machine Operators, Warehouse Workers, Quality Assurance (Technician), and Maintenance Mechanics with a 1:1 trainer-to-trainee ratio. PL training will be conducted at the Company's manufacturing facility, allowing trainees to perform on-the-job tasks that cannot be effectively replicated in a classroom or simulated setting due to variations in manufacturing equipment and work orders that could impact day-to-day operations.

PL training will be used to train employees on machinery, equipment and tools essential to RBG LLC's manufacturing process, including a Douglass Machine, Titration Kits, Air Compressor Machines, and Filler Machines. These specific machines, equipment, and tools are used daily all of which represent job-specific, equipment-based tasks performed as part of the Company's regular production of goods.

PL training provides new and incumbent employees the opportunity to develop the competencies needed to perform their jobs efficiently and safely. These manufacturing machines, equipment, and tools require Machine Operators, Warehouse Workers, Quality Assurance (Technician), and Maintenance Mechanics to make real-time adjustments during active production. PL training is essential to ensure proper operation, hazard recognition, and safe work practices.

PL training will be led by experienced trainers to specify the scope of work, explain the processes, manufacturing equipment, and verify that the trainee understands standards and specifications. The trainer will observe the PL trainees performing the task, provide feedback, and ensure that the task has been performed correctly to ensure that the employee understands the process and reaches competency.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0-32 hours of CBT.

Alternate Recordkeeping

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

Commitment to Training

RBG LLC spends approximately \$296,000 annually on training and includes continuous employee development through on-the-job instruction, safety and compliance training, and structured new hire onboarding. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Director of Human Resources, in coordination with the General Manager and Plant Manager, will oversee all aspects of the ETP training, including training administration, scheduling, delivery, recordkeeping, and compliance with ETP requirements. Training activities and related documentation will be monitored to ensure successful program implementation and employee participation. Instruction will be provided by qualified in-house experts with experience in the Company's operational processes, equipment, and workplace procedures.

Subcontractors

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

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

Self-Attestations

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

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

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant does not have a final determination, order, judgment, or award

issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Computer Skills

- Katana Manufacturing Software Systems

Continuous Improvement Skills

- Advanced Maintenance Training
- Maintenance Connection

Manufacturing Skills

- Machine Operation
- Process Improvement
- Tetra Pak Training
- Warehouse Operations

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA - 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA - 30

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

Trainees may receive any of the following:

Manufacturing Skills

- Air Compressor Machine
- Boiler Machine
- Carbo Quality Control (QC)
- Case Packer
- Conveyors
- Depal
- Digital Titrettes
- Dock Lock
- Douglass Machine
- Filler Machines
- Forklift
- Fuji
- High Cone
- High-Performance Liquid Chromatography (HPLC)
- Heating, Ventilation, and Air Conditioning (HVAC)
- Labeler
- Multi-Packer
- Pallet Inverter
- Palletizer

- Rafractomer
- Reverse Osmosis (RO) Systems
- Scrubb Machine
- Seam Saw/Seam Monitor
- Thermo pH Meter
- Titration Kits
- Traformer
- Ultra-Violet (UV) Systems
- Zahm * Nagel

Computer-Based Training

Trainees may receive any of the following:

Continuous Improvement Skills

- Excel as a Manager or Supervisor (2.5 hrs.)
- Dealing Effectively with Unacceptable Employee Behavior (2.5 hrs.)
- Leadership Development (2.5 hrs.)

Manufacturing Skills

- Better Process Control School (4 hrs.)
- Food Safety Systems Certification (FSSC) 22000 Training Package (4 hrs.)
- Safe Quality Food (SQF) Internal Audit (4 hrs.)
- Food Safety Systems Certification (FSSC) 22000 Internal Auditor Training (4 hrs.)
- International Organization for Standardization (ISO) 9001:2015 Internal Audit Training (4 hrs.)
- Good Manufacturing Practices (GMP) Compliance Training (4 hrs.)



Training Proposal for:
Reser's Fine Foods, Inc. dba Fresh Creative Foods

Contract Number: ET27-0100

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	San Diego	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 410	U.S.: 3,844	Worldwide: 3,844	
<u>Turnover Rate:</u>	5%			
<u>Managers/Supervisors:</u> (% of total trainees)	6%			

Funding Detail

In-Kind Contribution
\$102,599

Total ETP Funding
\$82,152

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	163	8-200	0-0	18	\$504	\$24.67

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

Published Minimum Hourly Wage by County:	
Job Number 1:	\$24.67 for San Diego County
Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: ☒ Yes ☐ No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$2.50
Fringe Benefits:	Company benefits include comprehensive medical, dental, and vision, an on-site wellness program, mental health initiatives, life insurance plans, short term disability, financial planning, and 401(k) plans totaling 34% of employee pay.
Wage Progression:	Employees receive annual performance reviews, which can result in a 3% raise per year.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Production Staff	\$22.17 - \$50.00	54	0	5	49
Technician	\$22.17 - \$50.00	60	0	7	53
Administration Staff	\$22.18 - \$50.00	39	0	5	34
Supervisor/Manager	\$22.20 - \$55.00	10	0	2	8

Introduction

Founded in 1950, Reser's Fine Foods, Inc. dba Fresh Creative Foods (Fresh Creative) (www.freshcreativefoods.com) is a food manufacturer specializing in chef-inspired prepared foods, side dishes, appetizers, and specialty ingredients. Fresh Creative is located in Vista and is part of the Reser's Fine Foods family of companies headquartered in Beaverton, Oregon. Fresh Creative offers custom product development, private-label manufacturing, packaging solutions, and rapid speed-to-market services. The Company's products include salads, dips and dressings, meal kits, and specialty spreads and sauces. Customers include grocery chains, retail food brands, food distributors, and foodservice operators. Training will take place at the Company's two California locations in Vista and Carlsbad. This will be the Company's second ETP Contract, and the second in the last five years.

ETP Priority 10200(b)

The proposed training project aligns with ETP priorities by supporting the retention, advancement, and continued development of California's manufacturing workforce. Through targeted training in food production, quality assurance, food safety, and manufacturing technologies employees will gain the skills necessary to meet evolving industry standards and customer expectations.

By investing in incumbent worker training, Fresh Creative will strengthen workforce capabilities, improve productivity, and support long-term career growth opportunities for employees. These efforts will enhance the Company's competitiveness within California's food manufacturing sector while helping to sustain high-quality manufacturing jobs and support continued economic growth.

Veterans Program

Fresh Creative has not included a separate veterans component in this proposal; however, the Company does encourage veterans to apply for job openings through its normal hiring practices.

Project Details

The previous training project focused on developing the skills of incumbent and entry-level employees to improve operational procedures, product quality, and waste reduction. To remain competitive and support continued growth, Fresh Creative's training project will ensure its workforce is equipped with the skills necessary to operate advanced production systems, maintain rigorous quality standards, and support efficient manufacturing processes.

To support ongoing growth and expanded client partnerships, the Company anticipates a stronger emphasis on training. Developing employee skills in updated equipment operation, enhanced safety and quality procedures, and standardized workflows will improve consistency, reduce errors, and foster better interdepartmental communication. This investment in workforce capability enables Fresh Creative to meet customer expectations, maintain regulatory compliance, and sustain long-term growth in both retail and foodservice markets.

The proposed training expands well beyond the Company's previous ETP Contract due to major operational changes, including new product lines, updated food safety requirements, and the adoption of advanced processing and packaging technologies. Employees now need instruction on upgraded equipment, specialized production methods, and enhanced quality control tools that were not part of earlier training cycles. Employees also require deeper knowledge of Hazard Analysis & Critical Control Point (HACCP) principles, sanitation procedures, and food preparation standards driven by updated industry requirements.

Training Plan

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

Business Skills: Training will be offered to all occupations and include Communication Skills, Product and Service Knowledge, and Project Management.

Computer Skills: Training will be offered to all occupations. Employees will learn to work more efficiently using business solutions including Material Resource Planning (MRP), Syspro and Redzone, and Financial/Accounting/Manufacturing Software (xTuple).

Continuous Improvement: Training will be offered to all occupations and include Problem Solving - Root Cause Analysis, Leadership, and Teambuilding.

Hazardous Materials: Training will be offered to Production Staff and Technicians and will focus on Sanitation Materials.

Manufacturing Skills: Training will be offered to Production Staff and Technicians and include Good Manufacturing Practices, Production Equipment/Tools (Preventive Maintenance), and Standard Operating Procedures.

Electronic Recordkeeping/LMS

Staff has reviewed and approved the Company's Learning Management System.

Impact/Outcome

The proposed training will equip employees with the technical knowledge and practical skills necessary to support modern food manufacturing operations while maintaining the highest standards of food safety, quality, and operational efficiency. Participants will gain validated competencies in food safety systems, sanitation procedures, allergen control, preventive maintenance, manufacturing processes, and continuous improvement practices.

In addition, eligible employees may earn industry-recognized certifications, including HACCP credentials, enhancing their professional qualifications and creating opportunities for career advancement within the organization.

Commitment to Training

Fresh Creative has an annual training budget of approximately \$100,000 for its California facilities, and its ongoing training includes company orientation, required basic safety training, and any mandated training. ETP funds will not displace the existing financial commitment to training. Safety training is provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The General Manager will oversee the administration of this project. Human Resources personnel and management team members will coordinate the scheduling, delivery, and documentation of training at both locations. The Company has also retained the services of an administrative subcontractor to assist with the administration of this project.

Prior Projects

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

Contract No.	Term	Approved Amount	Approved Estimated No. Trainees	No. Retained	Payment Earned \$ %
ET23-0359	06/12/23 - 06/11/25	\$127,650	225	98	\$82,225 (64%)

Performance of the prior project was impacted primarily by administrative challenges associated with the Job Creation component and temporary-to-permanent program. To address these issues and strengthen future project performance, the Company has implemented several corrective measures. The proposed project will focus on permanent, full-time employees to ensure participant eligibility requirements are consistently met and accurately tracked throughout the contract term. Additionally, the Company has agreed to have their requested funding right-sized to an amount that is in alignment with prior project earnings.

Subcontractors

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

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Business Skills

- Change Management
- Coaching and Conflict Resolution
- Communication Skills
- Performance Management
- Product and Service Knowledge
- Project Management
- Working Successfully with Others

Computer Skills

- Material Requirements Planning (MRP)
- Syspro and Redzone
- Financial/Accounting/Manufacturing Software (xTuple)

Continuous Improvement Skills

- Decision Making
- Problem Solving - Root Cause Analysis
- Leadership
- Lean Manufacturing
- Lean Waste Reduction (The 7 Wastes)
- 5S Program (Sort, Set, Shine, Standardize, Sustain)
- Teambuilding
- TPM (Total Preventive Maintenance)
- Quality Control

Hazardous Materials Skills

- Sanitation Materials

Manufacturing Skills

- Good Manufacturing Practices
- HACCP (Hazard Analysis & Critical Control Point)
- Production Equipment/Tools (Preventative Maintenance)
- Sanitation Procedures
- Standard Operating Procedures



Critical Proposal for:
Robert Bosch Semiconductor LLC

Contract Number: ET27-0122

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Critical Proposal Priority Rate Retrainee	Industry Sector(s):	Manufacturing	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Placer	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 3,000	U.S.: 41,000	Worldwide: 413,000	
<u>Turnover Rate:</u>	7%			
<u>Managers/Supervisors:</u> (% of total trainees)	0%			

Funding Detail

In-Kind Contribution
\$25,000,000

Total ETP Funding
\$896,000

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	200	8-200	0-0	160	\$4,480	\$24.67

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

Published Minimum Hourly Wage by County:

Job Number 1: \$24.67 Placer County

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

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

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

Job Number 1: \$2.17

Fringe Benefits: Employment benefits include medical, dental, vision, and life insurance, paid vacation, and a 401(k) retirement plan with employer matching. The Company covers 75% of medical, dental, and vision premiums, with employees contributing 25%. Life insurance is provided at 1x the employee's annual salary at no cost. Employees receive four weeks (160 hours) of paid vacation annually. The 401(k) plan includes a dollar-for-dollar match up to 6% of employee contributions. On average, total fringe benefits are estimated at approximately 30% of base hourly wages.

Wage Progression: The Company emphasizes internal talent development and structured pathways for wage progression and promotion. Due to limited local semiconductor employers, the Company focuses on developing internal talent, with 80% of executive leadership and over 90% of overall leadership having advanced from within.

The Company maintains a formal talent identification program and provides development opportunities to prepare employees for advancement. Wages are market-based and reviewed annually, with employees eligible for regular merit increases of 2-5%. Positions are posted internally to ensure transparent access to advancement opportunities. These practices support employee retention, long-term wage growth, and workforce stability, as reflected in an average site tenure exceeding 12 years.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Semi Fab Operator	\$22.50 - \$35.00	81	0	60	21
Facilities Maintenance Mechanic/Tech	\$24.00 - \$50.00	21	0	3	18

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
Electronic Technician	\$24.00 - \$50.00	37	0	5	32
Commercial Functions/Support	\$38.00 - \$48.00	5	0	0	5
Process/Equipment Engineer	\$38.50 - \$86.54	56	0	0	56

Critical Proposal

Robert Bosch Semiconductor LLC has been designated a Critical Proposal by the Governor's Office of Business and Economic Development due to its significant capital investment and strategic expansion of advanced semiconductor manufacturing in California. The Company has invested more than \$600 million in facility modernization and equipment upgrades, with total investment expected to exceed \$2 billion by 2031.

As production resumes following the completion of the modernization project, the Company will ramp up operations, expand its workforce, and introduce the manufacturing of a new generation of semiconductor devices utilizing an alternative substrate material. These operational changes require extensive technical training to support new production processes, advanced manufacturing technologies, and workforce development, making this proposal critical to the successful implementation of the Company's expansion and long-term growth.

Introduction

The Bosch Group was originally founded in 1886 and headquartered in Germany. In 2023 Robert Bosch Semiconductor LLC (Bosch) (www.bosch.com) established a semiconductor manufacturing facility in Roseville. The Company produces advanced silicon carbide semiconductor devices for the automotive industry. These next-generation semiconductor technologies are critical to supporting the growth of the electric vehicle sector. Training under this proposal will be delivered at the Roseville facility. This will be Bosch's second ETP Contract, and its second within the last five years.

ETP Priority 10200(b)

The proposed training project aligns with ETP priorities by strengthening California's semiconductor manufacturing sector, supporting domestic production capacity, and reducing reliance on foreign supply chains. As a critical component of the advanced manufacturing ecosystem, Bosch's Roseville facility contributes to the development of high-skill, high-wage jobs while supporting the growing demand for semiconductor technologies used in electric vehicles and other advanced applications.

By investing in incumbent worker training, Bosch will ensure employees remain proficient in emerging technologies and develop transferable skills that promote career advancement and long-term employment stability. These efforts strengthen California's manufacturing workforce while supporting business growth and global competitiveness.

Veterans Program

Although Bosch is not requesting a separate Veterans Job Number, the Company actively recruits Veterans and expanded its efforts by partnering with the Veteran's Workforce Alliance (VWA), an initiative it helped establish. The Company aims to hire transitioning military veterans and began developing a digital application to strengthen connections between transitioning service members and employers, improving hiring outcomes.

Project Details

During its previous ETP project, Bosch supported the startup of its modernized Roseville semiconductor facility by training employees on new manufacturing equipment, production technologies, and operational processes. Training prepared the workforce to support high-volume silicon carbide semiconductor manufacturing through specialized technical and operational training.

With full production operations now underway, this proposed training project will focus on strengthening workforce capabilities for all employees as they develop proficiency in advanced semiconductor manufacturing through a combination of technical instruction and structured productive lab training. Training will cover new equipment, manufacturing systems, and production processes that require extensive hands-on application to ensure employees can safely and efficiently perform their job duties. Employees will receive training in Semiconductor Equipment Setup and Operation, Equipment Calibration and Optimization, and Manufacturing Systems and Tools. Additional training will cover Enterprise Resource Planning Software, Process Management Software, and Planning Analytics Tools that are essential for semiconductor manufacturing operations. To accelerate workforce readiness and support knowledge transfer, Bosch utilizes a structured train-the-trainer model that enables subject matter experts to develop advanced technical expertise and share best practices throughout the organization. This approach supports operational consistency, continuous improvement, and long-term manufacturing sustainability while ensuring employees are prepared to meet the rigorous quality, safety, and performance requirements of semiconductor production.

Bosch also anticipates hiring approximately 70 additional employees this year, with continued workforce growth expected as production demand increases. Given the depth of technical training required, along with ongoing workforce expansion, the Company projects that the requested training hours will be fully utilized during the contract term.

Training Plan

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

Computer Skills: This training will be offered to all occupations and will include Statistical Process Control (SPC Software) and Quality Manufacturing Management (QMM), Manufacturing Execution System (PROMIS Software), Enterprise Resource Planning System - (SAP Software), and Real-Time Dispatch Tool (RTD).

Continuous Improvement Skills: This training will be offered to all occupations and will include Project Management, Quality Improvement/Management, and Process Improvement.

Manufacturing Skills: This training will be offered to Maintenance Mechanic, Semi Fab Operator, Electronic Technician, and Process/Equipment Engineer. Training will include Semiconductor Equipment Setup and Operation, Equipment Preventative Maintenance, Equipment Fault Detection and Diagnosis, Equipment Calibration and Optimization, and Quality Systems, Materials & Methods.

Productive Laboratory

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

Bosch anticipates that 128 Semi Fab Operators, Electronic Technicians, and Process/Equipment Engineers trainees will receive up to 125 hours of PL Manufacturing Skills training. A significant portion of the proposed training will be delivered through PL instruction, providing employees with hands-on experience in a live semiconductor manufacturing environment. Due to the complexity of semiconductor production and the specialized nature of cleanroom operations, many critical skills cannot be effectively developed through classroom instruction alone. PL training allows employees to apply technical knowledge directly on production equipment while working under the guidance of experienced subject matter expert trainers. PL training will focus on advanced semiconductor manufacturing processes, including Semiconductor Equipment Setup and Operation, Preventative Maintenance, and Fault Detection and Diagnosis. Training will take place within controlled cleanroom environments where employees can safely develop the competencies required to operate sophisticated manufacturing systems while adhering to strict quality, contamination control, and safety standards.

Through structured observation, coaching, and performance verification, new and incumbent trainees will gain the practical skills necessary to achieve operational readiness and perform their duties at the highest levels of safety, quality, and efficiency. The trainer will observe the PL trainees performing the task, provide feedback, and ensure that the task has been performed correctly to ensure that the employee understands the process and reaches competency. The trainer-to-trainee ratio will be 1:3. This hands-on training model is critical to supporting Bosch's advanced manufacturing objectives and ensuring a highly skilled workforce.

Alternate Recordkeeping

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

Commitment to Training

Bosch has an annual training budget of \$15,000,000 and includes new hire orientation, sexual harassment and safety training. Bosch represents that ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Company's Human Resources Director will oversee the contract. Bosch has designated three Task/Training Office Representatives to coordinate training activities, collect rosters, and track and upload hours. Training is provided by internal subject matter experts with additional external vendors engaged as needed.

Active Projects

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

Contract No.	Term	Approved Amount	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET25-0104	07/29/24 - 07/28/26	\$739,200	240	3	\$647,170 (88%)

Based on ETP Systems, 23,113, reimbursable hours have been tracked for potential earnings of \$647,170 (88% of approved amount). To date, the Contractor has earned \$16,800 (2% of approved amount) and projects final earnings of 100% based on eligible hours delivered, pending final closeout of this contract.

Subcontractors

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

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Computer Skills

- Statistical Process Control (SPC Software) and Quality Manufacturing Management (QMM)
- Manufacturing Execution System (PROMIS Software)
- Enterprise Resource Planning System - (SAP Software)
- Real-Time Dispatch Tool (RTD)
- Statistical Process Analysis & Control Environment (SPACE Software)
- Planning Analytics Tool (ELKOM Software)
- Fault Detection and Classification (FDC)
- Process Management Software (Pulse Software)
- Good Die/Bad Die Cluster Mapping (BOPP Software)

Continuous Improvement Skills

- Project Management
- Quality Improvement/Management
- Process Improvement

Productive Lab (Trainer-to-Trainee Ratio 1:3)

Trainees may receive any of the following:

Manufacturing Skills

- Semiconductor Equipment Setup and Operation
- Equipment Preventative Maintenance
- Equipment Fault Detection and Diagnosis
- Equipment Calibration and Optimization
- Quality Systems, Materials & Methods
- Manufacturing Systems and Tools
- Facilities Systems and Equipment Operation
- Facilities Systems and Equipment Maintenance and Repair



Training Proposal for:
Ryzlink Corp. dba Chuwa America

Contract Number: ET27-0102

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Professional, Scientific, and Technical Services	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Santa Clara	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 450	U.S.: 450	Worldwide: 500	
<u>Turnover Rate:</u>	5%			
<u>Managers/Supervisors:</u> (% of total trainees)	0%			

Funding Detail

In-Kind Contribution
\$750,000

Total ETP Funding
\$604,800

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	360	8-200	0-0	60	\$1,680	\$30.00

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

Published Minimum Hourly Wage by County:	
Job Number 1:	\$26.91 for Santa Clara County
Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: ☐ Yes ☒ No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$0.00
Fringe Benefits:	The Company pays portions of employee healthcare benefits (medical, dental, vision), while providing competitive compensation packages. The Company also allows for vacation time, paid time off (PTO), and flexible work schedules.
Wage Progression:	The Company conducts periodic compensation reviews and generally provides annual wage increases in the range of 1% to 3%, depending on employee performance, expanded roles and responsibilities, and overall contributions to the organization. Wage progression also takes into consideration market demand for an employee's skills and experience. In certain cases, employees possessing highly sought-after skill sets or assuming significantly greater responsibilities may receive wage increases up to 10%.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Vector Database Developer	\$30.00 - \$35.00	20	0	0	20
AI Data Analyst	\$30.00 - \$40.00	40	0	0	40
AI Backend Engineer	\$30.00 - \$50.00	90	0	0	90
AI Frontend Software Engineer	\$30.00 - \$50.00	40	0	0	40
AI Full Stack Engineer	\$30.00 - \$50.00	75	0	0	75
AI Engineer	\$30.00 - \$50.00	75	0	0	75
Administration	\$30.00 - \$50.00	20	0	0	20

Introduction

Founded in 2010 and headquartered in San Jose, Ryzlink Corp. dba Chuwa America (Ryzlink) (<https://ryzlink.com/>) is a software development and consulting firm specializing in e-commerce,

data analysis, networking, and storage software. The Company focuses on technology training to meet software development market demands, offering both outsourcing and on-site software consulting services. Ryzlink provides services to firms in the finance, medical, science, banking, and graphic industries. The Company's software developers and engineers have provided services to some of the world's largest technology companies such as Apple, Microsoft, Tesla, PayPal and Cisco. Training will be delivered at the Company's facility in San Jose. This will be Ryzlink's third ETP Contract, and the third in the last five years.

ETP Priority 10200(b)

The proposed training project aligns with ETP priorities by supporting the development and retention of California's high-skill, high-wage technology workforce. Through advanced training in artificial intelligence, software engineering, data analysis, and emerging technology applications, the project will equip employees with the specialized skills required to remain competitive in a rapidly evolving technology sector.

The training will also support workforce stability by providing upskilling opportunities for employees impacted by ongoing changes in the technology industry, including workers who have previously experienced layoffs or job displacement. By strengthening technical competencies and preparing employees for AI-driven workplace transformation, the project promotes career advancement, job retention, and long-term economic growth while reinforcing California's leadership in innovation and technology.

Veterans Program

Ryzlink is committed to veteran inclusion and encourages veterans to apply for open positions within the Company.

Project Details

Ryzlink's previous ETP Contracts helped establish structured training programs, defined learning pathways, and stronger organizational support for workforce development. Building on the foundation established through previous ETP projects, Ryzlink will implement an advanced workforce training initiative focused on artificial intelligence (AI)-enabled technologies, modern software development practices, and emerging consulting methodologies. The proposed project expands these efforts by transitioning from short-term, project-specific skill development to a comprehensive strategy designed to prepare employees for long-term success in an AI-driven economy.

As AI continues to transform software development, consulting, and business operations, employees must develop new competencies in AI-assisted coding, testing, data analysis, application development, and responsible AI implementation. The proposed training will equip employees with the technical knowledge and practical skills necessary to effectively integrate AI tools into daily workflows, improve productivity, and support increasingly sophisticated client requirements.

Ryzlink's training strategy is also designed to address the changing dynamics of the technology labor market. By investing in the upskilling of incumbent workers, the Company can reduce the risk of workforce displacement, improve employee retention, and strengthen its ability to respond to growing demand for AI-enabled consulting and software development services. Training will focus on software engineering, application architecture, AI-enabled workflows, project management, and leadership development.

In anticipation of significant growth in demand for AI-focused consulting services, Ryzlink is upskilling current employees and planning to hire more than 200 new staff over the next two years with education and experience in AI tools and workflows. This comprehensive training project will enhance employee career growth by ensuring existing employees are equipped with the skills needed to support future business opportunities and position the Company to meet the evolving technology needs of its clients.

Training Plan

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

Business Skills: Training will be offered to all occupations. Training topics include Leadership Skills, Project Management, and Task Prioritization.

Commercial Skills: Training will be offered to all occupations. Training topics include Application Development Architecture Standards with AI, Frameworks & Standards, and Industry Processes (Operating Procedures & Workflows).

Computer Skills: Training will be offered to all occupations. Training topics include Application Programming Interface, Software Engineering, and Adobe Analytics.

Alternate Recordkeeping

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

Commitment to Training

Ryzlink has an annual training budget of approximately \$1,000,000 in California. Ongoing training includes basic-computer skills, company orientation, general safety, sexual harassment prevention, and other mandated training. ETP funds will not displace the existing financial commitment to training. Safety training is provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Ryzlink's CEO (dedicated administrator) will oversee administration of this project. The Head of Learning & Development will serve as the project sponsor, and will work with department managers and client-facing leads to set training goals and requirements for all trainees. The Training Administrator, HR Operations Manager, Payroll Coordinator, along with approximately 8-12 trainers will handle the scheduling, delivery, and documentation of training. Ryzlink has also retained the services of an administrative subcontractor to assist with the administration of this project.

Active Projects

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

Contract No.	Term	Approved Amount	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET25-0179	12/16/24 - 12/15/26	\$593,600	400	104	\$593,600 (100%)

Based on ETP Systems, 21,340 total eligible hours have been tracked for potential earnings of \$593,600 (100% of approved amount). To date, the Contractor has earned \$580,720 (98% of approved amount) and anticipates final earnings of 100% based on eligible hours delivered, pending final closeout of this contract.

Prior Projects

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

Contract No.	Term	Approved Amount	Approved Estimated No. Trainees	No. Retained	Payment Earned \$ %
ET23-0229	12/19/22 - 12/18/24	\$425,500	290	64	\$173,305 (41%)

Company representatives report that performance was negatively impacted due to a change in ownership that took place during the contract term. Ryzlink now has a strong leadership team and solid training infrastructure in place, demonstrated by the Company's successful completion of its most recent ETP Contract (ET25-0179), currently projected to close out with 100% earnings.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Propel Consulting Group	El Dorado Hills, CA	\$20,000
Administrative	Propel Consulting Group	El Dorado Hills, CA	13% of Earned Amount

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Business Skills

- Accounting
- Budgeting
- Conflict Management
- Customer Service
- Financial Analysis
- Leadership Skills
- Problem Solving & Decision Making
- Project Management
- Reporting Requirements
- Sales Skills
- Task Prioritization
- Teambuilding
- Workplace Environment

Commercial Skills

- Application Development Architecture Standards with AI
- Development Frameworks & Process Standards with AI
- Frameworks & Standards
- Industry Processes (Operating Procedures & Workflows)
- Industry Tools
- Large Language Model (LLM) Frameworks
- Retrieval-Augmented Generation (RAG) Frameworks

Computer Skills

- .NET Computer Software Framework
- AgilerCraft Enterprise Software Platform
- Angular Web Framework
- Application Programming Interface
- ASP.NET Web-Application Framework
- Bootstrap Cascading Style Sheets (CSS) Framework
- Business Objects
- Cascading Style Sheets
- Charles Application
- Fiddler Software
- Git Software
- HTML/HTML 5
- iOS
- iTrack Software Development Environment
- Java
- JavaScript
- Jira Software
- jQuery Software

- jQuery UI Software
- Power Pivot
- Programming Language (C#)
- Programming Skills
- Quantum Metrics
- Requestly – Lightweight Proxy
- RESTful Web API (Application Programming Interface)
- Simple Object Access Protocol
- Software Development Life Cycle
- Software Engineering
- Software Testing Life Cycle
- Spring Java Application Development Framework
- Structured Query Language (SQL)
- Tableau
- Tealeaf Software
- Team Foundation Server
- Thermal Design Power
- User Acceptance Testing
- Adobe Analytics
- Agile Development
- Large Language Model (LLM)
- MongoDB
- MySQL Database Development
- Retrieval Augmented Generation (RAG) Models
- Vector Database (TiDB or similar)
- Human Resource Information Systems (HRIS)
- Human Resources Platforms



Training Proposal for:
San Diego Compressed Airpower, LLC dba Advanced Air & Vacuum

Contract Number: ET27-0120

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	HUA Retrainee SB < 100	Industry Sector(s):	Wholesale Trade	
		Priority Industry:	☐ Yes ☒ No	
Counties Served:	Imperial, San Diego	Repeat Contractor:	☐ Yes ☒ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 50	U.S.: 55	Worldwide: 55	
<u>Turnover Rate:</u>	2%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$73,500

Total ETP Funding
\$84,000

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	SB < 100 Retrainee	50	8-200	0-0	60	\$1,680	\$24.67

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

Published Minimum Hourly Wage by County:

Job Number 1: \$24.67 for San Diego and Imperial counties.

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

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

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

Job Number 1: \$2.50

Fringe Benefits: The Company provides health benefits (medical, dental, vision), paid time off, vacation, sick time, holidays, retirement planning, and life insurance.

Wage Progression: The Company's wage progression is tied to training, performance, and skills development. Technicians start at market-level rates and move up as they earn certifications, prove capability, and take on greater responsibility. Annual reviews and milestone achievements drive additional pay raises. Defined career paths lead to positions as Lead Technician, Supervisor, or Manager, with each resulting in higher pay and greater responsibility. This system provides employees with a transparent career path linking their skills, performance, and professional growth opportunities. The Company's average annual wage increases typically range between 5-10%.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Retrainee					
Sales Staff	\$22.17 - \$60.00	18	0	5	13
Technician	\$22.17 - \$60.00	22	0	5	17
Manager	\$45.00 - \$100.00	10	0	0	10

Introduction

Founded in 2008 and headquartered in El Cajon, San Diego Compressed Airpower, LLC dba Advanced Air & Vacuum (Advanced) (www.advancedairvac.com) is an industrial distributor and service company that provides compressed air, vacuum, blower, piping, controls, and related technical system solutions. The Company's business is comprised of equipment sales, field service, installation, repair, maintenance, system optimization, and long-term customer support for commercial and industrial clients. Customers include manufacturing plants, healthcare facilities, laboratories, aerospace facilities, warehousing operations, and construction firms.

Training will take place at the Company's facilities in El Cajon and El Centro. This will be the Company's first ETP contract.

ETP Priority 10200(b)

The proposed training project aligns with ETP priorities by keeping compressed air and medical gas (med-gas) equipment repair, verification, and certification work in California. Keeping these vital in-state services strong and reliable helps to reduce imports by improving business uptime in key sectors such as manufacturing, aerospace, and life sciences. Upskill training in advanced compressed air and vacuum technology fosters a high-road technical workforce with a clear career ladder and stackable credentials from entry-level to advanced technician roles.

Veterans Program

Advanced values the skills and discipline that veterans bring to the workforce and is committed to expanding veteran hiring. The Company partners with local veterans organizations, workforce boards, and job placement programs such as Hire Heroes USA and Veterans Employment Committees. Veterans are encouraged to apply to open positions within the Company. Advanced is not seeking a separate Veteran Job Number at this time.

Project Details

Advanced is experiencing continued growth in the industrial compressed air, vacuum, and related technical systems market, resulting in increased demand for highly skilled technicians, sales professionals, and operational leaders. As the Company expands its service offerings and customer base, it faces growing competition from national and global providers, creating a critical need for ongoing workforce development to maintain its technical expertise and service excellence.

To support this growth, Advanced is investing in comprehensive training designed to strengthen employee capabilities across technical, operational, and customer-facing functions. Technicians will receive training on Equipment Installation and Startup Procedures, Root Cause Analysis and Quality Standards and Customer Site Protocols ensuring they can effectively service sophisticated compressed air and vacuum systems. Sales professionals will develop skills in Account Management, Strategic Prospecting and Lead Development, and Sales Metrics to better support client needs and long-term growth.

In addition, the Company is implementing new technologies, including Customer Relationship Management (CRM) and Enterprise Resource Planning (ERP) systems, requiring all employees to develop stronger digital and data management skills. Through this targeted training project, Advanced will build a highly skilled and adaptable workforce capable of supporting continued growth, delivering exceptional customer service, and maintaining the technical expertise required in a rapidly evolving industry.

Training Plan

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

Business Skills: Training will be offered to all occupations. Trainees will learn to communicate clearly, manage customer relationships, solve problems, and contribute to projects with professionalism. This training provides practical tools to improve collaboration, efficiency, and overall business performance. Course instruction includes Principles of Excellent Customer

Service, Project Planning and Execution Basics, and Customer Loyalty and Retention Strategies.

Commercial Skills: Training will be offered to Sales Staff and Technicians, and will focus on core skills that drive revenue and customer growth. Sales Staff will learn how to identify prospects, build trust, present solutions, handle objections, and close business. Technicians will learn practical skills to safely install, service, and maintain compressed air and vacuum systems. Training topics include Account Management, Equipment Installation and Startup Procedures, and Quality Standards and Customer Site Protocols.

Computer Skills: Training will be offered to all occupations. Employees will learn to use productivity software, manage data, communicate effectively through digital platforms, and follow cybersecurity standards. Training topics include Using Spreadsheets for Analysis and Reporting, Digital File Management and Organization, and Technology Troubleshooting Basics.

Continuous Improvement Skills: Training will be offered to all occupations and will focus on skills to improve efficiency and reduce waste. Training topics include Introduction to Lean, Identifying Waste and Streamlining Processes, and Root Cause Analysis.

Management Skills: Training will be offered to Managers, with an emphasis on skills that strengthen leadership capacity and team performance. Training topics include Foundations of Effective Leadership, Time and Priority Management, and Leading Change.

Certified Safety Training

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

High Unemployment Area

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

➤ Wage Modification

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

Commitment to Training

Advanced has an annual training budget of approximately \$250,000 for its California facilities. Company-funded training consists of employee orientation, job shadowing, vendor visits, basic on-the-job instruction, and industry mandated training. ETP funds will not displace the existing financial commitment to training. Safety training is provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Company's Executive Director of Growth and Development will oversee administration of this project. Department managers and Human Resources personnel will coordinate the scheduling, delivery, and documentation of training. The Company is prepared to begin training upon contract approval. Training will be provided by in-house subject matter experts and training vendors when necessary.

Subcontractors

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

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Business Skills

- Professional Communication and Business Writing
- Customer Service and Relationship Management
- Presentation Skills and Public Speaking
- Critical Thinking
- Project Planning and Execution Basics
- Financial Awareness for Non-Finance Roles
- Collaboration and Team Effectiveness
- Workplace Professionalism and Ethics
- Principles of Excellent Customer Service
- Building Rapport and Trust with Customers
- Active Listening
- Managing Difficult Conversations
- Problem Solving and Service Recovery
- Handling Multiple Priorities and Demands
- Creating Positive Customer Experiences
- Customer Loyalty and Retention Strategies

Commercial Skills

- Strategic Prospecting and Lead Development
- Building Value Through Consultative Selling
- Objection Handling and Closing Techniques
- Account Management
- Negotiation Strategies and Win-Win Outcomes
- Pipeline Management and Forecasting
- Sales Success
- Sales Metrics
- Introduction to Compressed Air and Vacuum Systems
- Equipment Installation and Startup Procedures
- Preventive and Predictive Maintenance Practices
- Troubleshooting and Diagnostics
- Electrical and Mechanical Safety Fundamentals
- Reading Technical Schematics and Documentation
- Parts, Tools, and Inventory Best Practices
- Quality Standards and Customer Site Protocols

Computer Skills

- Microsoft Office and Productivity Tools
- Data Entry and Accuracy Best Practices
- Using Spreadsheets for Analysis and Reporting
- Email, Calendar, and Communication Platforms
- Digital File Management and Organization

- Introduction to Customer Relationship Management (CRM) and Enterprise Resource Planning (ERP) Systems
- Cybersecurity Awareness and Safe Practices
- Technology Troubleshooting Basics

Continuous Improvement Skills

- Introduction to Lean
- Identifying Waste and Streamlining Processes
- Root Cause Analysis
- Standard Work and Process Documentation
- Visual Management and Workplace Organization (5S)
- Measuring Performance with Key Performance Indicators (KPIs) and Metrics
- Employee Engagement
- Sustaining Change and Driving Long-Term Results

Management Skills

- Foundations of Effective Leadership
- Feedback Strategies
- Coaching and Developing Teams
- Time and Priority Management
- Conflict Resolution
- Decision Making and Strategic Thinking
- Performance Management and Accountability
- Leading Change

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
Skyline Commercial Interiors, Inc. dba Skyline Construction

Contract Number: ET27-0118

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee SET	Industry Sector(s):	Construction	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	San Diego, San Francisco, Santa Clara	Repeat Contractor:	☐ Yes ☒ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 283	U.S.: 424	Worldwide: 424	
<u>Turnover Rate:</u>	9%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$305,999

Total ETP Funding
\$210,000

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate SET Retrainee	150	8-200	0-0	50	\$1,400	\$33.64

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

Published Minimum Hourly Wage by County:

Job Number 1: \$33.64 SET Statewide Modified Wage

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

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

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

Job Number 1: \$2.50

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, SET, Retrainee					
Field Technician	\$31.14 - \$45.00	80	0	0	80
Operations/Project Management Staff	\$31.14 - \$46.00	56	0	0	56
Administration Staff	\$31.14 - \$50.00	10	0	0	10
Frontline Manager/Supervisor	\$31.15 - \$55.00	4	0	0	4

Introduction

Founded in 1996 and headquartered in San Francisco, Skyline Commercial Interiors, Inc. dba Skyline Construction (Skyline) (www.skylineconstruction.build) is a 100% employee-owned general contractor specializing in commercial interior construction projects at scale. The Company has extensive experience in tenant improvements and commercial renovation projects. Skyline works closely with clients from early planning through final completion. The Company's services include site selection support, preconstruction, construction, post-construction, and construction technology. Skyline supports customers from various industries including commercial offices, science and technology, healthcare, industrial and manufacturing, and hospitality. Training will take place at Skyline locations in San Francisco, Carlsbad, and San Jose. This will be Skyline's first ETP Contract.

Veterans Program

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

Project Details

The commercial construction industry continues to evolve rapidly as project complexity and demand for specialized environments increase across sectors such as technology, healthcare, hospitality, manufacturing, and commercial office space. To remain competitive and maintain high standards of quality, safety, and service, Skyline must continually invest in workforce training that equips employees with the skills necessary to manage increasingly complex projects.

The proposed training project will focus on strengthening technical, operational, leadership, and technology-based competencies across field, project management, and administrative functions. Employees will receive training in advanced construction technologies, including project management and estimating software platforms such as Procore and Bluebeam, as well as emerging tools that support preconstruction, project coordination, and operational efficiency. Training will also emphasize Client Relations, Business Acquisition, Estimating, Energy-Efficiency, Sustainability, and Lean Techniques to improve project outcomes and strengthen customer partnerships.

In addition, employees will receive safety and compliance training, including OSHA and HAZMAT certifications where applicable, ensuring they are prepared to meet evolving regulatory requirements and maintain safe jobsite practices. Through this comprehensive training project, Skyline will enhance workforce capabilities, improve productivity, support operational efficiencies, and position the Company for continued growth in an increasingly competitive construction market.

Training Plan

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

Business Skills: Training will be offered to all occupations. Training topics include Client Relations, Business Acquisition, and Project Management.

Commercial Skills: Training will be offered to Field Technicians, Frontline Supervisors/Managers, and Operations/Project Management Staff. Training topics include Energy Efficiency, Estimating, and Product Knowledge.

Computer Skills: Training will be offered to all occupations. Training topics include Bluebeam, Procore, and Estimating/Preconstruction Software.

Continuous Improvement Skills: Training will be offered to all occupations. Training topics include Lean Techniques, Sustainability, and Zero Waste.

Certified Safety Training

OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. The coursework is geared to construction work and manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA. Training will be offered to Field Technicians, Frontline Supervisors/Managers, and Operations/Project Management Staff.

Hazardous Materials (HAZMAT): This training is a series of courses, specific to industry sectors involved in the transport of hazardous materials. The coursework varies in length depending on the industry and the occupational title, as organized in five levels ranging from “first responder” to “incident commander.” It is generally a minimum of 24 hours with an 8-hour annual refresher, and may be delivered by classroom or CBT. In this proposal, Field Technicians, Frontline Supervisors/Managers, and Operations/Project Management Staff will receive up to 24 hours of training. Field training may be required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. This coursework is not under Cal-OSHA, but is administered under the Department of Transportation and CalTRANS. There are various certification entities for the coursework and instructors. In this proposal, the certification entity has not yet been determined.

Electronic Recordkeeping/LMS

Staff has reviewed and approved the Company's Learning Management System.

Special Employment Training

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

➤ Wage Modification

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$44.85 to \$33.64). The Company requests this modification.

Commitment to Training

Skyline has an annual training budget of approximately \$125,000 for its California facilities, and its ongoing training includes company orientation, required basic safety training, and industry mandated training. ETP funds will not displace the existing financial commitment to training. Safety training is provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Skyline's Assistant Controller will oversee the administration of this project. Additionally, the Company's Training Coordinator and team of instructors will handle the scheduling, delivery, and documentation of training across all locations. The Company has also retained the services of an administrative subcontractor to assist with the administration of this project.

Subcontractors

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

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

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

Trainees may receive any of the following:

Business Skills

- Accounting
- Business Acquisition
- Client Relations
- Critical Conversations
- Frontline Leadership
- Negotiation
- Presentation Skills
- Project Management
- Time Management

Commercial Skills

- Environmental Procedures
- Energy Efficiency
- Scissor Lift
- Boom Lift
- Silica Training
- Lift Bed Usage
- Driver Safety for Field Technicians
- Stormwater Pollution Prevention Plan (SWPPP)
- Estimating
- Heating, Ventilation, and Air Conditioning (HVAC)
- Product Knowledge
- Scheduling
- Zero Harm

Computer Skills

- Adobe Acrobat
- Bluebeam
- Customer Relationship Management (CRM)
- Procore
- Join.Build
- Estimating/Preconstruction Software
- Expense Management Software
- PINS Software/Certificate of Insurance (COI) Tracking Software
- Field Building Information Modeling (BIM) Management
- Financial Accounting Software
- Job Management System (JMS)
- Microsoft Office Suite (Intermediate/Advanced)
- Microsoft Sharepoint
- Microsoft Co-Pilot
- Scheduling Software

- Virtual & Augmented Reality
- Virtual Design & Construction

Continuous Improvement Skills

- Lean Techniques
- Project Delivery Methods
- Quality Control
- Sustainability
- Supplier Diversity
- Zero Waste

Hazardous Materials Skills - Certified

- HAZMAT

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
Sully-Miller Contracting Company

Contract Number: ET27-0111

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee SET	Industry Sector(s):	Construction	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Los Angeles, Orange, San Bernardino	Repeat Contractor:	☐ Yes ☒ No	
Union(s):	☒ Yes ☐ No International Union of Operating Engineers - Local 12 LiUNA! Southern California District Council of Laborers Operative Plasterers' and Cement Masons' International Association of the United States and Canada - Local No 500 and 600 Teamsters - Local Union No. 986			
Number of Employees in:	CA: 568	U.S.: 568	Worldwide: 568	
<u>Turnover Rate:</u>	8%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$704,500

Total ETP Funding
\$563,360

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate SET Retrainee	332	8-200	0-0	40	\$1,120	\$33.64
2	Priority Rate SET Retrainee	171	8-200	0-0	40	\$1,120	\$33.64

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$33.64 per hour for SET Priority Wage

Job Number 2: \$33.64 per hour for SET Priority Wage

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

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

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

Job Number 1: \$2.50

Job Number 2: \$2.50

Fringe Benefits: Sully-Miller Contracting Company provides up to \$474 for employer-cost health insurance (health, vision, and dental) based on the employee's coverage and plan. The Company also offers eight days of holiday pay, up to five weeks of vacation annually, and life and accidental life insurance. Union employees have company paid fringe benefits through negotiated collective bargaining agreements.

Wage Progression: Sully-Miller Contracting Company implements a structured wage progression model to support employee development, retention, and long-term career growth ranging from 3-5% wage increases. The Company conducts annual performance reviews resulting in wage adjustments, annual increases, and market-based correction.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, SET, Retrainee					
Rock, Sand & Gravel Worker	\$31.14 - \$50.00	44	0	0	44
Operating Engineer	\$35.00 - \$55.00	85	0	0	85
Laborer	\$35.00 - \$55.00	164	0	0	164
Cement Mason	\$35.00 - \$55.00	29	0	0	29
Lowbed Truck and Dump Truck Driver	\$35.00 - \$55.00	10	0	0	10
JOB NUMBER 2 - Priority Rate, SET, Retrainee					
Sales	\$35.00 - \$55.00	9	0	0	9
Project Engineer	\$35.00 - \$55.00	29	0	0	29
Estimator	\$40.00 - \$50.00	11	0	0	11
Administration	\$31.14 - \$60.00	103	0	0	103
Superintendent	\$45.00 - \$65.00	19	0	0	19

Introduction

Founded in 1923 and headquartered in Brea, Sully-Miller Contracting Company (Sully-Miller) (www.sully-miller.com) is a heavy civil general contractor providing construction services including asphalt and concrete paving, grading, and underground utilities. Customers include city public works, airports, seaports, rails, and private works. Training under this proposal will be for Sully-Miller and its integrated divisions, Blue Diamond Materials and United Rock Products. The Company has six locations throughout Orange, Los Angeles, and San Bernardino counties. This is Sully-Miller's first ETP project.

ETP Priority 10200(b)

Sully-Miller provides highway work services which ensures that all products imported and exported from the State flows smoothly with minimal disruption. Sully-Miller provides high-skilled, high wage jobs and invests in its employees by providing ongoing training on new technologies and processes that will provide employees with higher wage job opportunities.

Veterans Program

Sully-Miller does not actively recruit Veterans, however, the Company does employ Veterans and encourages Veterans to apply.

Union Support

The occupations in Job Number 1 are represented by the following unions:

- Laborers are represented by LiUNA! Southern California District Council of Laborers

- Cement Masons are represented by the Operative Plasterers' and Cement Masons' International Association of the United States and Canada Local No. 500 and 600
- Operating Engineers and Rock, Sand & Gravel Workers are represented by the International Union of Operating Engineers Local 12
- Low Bed Truck & Dump Truck Drivers are represented by Teamsters Local Union No. 986.

The unions have submitted a letter of support for this training project.

Project Details

Sully-Miller has experienced an increase in business due to the Company expanding its services to include concrete paving and acquiring new complex projects in the airport, defense, and maritime industries. The Company has also expanded its service area to include Central California. Sully-Miller developed an extensive training plan focused on higher level technical skills including engineering and concrete paving. The Company has also invested over \$4.8M on new equipment including new trucks, skip loaders, and backhoes. Furthermore, Sully-Miller will implement its Internal Gap Analysis process to ensure each role within the Company is meeting specific role requirements.

Sully-Miller also anticipates hiring up to 100 new employees within the next two years. The Company has acquired its biggest contract building bridges for the I-10 freeway in Southern California which will require extensive training for new and existing employees. Training under this proposal will ensure all employees can meet technical skills demands for more complex projects.

Training Plan

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

Business Skills: Training will be offered to all occupations and will be focused on tracking financials. Training topics include Financial Analysis, Payroll Processes, and Accounting for Construction.

Commercial Skills: Training will be offered to all occupations excluding Administration and will be focused on equipment operation. Training topics include Asphalt Operations, Rigging & Signaling Training, and Trench & Excavation Training.

Computer Skills: Training will be offered to all occupations and will be focused on internal software. Training topics include Payroll Software, Timekeeping Software, and Heavy Construction System Specialists (HCSS) - HeavyJob.

Certified Safety Training

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

Alternate Recordkeeping

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

Special Employment Training

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

➤ Wage and Retention Modifications

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$44.85 to \$33.64). The Company requests this modification for Job Numbers 1 and 2.

Impact/Outcome

Trainees may receive the following certifications:

- OSHA 10/30
- Forklift
- Crucial Conversations for Mastering Dialogue Certification
- Project Management Certification
- Leadership Skills Certification

Commitment to Training

Sully-Miller invests \$750k annually for all its locations and provides training on orientation and general safety. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Human Resources Director with the assistance of the Human Resources Manager will be responsible for overseeing all aspects of the training project including scheduling training and verifying hours. A manager at each location will be responsible for roster collection. Training will be provided by internal subject-matter experts and external vendors as necessary. The Company has also retained the services of a third-party administrator to assist with administration of this project.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Propel Consulting Group	El Dorado Hills, CA	\$10,000
Administrative	Propel Consulting Group	El Dorado Hills, CA	13% of Earned Amount

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Business Skills

- 9 Box Calibration
- Accounting for Construction
- Crucial Conversations for Mastering Dialogue
- Customer Service Skills
- Financial Analysis
- Gap Analysis
- Leadership Skills Certification
- Leadership Steps for Success
- Leadman to Foreman Training
- Operations Training (Operations Group)
- Payroll Processes
- Presentation Skills
- Problem Solving & Decision Making
- Project Management
- Purchasing
- Sales Skills
- Time Management
- Toastmasters
- Quality Assurance
- Quality Control

Commercial Skills

- Aerial Lift Training
- Asbestos
- Asphalt Operations
- Backhoes
- Concrete Techniques
- Decision Driving Course
- Environmental Concerns
- Estimating
- Equipment & Tool Training
- Flagger Training
- Forklift Training
- Lab Equipment
- Lead Awareness
- Lock-Out Tag-Out Try-Out Training
- Respirator Training
- Rigging & Signaling Training
- Safety Trained Supervisor Construction (STSC)
- Skip Loader
- Shop Equipment

- Speak-Up Listen-UP (SULU)
- Trench & Excavation Training
- Truck Unloader System
- Underground Operations
- Water Truck

Computer Skills

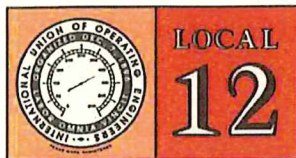
- AI Training
- Coach Hub
- Heavy Construction System Specialist (HCSS) - Heavy Job
- MS Office (Intermediate/Advanced)
- Mobile Devices/Applications
- Onbase
- Payroll Software
- Timekeeping software

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



DAVID K. SIKORSKI
Business Manager
and
General Vice President

International Union of Operating Engineers

Southern California – Southern Nevada – Arizona



November 14, 2025

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members:

We understand that Sully-Miller Contracting Company (Sully-Miller) is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project: Sully-Miller will train approximately 85 Operating Engineers.

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

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

If you have any questions, please contact my office.

Sincerely,

David K. Sikorski, Business Manager
I.U.O.E. Local Union No. 12 and
General Vice President

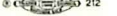
DKS:kld



DAVID K. SIKORSKI
Business Manager
and
General Vice President

International Union of Operating Engineers

Southern California – Southern Nevada – Arizona

AFL-CIO


November 19, 2025

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members:

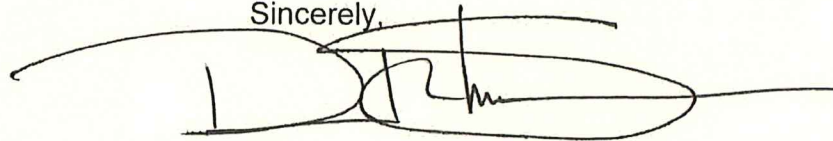
We understand that United Rock Products (URP) is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project: URP will train approximately 44 Rock, Sand & Gravel Workers.

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

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

If you have any questions, please contact my office.

Sincerely,



David K. Sikorski, Business Manager
I.U.O.E. Local Union No. 12 and
General Vice President

DKS:kld



JON P. PRECIADO
Business Manager

PETER SANTILLAN
Secretary-Treasurer

SERGIO RASCÓN
President

**AFFILIATED LOCALS
SOUTHERN CALIFORNIA**

BURBANK
LOCAL 345

HOLLYWOOD
LOCAL 724

LONG BEACH
LOCAL 1309

LOS ANGELES
LOCAL 300

ORANGE COUNTY
LOCAL 652

POMONA
LOCAL 1414

RIVERSIDE AND IMPERIAL
COUNTIES
LOCAL 1184

SAN BERNARDINO, INYO,
AND MONO COUNTIES
LOCAL 783

SAN DIEGO
LOCAL 89

VENTURA
LOCAL 585

KERN,
SAN LUIS OBISPO, AND
SANTA BARBARA COUNTIES
LOCAL 220

ARIZONA
PHOENIX, AZ
LOCAL 1184

NEW MEXICO
ALBUQUERQUE, NM
LOCAL 16

**SOUTHERN CALIFORNIA
DISTRICT COUNCIL OF
LABORERS**

1123 Parkview Dr., Suite 300
Covina, CA 91724
Phone (626) 350-6900
Fax (626) 350-7583
www.scdcl.org

LiUNA! SOUTHERN CALIFORNIA DISTRICT COUNCIL OF LABORERS

Feel the Power

November 17, 2025

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand that Sully-Miller Contracting Company (Sully-Miller) is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project: Sully-Miller will train approximately 164 Laborers.

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

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

Sincerely,

SOUTHERN CALIFORNIA DISTRICT
COUNCIL OF LABORERS

Jon P. Preciado
Business Manager



CEMENT MASONS LOCAL No. 500

O.P. & C.M.I.A. - A.F.L.-C.I.O.

331 CORPORATE TERRACE CIRCLE • CORONA, CA 92879

OFFICE PHONE: (714) 554-0730 • FAX: (714) 265-0780

www.cementmasons500.org



Jack Alvarado

Financial Secretary
Business Manager

Employment Training Panel
1100 J Street
Sacramento, CA 95814

November 03, 2025

Dear Panel Members,

We understand that Sully-Miller Contracting Company (Sully-Miller) is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project: Sully-Miller will train approximately 29 Cement Masons.

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

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

Sincerely,

Jack Alvarado, Business Manager

OPCMIA Cement Masons Local 500.

(714) 719-5450



Cement Masons' Local No. 600

Operative Plasterers' and Cement Masons'
International Association of the United States and Canada, AFL-CIO

November 3, 2025

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand that Sully-Miller Contracting Company (Sully-Miller) is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project: Sully-Miller will train approximately 29 Cement Masons.

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

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

Sincerely,

Ricardo Gonzalez
Business Manager

Cement Masons Local 600

TEAMSTERS LOCAL UNION NO.986

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

General Teamsters, Airline, Aerospace and Allied Employees, Warehousemen, Drivers, Construction, Rock and Sand



November 25, 2025

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand that Sully-Miller Contracting Company (Sully-Miller) is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project: Sully-Miller will train approximately 10 Teamsters – Lowbed Truck and Dump Truck Drivers.

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

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

Sincerely,

A handwritten signature in blue ink, appearing to read "Ray Whitmer".

Ray Whitmer
Secretary Treasurer

Cc: Sammy Gurule
Business Representative





Training Proposal for:
Terran Orbital Corporation

Contract Number: ET27-0106

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	HUA Priority Rate Retrainee	Industry Sector(s):	Manufacturing	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Orange, Santa Barbara	Repeat Contractor:	☐ Yes ☒ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 443	U.S.: 470	Worldwide: 503	
<u>Turnover Rate:</u>	10%			
<u>Managers/Supervisors:</u> (% of total trainees)	5%			

Funding Detail

In-Kind Contribution
\$400,087

Total ETP Funding
\$197,400

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	235	8-200	0-60	30	\$840	\$25.01

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

Published Minimum Hourly Wage by County:	
Job Number 1:	\$24.67 per hour for Orange and Santa Barbara Counties
Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: ☐ Yes ☒ No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$0.00
Fringe Benefits:	Terran Orbital Corporation provides a benefit package including medical, dental, vision insurance, life insurance, AD&D, Short/Long term disability, unlimited PTO, and 401(k) with a match of five percent (up to \$6,000) per year. The Company pays 100% of medical, dental, and vision benefits for its employees and their families.
Wage Progression:	The Company conducts annual employee reviews providing performance feedback and an annual merit increase of 3%. Terran Orbital Corporation also offers performance raises based on individual performance as well as company/sector, growth opportunities, lateral and upward mobility within and among sectors/locations.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Logistics Staff	\$25.01 - \$45.00	10	0	0	10
Support Staff	\$26.00 - \$58.00	40	0	0	40
Production/Technician Staff	\$26.00 - \$88.00	60	0	0	60
Information Technology Staff	\$32.00 - \$98.00	10	0	0	10
Engineering Staff	\$38.00 - \$98.00	100	0	0	100
Managers/Leads	\$48.00 - \$100.00	15	0	0	15

Introduction

Founded in 2013 and headquartered in Irvine, Terran Orbital Corporation (Terran Orbital (www.terranoorbital.com)) is a leading manufacturer of small satellites and provider of end-to-end satellite solutions, specializing in design, production, launch planning, and on-orbit operations. The Company primarily serves the defense and aerospace industries manufacturing customizable, high-quality satellite platforms (such as Nebula, Excelsior, and Triumph) for military, civil, and commercial customers. Terran Orbital will lead the training, with

some trainees from their affiliate, Tyvak Nano - Satellite Systems, Inc. participating in the training. Training will take place at their four locations in Irvine and Santa Maria. This will be the Company's first ETP Contract.

ETP Priority 10200(b)

Terran Orbital designs and manufactures satellite components and spacecraft systems used in commercial and government space missions. By expanding in-state production capabilities and strengthening the technical skills of its workforce, the company can manufacture high-value aerospace components in California rather than relying on overseas suppliers. The satellites and modular spacecraft systems produced by Terran Orbital support national and international missions, which directly contributes to the export of advanced aerospace technology from California.

In addition, the Company continually updates training to support evolving production equipment, quality control systems, and operational standards, ensuring frontline employees gain highly valuable experiences and transferable skills that strengthen California's manufacturing workforce.

Veterans Program

Although Terran Orbital is not requesting a separate Veterans Job Number, the Company deeply values the leadership, discipline, and mission-focused mindset that veterans bring to the workforce. Through targeted veteran hiring initiatives and participation in SkillBridge programs, the Company actively supports transitioning active-duty service members as they move into meaningful civilian careers. The Company's Veterans Employee Resource Group further strengthens this commitment by driving outreach, mentorship, and community connections that ensure veterans feel supported, included, and set up for long-term success.

Project Details

The aerospace satellite industry is currently undergoing a period of rapid transformation driven by technological acceleration, intensified global competition, and increasing mission complexity. Advances in small satellite platforms, reusable launch systems, on-orbit servicing, and software-defined payloads are reshaping how satellites are designed, built, launched, and operated. The Company increasingly requires highly specialized, job-specific skills in areas such as Aegis System Skills, Calibration Skills, Space/Launch Vehicle Dynamics, Satellite Architecture Skills, Engineering Design Skills, Fastening Technology Skills and Regulatory Compliance. To maintain and enhance its existing technological capabilities while keeping pace with the rapid advancements in the aerospace industry, Terran Orbital must implement a comprehensive and ongoing training program for its frontline workforce. This training will be essential to ensure that employees possess the latest technical skills, industry knowledge, and operational expertise required to perform their job functions with maximum efficiency and effectiveness. By equipping the workforce with cutting-edge competencies, Terran Orbital can improve productivity, maintain compliance with evolving industry standards, enhance safety measures, and drive innovation in aerospace manufacturing and engineering.

In addition, as part of their continuous improvement and modernization strategy, Terran Orbital is implementing several critical new initiatives that will significantly enhance productivity, quality and compliance. The Company is transitioning from a Manufacturo to Aegis software system which represents a substantial upgrade in manufacturing execution and traceability capabilities, requiring comprehensive workforce training to ensure seamless adoption and minimal disruption to production. Terran Orbital is also expanding its technical capabilities through

advanced Programmable Logic Controller (PLC) integration and Computer-Aided Design (CAD) Programming, enabling improved configuration control, engineering change management, and product lifecycle oversight.

To further strengthen quality assurance and meet stringent aerospace and defense customer requirements, the Company will certify all technicians to Institute of Printed Circuits (IPC), Joint Standard (J-STD), and Jet Propulsion Laboratory (JPL) workmanship standards. The IPC J-STD-001 certification is the electronics industry's premier, globally recognized credential for the manufacturing of soldered electrical and electronic assemblies. It verifies that an individual possesses the specialized knowledge and hand-soldering skills required to produce high-quality, reliable solder connections. These initiatives require structured, job-specific training to ensure employees develop the technical competencies necessary to support advanced manufacturing processes, maintain regulatory compliance, and meet evolving industry demands.

Terran Orbital remains strongly dedicated to the growth and advancement of its team members, providing internal development opportunities and implementing innovative workplace initiatives. The Company commonly fills positions from within and continues to prioritize internal promotion and development. This focus on internal advancement will involve comprehensive training to equip each promoted team member with the skills needed for their new roles and responsibilities. Managers/Leads promoted from within will require formal managerial training to enhance team building and leadership skills.

Training Plan

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

Business Skills: Training will be offered to all occupations in order for trainees to become more efficient and effective in their scope of responsibility. Training topics include Data-Driven Decision Making, Product Lifecycle Management Skills, Technical Professional Skills, and Metrics and Performance Monitoring.

Computer Skills: This training will be offered to all occupations. Employees will improve their proficiency in the use of automated industry solutions and resource tools. Training will cover software applications including Aegis System Skills, Computer Aided Design, and Security System Skills.

Continuous Improvement Skills: Training will be offered to all occupations in order to refine operational efficiencies. Training topics include Effective Problem-Solving in Engineering Teams, Leadership Skills, and Program Management Skills.

Manufacturing Skills: Training will be offered to Logistics Staff and Production/Technician Staff in order to upgrade production skills and meet customer requirements while also maintaining high quality standards. Topics include Calibration Skills, Compressor Maintenance Skills, Controller Training, Liquid Level Sensing Skills, Metrology Skills, and Power Supply Design Skills.

Certified Safety Training

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

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

Productive Laboratory

Trainees may produce goods or services for profit as part of the Productive Laboratory (PL) training in the courses identified under the curriculum. The instructor must be dedicated to training delivery during all hours of training.

Terran Orbital is requesting up to 10 hours of PL-Manufacturing Skills training for 60 Production/Technician Staff trainees, with a trainer-to-trainee ratio of 1:2. This will allow trainees to perform on-the-job tasks that cannot be effectively replicated in a classroom or simulated setting. PL training will be conducted in all four locations, using the same specialized tools and equipment and include training topics, such as:

- Precision Torque Tools and Fastening Systems
- Electronic Assembly Benches and Soldering Stations
- Cleanroom-Compatible Assembly Tools
- Cable Harnessing and Routing Fixtures
- Optical Inspection and Measurement Equipment
- Environmental and Vibration Test Interface Systems
- Manufacturing Execution and Documentation Software Systems

PL training provides new and incumbent employees the opportunity to develop the competencies needed to perform their jobs safely and efficiently. Since these tools require operators to make real-time adjustments during active production, onsite training is essential to ensure proper operation, hazard recognition, and safe work practices. PL training will utilize an experienced trainer to specify the scope of work, explain the processes, equipment, and verify that the trainee understands standards and specifications. The trainer will observe PL trainees performing the task, provide feedback, and ensure that the task has been performed correctly to ensure that the employee understands the process and reaches competency.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0-60 hours of CBT.

Alternate Recordkeeping

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

High Unemployment Area

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

➤Wage Modification

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

Impact/Outcome

The proposed training will result in measurable improvements in workforce capability, productivity, and service quality across participating industries. Trainees will have the opportunity to earn certifications IPC Joint Standard (J-STD) and Jet Propulsion Laboratory (JPL), enhancing employability and operational efficiency. Additionally, training will strengthen leadership development, and career pathways, supporting employee retention and advancement into higher-skilled roles. Through these outcomes, the program will empower workers with transferable skills, improve business performance, and support economic resilience throughout Orange and Santa Barbara County.

Commitment to Training

The Company has an annual training budget of \$350,000 across their four locations. Terran Orbital currently provides new employee training, welding training, drawings training, and productivity training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Employee Experience and Internal Communications Manager will be overseeing this training project and will handle the project's administration. A team of 30 trainers will coordinate training at the four locations. Training will be provided by internal subject-matter experts and vendors as needed. The Company has a detailed training plan in place and is ready to begin training upon approval. Terran Orbital has also retained an outside administrative consultant to assist with ETP administrative requirements.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	JobForward	Huntington Beach, CA	\$11,844
Administrative	JobForward	Huntington Beach, CA	13% of Earned Amount

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Business Skills

- Data-Driven Decision Making
- Metrics and Performance Monitoring
- New/Upgraded Product Skills
- Product Lifecycle Management Skills
- Technical Communication for Engineers and Managers
- Technical Professional Skills

Computer Skills

- Aegis System Skills
- Computer Aided Design (CAD) Programming
- Programmable Logic Controller (PLC)
- Recruiting System Skills
- Security System Skills

Continuous Improvement Skills

- Effective Problem-Solving in Engineering Teams
- Leadership Skills
- Lean Manufacturing for Aerospace Operations
- Program Management Skills
- Project Management Skills
- Regulatory Compliance
- Team Building

Manufacturing Skills

- Calibration Skills
- Compressor Maintenance Skills
- Controller Training
- Engineering Design Skills
- Environmental Control System Skills
- Fastening Technology Skills
- Geometric Dimensioning and Tolerance Skills
- IPC Joint Standard (J-STD) Certification
- Jet Propulsion Laboratory (JPL)
- Liquid Level Sensing Skills
- Machining Skills
- Manufacturing Equipment Skills
- Metrology Skills
- Model-Based Systems Engineering
- Non-conformance managing and reporting
- Power Supply Design Skills
- Product Testing Techniques
- Quality Control/Quality Technician Skills

- Risk Management
- Satellite Architecture Skills
- Space/Launch Vehicle Dynamics
- Technical Manufacturing Skills
- Technician Training for Modular Components

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Productive Lab (Trainer-to-Trainee Ratio 1:2)

Trainees may receive any of the following:

Manufacturing Skills

- Precision Torque Tools and Fastening Systems
- Electronic Assembly Benches and Soldering Stations
- Cleanroom-Compatible Assembly Tools
- Cable Harnessing and Routing Fixtures
- Optical Inspection and Measurement Equipment
- Environmental and Vibration Test Interface Systems
- Manufacturing Execution and Documentation Software Systems

Computer-Based Training

Trainees may receive any of the following:

Business Skills

- 10 Ways to Be a Great Team Player in Challenging Times (1.3 hours)
- Agile Business Analysis (1.5 hours)
- Business Analysis Foundations
 - Big Picture of Business Analysis (40 min)
 - Enterprise Analysis (40 min)
 - Planning and Monitoring Requirements (52 min)
 - Eliciting Requirements (34 min)
 - Analyzing Requirements (37 min)
- A Different Take on Time Management (1.65 hours)
- First-Time Project Manager (2.68 hours)

Manufacturing Skills

- .NET 5 Web API & Entity Framework Crash Course (2.9 hours)
- .NET 7 Web API & Entity Framework Jumpstart
 - Introduction (0.3 hours)
 - Web API Fundamentals (1.6 hours)
 - Entity Framework Core (0.6 hours)
 - Authentication & JWT Security (1.3 hours)
 - Advanced Entity Framework Relationships (1.0 hours)

- DTOs, AutoMapper & API Best Practices (2.0 hours)
 - CRUD Operations & Services (3.0 hours)
 - SQL Server & Migrations (2.0 hours)
 - RPG Project – Project Setup & Architecture (1.5 hours)
 - RPG Project – Database Design & Configuration (1.5 hours)
 - RPG Project – API Endpoint Development (2.0 hours)
 - RPG Project – Service Layer Implementation (1.5 hours)
 - RPG Project – Authentication & Security Integration (1.0 hours)
 - RPG Project – Testing & Debugging (1.2 hours)
 - RPG Project – Final Integration & Deployment (1.5 hours)
- .NET 8 Backend Bootcamp: Modulith, VSA (Vertical Slice Architecture), DDD (Domain Driven Design), CQRS (Command Query Responsibility Segregation) and Outbox
 - Introduction & Architecture Overview (1.0 hours)
 - Modulith Fundamentals and Design Principles (2.0 hours)
 - Modulith Implementation and Module Boundaries (2.0 hours)
 - Vertical Slice Architecture (VSA) (3.0 hours)
 - Domain Driven Design Foundations (2.0 hours)
 - Domain Modeling and Aggregates (2.0 hours)
 - CQRS Fundamentals (1.5 hours)
 - CQRS Implementation with MediatR (2.0 hours)
 - RabbitMQ & MassTransit Integration (2.0 hours)
 - Redis Caching Patterns (1.5 hours)
 - Authentication with Keycloak (2.0 hours)
 - Outbox Pattern & Reliable Messaging (2.2 hours)
- E-Shop Application Capstone Project (1.5 hours)
- .NET 8 Microservices with RabbitMQ and MassTransit
 - Introduction to Microservices (0.3 hours)
 - RabbitMQ Fundamentals (0.8 hours)
 - MassTransit Configuration (0.8 hours)
 - Message Publishing & Consumers (0.9 hours)
 - Integration & Testing (0.5 hours)
- Deployment & Best Practices (0.5 hours)
- .NET 8 Microservices: DDD, CQRS, Vertical/Clean Architecture
 - Introduction & Solution Setup (1.0 hours)
 - Microservices Architecture (3.0 hours)
 - Domain Driven Design Foundations (1.5 hours)
 - Domain Modeling and Ubiquitous Language (1.5 hours)
 - Aggregates, Entities, and Value Objects (1.5 hours)
 - Bounded Contexts and Domain Services (1.5 hours)
 - CQRS Fundamentals (1.5 hours)
 - Command & Query Implementation and MediatR (1.5 hours)
 - Event Handling & CQRS Integration Patterns (1.0 hours)
 - Vertical Slice Architecture (3.0 hours)
 - Clean Architecture Principles (3.0 hours)
 - API Gateway & Service Communication (2.0 hours)
 - Persistence & Database Design (1.5 hours)
 - Security & Authentication (1.0 hours)
- Testing & Deployment (1.4 hours)

- .NET Aspire and GenAI Develop Distributed Architectures
 - Introduction to .NET Aspire (0.5 hours)
 - Distributed Application Fundamentals (1.0 hours)
 - Service Orchestration (1.0 hours)
 - Cloud-Native Development (1.0 hours)
 - GenAI Integration Concepts (1.5 hours)
 - Application Monitoring & Diagnostics (1.0 hours)
- .NET Core Microservices - The Complete Guide
 - Microservices Fundamentals (1.0 hours)
 - Service Design Principles (2.0 hours)
 - API Development (2.0 hours)
 - Inter-Service Communication (2.0 hours)
 - Data Management (2.0 hours)
 - Messaging & Event-Driven Design (2.0 hours)
 - Authentication & Security (1.0 hours)
 - Deployment & Monitoring (2.0 hours)
- 2 Real World Azure Data Engineer Project End to End
 - Azure Data Engineering Overview (0.5 hours)
 - Project 1 – Data Ingestion & Storage (2.0 hours)
 - Project 1 – Data Transformation (1.0 hours)
 - Project 2 – Data Pipeline Development (2.0 hours)
 - Project 2 – Reporting & Analytics (1.0 hours)
 - Deployment & Optimization (0.7 hours)
- A Practical Introduction to Cloud Computing (2.6 hours)
- Aerospace Engineering: Aircraft Systems and Avionics (2.5 hours)
- Aerospace Engineering: Airplane Design and Aerodynamic Basic (2.6 hours)
- Aerospace Engineering: Airplanes, Airlines and Airports (1.7 hours)



Training Proposal for:
Timberworks Construction, LLC

Contract Number: ET27-0107

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Construction	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Sacramento	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 1,250	U.S.: 1,250	Worldwide: 1,250	
<u>Turnover Rate:</u>	6%			
<u>Managers/Supervisors:</u> (% of total trainees)	0%			

Funding Detail

In-Kind Contribution
\$750,000

Total ETP Funding
\$592,900

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	605	8-200	0-0	35	\$980	\$24.67

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

Published Minimum Hourly Wage by County:

Job Number 1: \$24.67 per hour for Sacramento County.

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

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

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

Job Number 1: \$2.50

Fringe Benefits: Timberworks Construction, LLC offers a comprehensive employee benefits package valued at approximately \$10,000 per employee annually. The Company contributes up to \$550 per month toward eligible medical, dental, and vision insurance premiums, providing more than \$6,500 in annual health benefits. Employees may also receive up to nine paid holidays each year, 40 hours of paid vacation, and Employee Stock Ownership Program contributions of up to 8% of income based on Company performance. Depending on their role and responsibilities, employees may additionally qualify for gas and auto allowances of up to approximately \$15,000 per year.

Wage Progression: Timberworks Construction, LLC offers a starting salary based on market rate and field knowledge, with typical increases based on performance between 2-5%. Wages are reviewed after an employee's first 90 days, with Company wide annual reviews as well.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Design Staff	\$22.17 - \$30.00	24	0	12	12
Sales Staff	\$22.17 - \$30.00	16	0	4	12
Framing Staff	\$22.17 - \$40.00	476	0	300	176
Administration Staff	\$22.17 - \$50.00	45	0	10	35
Frontline Leads	\$30.00 - \$45.00	44	0	0	44

Introduction

Founded in 2005 and located in North Highlands, Timberworks Construction, LLC (Timberworks) provides lumber framing services for construction projects including production homes, multi-family housing, and mixed use buildings for home builders, multi-family housing

builders, and mix-use (retail + residential) facility builders. In addition to the framing of the structures, Timberworks also builds and installs walls as requested.

Training will take place at the Company's location in North Highlands. This is Timberworks' fourth ETP Contract, and the third in the last five years.

ETP Priority 10200(b)

Timberworks operates within the construction industry, a priority sector identified by ETP, and supports California's economic development goals through workforce expansion, technology adoption, and local supply chain investment. By utilizing in-house structural CAD designers and performing complex assembly work locally, the Company reduces reliance on out-of-state prefabricated components, adds value to raw materials within California, and helps retain infrastructure spending in the state. Timberworks creates and sustains high-wage employment opportunities through competitive entry-level wages, structured training programs, and clear career pathways that develop new employees into long-term skilled employees. The Company also invests in advanced training for digital design, modern construction equipment, and material optimization software, while providing accessible workforce re-entry opportunities for displaced and unemployed workers through accelerated skills training. In addition, Timberworks strengthens California's manufacturing and construction sectors by transforming locally sourced materials into large-scale residential and commercial projects, supporting regional supply chains and leveraging its workforce capacity to meet the state's growing infrastructure and housing needs.

Veterans Program

Timberworks does not have a formal recruitment process in place for hiring veterans, and relies on word of mouth. Due to the nature of the framing industry, the Company does not receive a large volume of applicants. There are currently no veterans employed with the Company.

Project Details

In the previous contract, training focused on Timberworks' plans to go fully digital. This training project will focus on new building requirements, new processes, and new internal applications. Training is needed for new construction processes which are created by updated building code requirements such as the requirement for all employees working at six feet or higher to be tethered while working. This will require all new project layouts, equipment layouts and set-ups, new rail set-ups, and more. Training will be needed for employees to learn how to prepare the layout for the new processes, work with the new set-ups, adjust structures as they are produced, and learn to adapt based on project development and status. Training topics include Building Code Updates and Framing Procedures and will ensure employees are all compliant with new requirements.

Timberworks has made a significant investment in new internally developed applications for new building codes to ensure compliance, as well as new applications related to vendors and customers. Applications will assist staff in communicating with vendors and customers regarding change orders and needs, internally tracking project statuses, changes, and financial and budget information. Training topics include Budgeting, Bid Management, Requested Material Processes, Tablet Red-Line Changes, and Warehouse Management. Training will ensure project accuracy and profit maximization, allowing the Company to continue to grow and invest in its workforce.

Training Plan

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

Business Skills: This training will be offered to Administration Staff, Frontline Leads, Design Staff, and Sales Staff, and will include course topics such as Bid Management, Budgeting, Project Management, Sales Techniques, and Time Management.

Commercial Skills: This training will be offered to all occupations, and will include course topics such as Building Code Updates, Framing Procedures, Installation Procedures, Roof Sheeting Processes, Tool Operation, and Warehouse Management.

Computer Skills: This training will be offered to all occupations and will include course topics such as AutoCAD, BlueBeam, Hardware Apps, QuickBooks, and Sage100

Certified Safety Training

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

Commitment to Training

Timberworks has an annual training budget of \$750,000. The Company's existing training consists of new hire orientation, safety training, human resources training, and sexual harassment prevention training.

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

➤ Training Infrastructure

The Company's Vice President of Business Development will be overseeing this training project with the assistance of the Office Manager, Contract Coordinator, and Safety Manager, who will be responsible for collecting rosters, reporting, and tracking training progress. The Company has approximately 20 subject-matter experts, Managers, who will deliver training and complete and collect rosters. Training vendors will be utilized as needed. Additionally, the Company has retained a third-party administrator with extensive ETP administration experience to work closely with staff to complete the project successfully.

Prior Projects

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

Contract No.	Term	Approved Amount	Approved Estimated No. Trainees	No. Retained	Payment Earned \$ %
ET24-0330	04/29/24 - 04/28/26	\$495,512	667	0	\$0 (0%)
ET22-0207	12/19/21 - 12/18/23	\$451,950	575	942	\$451,950 (100%)

ET24-0330: Based on ETP systems, 29,296 reimbursable hours have been tracked for potential earnings of \$496,650 (100% of the approved amount). The Contractor has submitted a final invoice and is currently working with the ETP staff to close out this contract.

ET22-0207: (Expansion Funds)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Propel Consulting Group	El Dorado Hills, CA	\$20,000
Administrative	Propel Consulting Group	El Dorado Hills, CA	13% of Earned Amount

Training Vendor(s)	City, State	Cost	Description of Service
Aguiano Safety Compliance	Corona, CA	\$15,000.00	Provide OSHA and Tool Operation Training

Self-Attestations

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

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

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information,

and/or belief, that the applicant does not have a final determination, order, judgment, or award issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Business Skills

- Accounting/Payroll Topics
- Bid Management
- Budgeting
- Communication Skills
- Customer Service
- Financial Management/Reporting
- Leadership
- Problem Solving & Decision Making
- Project Management
- Sales Techniques
- Scheduling Processes
- Teambuilding
- Time Management

Commercial Skills

- Budget Saving Strategy for Customers
- Building Code Updates
- Design Approval
- Extra Purchase Order (EPO) Request and Systems
- Fall Protection Code Updates
- Forklift Operations
- Framing Procedures
- Installation Procedures
- New Hardware List
- Process Improvement Procedures
- Project Workflow Procedures
- Quality Control
- Reducing Go-Backs
- Requested Materials Processes
- Roof Sheeting Processes
- Siding Respiratory Training
- Site Set-up/Clean-up
- Tablet Red-Line Changes
- Tool Operation
- Wall Standing Processes
- Warehouse Management

Computer Skills

- Air Table
- AutoCAD (Computer Aided Design)
- BlueBeam
- BuildPro

- Hardware Apps
- Intermediate/Advanced MS Office
- Internally Developed Applications
- Internally Developed Software
- Plan Swift
- QuickBooks
- Sage 100
- SupplyPro
- Tablet Training

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:

Universal Health Services of Rancho Springs, Inc. dba Southwest Healthcare Rancho Springs and Inland Valley Hospital

Contract Number: ET27-0112

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee SET	Industry Sector(s):	Health Care and Social Assistance	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Riverside	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 6,133	U.S.: 61,100	Worldwide: 89,000	
<u>Turnover Rate:</u>	4%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$702,900

Total ETP Funding
\$560,000

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate SET Retrainee	800	8-200	0-0	25	\$700	\$50.50

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

Published Minimum Hourly Wage by County:

Job Number 1: \$33.64 per hour SET Priority Wage

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

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

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

Job Number 1: \$0.00

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, SET, Retrainee					
Registered Nurses	\$50.50 - \$73.81	800	0	0	800

Introduction

Founded in 1978, Universal Health Services of Rancho Springs, Inc. dba Southwest Healthcare Rancho Springs (Southwest Healthcare) (www.swhealthcaresystem.com) is owned by Universal Health Services, Inc. (UHS) (www.uhsinc.com). Headquartered in King of Prussia, Pennsylvania, UHS is a healthcare management company which operates behavioral health facilities, acute care hospitals, and ambulatory surgery centers nationwide. Under the Southwest Healthcare umbrella, UHS owns five hospitals in Southern California. The two hospitals participating in this training project are located in Murrieta (Rancho Springs Medical Center), and Wildomar (Inland Valley Medical Center). Both locations are in Riverside County.

Rancho Springs Medical Center's (RSMC) dedicated service lines include obstetrics, gynecologic surgery, robotic surgery, care of the stroke patient, and pediatric emergency. Inland Valley Medical Center's (IVMC) dedicated service lines include orthopedics, bariatric surgery, and care of the stroke patient. IVMC is also designated as an Emergency Medical Services base station and a Level II Trauma Center. RSMC and IVMC serve a variety of customers within Southwest Riverside County, drawing patients from the primary service areas of Murrieta and Wildomar communities.

This will be Southwest Healthcare's seventh ETP Contract and first in the last five years.

Veterans Program

Southwest Healthcare does not have a separate Veterans Job Number. However, the Company actively recruits veterans and emphasizes military experience as a valuable asset to the organization. This is driven by their close proximity to Camp Pendleton Marine Corps Base, as well as, a working relationship with other military organizations.

Project Details

This proposed training plan is designed to foster a skilled workforce that promotes continuous learning, innovation, and economic growth. Southwest Healthcare's training plan is committed to improving quality and patient safety, as well as continue to meet and exceed increased patients' needs. The statewide shortage of experienced high-acuity Registered Nurses (RNs) has created an urgent need for a new workforce development approach. Traditional hiring practices that require at least one year of prior clinical experience are no longer feasible, as they limit the Company's ability to meet rising patient demand and place medically fragile patients at risk of losing access to essential care. Additionally, the cost of living has created a trend of RNs moving outside of the state to find employment. To maintain staffing retention levels and ensure continuity of services, Southwest Healthcare has committed to providing additional support after initial training.

During the first quarter of 2026, Southwest Healthcare's IVMC location added a new patient care tower that has 82 additional patient beds. With the addition of this tower, the Company looks to hire at least 50 additional RNs to accommodate this expansion. Training will be needed to acclimate the new employees to the Company's internal healthcare standards, as well as, meet the regulation requirements within California. Southwest Healthcare training will enhance clinical skills, confidence, and readiness to care for medically fragile patients in the hospital setting. Through guided practice and continuous skill development, trainees will gain stronger clinical judgment and an improved ability to safely manage high acuity cases. The training also supports successful transitions into acute care employment, improves retention through structured mentorship, and expands the staff's capacity to treat complex patients from various backgrounds and environments.

Lastly, Southwest Healthcare remains strongly dedicated to the growth and advancement of its team members, providing internal development opportunities and implementing innovative workplace initiatives. The Company fills positions from within and continues to prioritize internal promotion and development. They also advocate for the occupational progression of their RNs in specialized fields. This focus on internal advancement will involve comprehensive training to equip each promoted team member with the skills needed for their new roles and responsibilities.

Training Plan

Training will be delivered via Class/Lab, E-Learning and Preceptor/Didactic for Medical Skills in the following:

Computer Skills: Registered Nurses will receive training in Cerner Electronic Medical Record Documentation, Electronic Medical Records Application Skills, and HealthStream e-Learning Application.

Continuous Improvement Skills: Registered Nurses will receive training in Case Management/Discharge Planning, Clinical Supervisor Training/Frontline Leadership Skills, Communication Skills, Conflict Resolution Skills, Core Measures (The Joint Commission/CMS),

Crisis Prevention Intervention, Critical Thinking Skills, Customer Service Skills, Documentation Skills, Safe Patient Handling Skills, Team Building Skills, and Utilization Review.

Medical Skills (Didactic): Registered Nurses will receive training in Advanced Cardiac Life Support (ACLS), Basic Life Support (BLS), Body Mechanics, Care of the Surgical Patient, Care of Trauma, Core Measures, Decontamination Procedures, Disaster Planning, Emergency Room Nursing Skills, Pain Management, Procedural Sedations, Suicide Prevention, and Triage Nursing Skills.

Medical Skills (Preceptor): This training will be offered to Registered Nurses with a trainer-to-trainee ratio of 1:1. This training focuses on specific medical skills to ensure Registered Nurses are competent in advanced medical procedures and the latest techniques and methodologies for providing safe and effective patient care in the acute care hospital setting. Training topics include Emergency Department Nursing Skills, Trauma Nursing Skills, Sepsis Protocol, Medication Safety, Cardiac Diseases, Critical Care Nursing Skills, Management of Stroke, Rapid Response Team, Surgical Care in ICU, Geriatric Nursing Skills, Palliative Care, Mock Codes, Obesity/Diabetes, and Oncology Nursing Skills.

Special Employment Training

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

➤ Wage and Retention Modifications

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$45.85 to \$33.64). However, the Company is not requesting a wage modification.

Impact/Outcome

ETP funding will ensure successful integration into existing practices for the RNs by offering a variety of training modalities. Training will also enhance the ability of staff to receive specialty training in various service lines including cardiac diseases, Electrocardiogram (ECG) interpretation, rapid response team, medication safety, and palliative care. This will result in improved team engagement and retention, as well as promote consistent application of continuous improvement activities within all nursing departments.

Commitment to Training

Southwest Healthcare's current annual training budget is approximately \$2M combined for the RSMC and IVMC facilities. Southwest Healthcare supports current training in new and emergency processes, equipment, and policies. Training also includes formal orientation programs provided to new hire, new-to-specialty, New Graduate, and new-to-acute care nurses. Annual and other routine training is provided via classroom and simulation-based training, as well as computerized learning.

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

➤ Training Infrastructure

Southwest Healthcare's Education Director will oversee the overall management and implementation of the proposed ETP project. Five Nurse Educators at each location will ensure appropriate education support is provided to various departments and specialties. Southwest Healthcare's Education Department staff will assist with the administration of the ETP project including scheduling and coordinating training, enrolling trainees, tracking training hours, and submitting invoices.

Subcontractors

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

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

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

Trainees may receive any of the following:

Computer Skills

- Cerner Electronic Medical Record Documentation
- Microsoft Office/Excel Skills (Intermediate and Advanced)
- Electronic Medical Records (EMR) Application Skills
- HealthStream e-Learning Application

Continuous Improvement Skills

- Case Management/Discharge Planning
- Charge Nurse Training/Frontline Leadership Skills
- Communications Skills
- Conflict Resolution Skills
- Crisis Prevention Intervention (CPI)
- Critical Thinking Skills
- Customer Service Skills
- Documentation Skills
- High Reliability Unit
- Organization and Time Management Skills
- Perinatal Core Measures
- Preceptor Skills (train-the-trainer)
- Performance and Quality Improvement and Procedures Skills
- Team Building Skills
- Utilization Review

Medical Skills (Didactic)

- Advanced Cardiac Life Support (ACLS)
- Basic Life Support (BLS)
- Base Station
- Blood Transfusion Management
- Body Mechanics
- Care of Bariatric Patient
- Care of the Cardiac Patient
- Care of the Diabetic Patient
- Care of the Geriatric Patient
- Care of the Gynecological Patient
- Care of the Neurosurgical Patient
- Care of the Obstetric Patient i.e. (Genosis)
- Care of the Orthopedic Patients
- Care of Pediatric Patients (emergent and pre/post-operative care)
- Care of the Surgical Patient
- Care of the Stroke Patient
- Care of the Trauma
- Central Lines Management
- Chest Tube Care & Management

- Code Blue Response & Procedures
- Core Measures
- Critical Care Nursing Skills
- Decontamination Procedures
- Diabetes Care & Management
- Disaster Planning
- Dysrhythmia Recognition & Interpretation
- Electronic Fetal Monitoring (basic, Intermediate and Advanced)
- Emergency Room Nursing Skills
- Emergency Nurse Training Program (new to specialty)
- Equipment Skills (IV pumps., cardiac telemetry, vital signs, pulse-oximeter, ventilators, specialty beds and mattresses, etc.)
- Evidence Based Practices i.e. (High Reliability Unit (HRU)/ Best Practice)
- Fall Prevention
- Fluid & Electrolyte Imbalances
- Gastrointestinal Assessment and Management
- Hemodynamic Monitoring
- Infection Control
- Infusion Therapy
- Intra-Cranial Pressure Monitoring & Ventriculostomy
- Intravenous (IV) Insertion & Therapy
- Labor, Delivery, Nursery and Postpartum Nursing Skills
- Medical/Surgical Nursing Skills
- Medication Administration & Management
- Neonatal/Infant Pain Scale (NIPS)
- Neonatal Nursing Skills
- Neonatal Resuscitation Provider (NRP)
- Nutrition Concepts (i.e. total parenteral nutrition (tpa))
- Obstetric (OB) Trauma
- Orthopedic Nursing Skills
- Pain Management
- Patient Assessment & Care
- Pediatric Advanced Life Support (PALS)
- Peri-Operative Nursing Skills
- Pre and Post-Operative Care
- Procedural Sedation
- Rapid Response and Code Blue Skills
- Restraints
- Safe Patient Handling
- Scope of Practice
- Suicide Prevention
- Surgical Nursing Skills
- Telemetry Nursing Skills
- Triage Nursing Skills
- Trauma Nursing Skills
- Ventilator and Tracheostomy Care
- Wound Ostomy & Skin Care (pressure injury prevention & management)

Medical Skills (Preceptor)

EMERGENCY DEPARTMENT TRAINING

- Emergency Department Nursing Skills
- Obstetric (OB) Trauma
- Trauma Nursing Skills
- Triage Nursing Skills
- Care of Pediatric Patients
- Sepsis Protocol
- Management of Stroke
- Ventriculostomy
- Ventilator Management

INTENSIVE CARE UNIT/CRITICAL CARE UNIT TRAINING

- Cardiac Diseases
- Care of Respiratory Failure Patient
- Care of Trauma Patient
- Continuous Renal Replacement Therapy (CRRT)
- Critical Care Nursing Skills
- ECG Interpretation
- Hemodynamic Monitoring
- Immediate Postoperative Care
- Intra-Aortic Balloon Pump (IABP) Therapy
- Intracranial Pressure Monitoring & Ventriculostomy
- Management of Stroke
- Medication Calculation and Titration of Vasoactive substances
- Patient Assessment & Care
- Rapid Response Team
- Sepsis Protocol
- Surgical Care in ICU
- Trauma in the ICU
- Venous Thrombotic Embolus (VTE) Prophylaxis
- Ventilator & Tracheotomy Care

MEDICAL/SURGICAL UNIT TRAINING

- Patient Assessment & Care
- Geriatric Nursing Skills
- Medical/Surgical Nursing Skills
- Orthopedic Nursing Skills
- Oncology Nursing Skills
- Palliative Care
- Mock Codes

WOMEN'S SERVICES (Obstetrics) UNIT TRAINING

- Pre-Conceptual Health
- Perinatal Safety and Risk Management
- Adaptations to Pregnancy
- The Process of Labor & Birth
- The Five P's Affecting Labor

- Maternal - Fetal Assessment Leopold's
- The Process of Labor & Birth
- Labor Support/Pain Control
- Pharmacologic/Second Stage
- Induction/Augmentation
- Complications of Pregnancy
- Infections
- Bleeding Disorders in Pregnancy
- Pre-Term Labor
- Multiple Gestations
- Hypertensive Disorders
- Cardiac Disease/Hematologic
- Respiratory Disorders
- Obesity/Diabetes
- Gastrointestinal (GI) Disorders
- Postpartum Assessment, Care & Complications
- Discharge Process
- Newborn Assessment & Care
- Neonatal Transition/Risks in Transition
- Physical Assessment
- Substance Exposed Neonate
- Perinatal Loss
- Respiratory/Newborn Sepsis
- Newborn Assessment & Care
- Newborn Care/Breast Feeding
- Hyperbilirubinemia
- Inborn Errors of Metabolism
- Circulating in Obstetrical Cases
- Recovery in Obstetrical Case

PERIOPERATIVE SERVICES AND POST-ANESTHESIA CARE UNIT (PACU)

- Patient Assessment & Care
- Trauma Nursing Skills
- Peri-Operative Nursing Skills
- Pre and Post-Operative Care
- Robotics
- Cardiovascular Surgery

PEDIATRIC SERVICES UNIT IN THE ED TRAINING

- Care of Pediatric Patients (Emergency Dept)
- Patient Assessment & Care
- Pediatric Emergencies
- Emergency Nursing Pediatric Course

PROGRESSIVE CARE UNIT TRAINING

- Patient Assessment and Care
- Critical Care Nursing Skills
- Ventilator & Tracheotomy Care

- Hemodynamic Monitoring
- Total Parenteral Nutrition

TELEMETRY UNIT TRAINING

- Care of the Cardiac Patient
- EKG (Electrocardiogram) & Cardiac Monitoring
- Dysrhythmia Interpretation
- Telemetry Nursing Skills
- Care of the Neurosurgical Patient
- Intravenous (IV) Therapy
- Oncology Nursing Skills



Training Proposal for:
Wonderful Pistachios & Almonds LLC

Contract Number: ET27-0113

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	HUA Priority Rate Retrainee	Industry Sector(s):	Manufacturing	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Fresno, Kern	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 1,453	U.S.: 1,555	Worldwide: 10,300	
<u>Turnover Rate:</u>	3%			
<u>Managers/Supervisors:</u> (% of total trainees)	8%			

Funding Detail

In-Kind Contribution
\$685,900

Total ETP Funding
\$427,560

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate HUA Retrainee	509	8-200	0-83	30	\$840	\$18.50

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

Published Minimum Hourly Wage by County:	
Job Number 1:	(HUA) \$18.50 per hour for Fresno and Kern Counties
Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: ☒ Yes ☐ No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$0.45
Fringe Benefits:	Wonderful Pistachios & Almonds LLC's annual contribution toward fringe benefits exceeds \$10,000 per employee. The Company provides a comprehensive benefits package that includes medical, dental, vision, and life insurance coverage. Employees also receive paid vacation, paid time off, sick leave, and maternity and paternity leave, if needed. Employees may also participate in the Company's 401(k) retirement plan. Additional perks also include access to the Employee Assistance Program and various financial and wellness incentives, employee discounts, corporate and community events, professional development, career growth, mentorship opportunities, and learning resources.
Wage Progression:	Performance evaluations, are typically given annually and include opportunities for wage increases based on demonstrated competency, productivity improvements, and departmental results. In addition, employees who obtain additional certifications or advanced competencies may qualify for higher-level positions. Salary increases are merit-based, and eligible employees can receive up to a 3% increase annually.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, HUA, Retrainee					
Driver	\$20.34 - \$31.49	63	0	23	40
Administrative Support Staff	\$20.75 - \$31.95	47	0	17	30
Production Associate	\$18.05 - \$41.23	210	35	85	90
Technical Support Staff	\$26.60 - \$34.55	47	0	0	47
Maintenance Staff	\$27.28 - \$36.64	55	0	0	55
Manager/Supervisor	\$28.16 - \$69.26	41	0	0	41
Engineering Staff	\$43.01 - \$57.48	46	0	0	46

Introduction

Founded in 1989 and headquartered in Lost Hills, Wonderful Pistachios & Almonds LLC (Wonderful Pistachios) (www.wonderfulpistachiosandalmonds.com) is the world's largest grower and processor of almonds and pistachios. In tandem with grower partners, the Company farms 125,000 acres that deliver 800 million pounds of nuts annually. The Company's specialty crops are grown, processed and marketed under one entity to ensure quality. Wonderful Pistachios also offers in shell and shelled pistachios, along with various almond products, including whole, sliced, slivered, or diced, all of which are supplied in raw, roasted, blanched, and flavored forms. Customers include retail and wholesale food distributors worldwide such as Costco, Wal-Mart, Planter's, Kraft, Ralphs, Trader Joe's, and Whole Foods. Training will take place at Wonderful Pistachios' three locations in Lost Hills and one in Firebaugh.

This will be Wonderful Pistachios' sixth ETP Contract, and the third in the last five years. There are two active ETP Contracts under the Wonderful Company umbrella, Wonderful Orchards LLC (ET25-0173) and The Wonderful Company LLC (ET26-0143). The training for this project will be managed and operated separately and distinctly; and the Wonderful Pistachios training detailed in this proposal is not related.

ETP Priority 10200(b)

Wonderful Pistachios aligns with ETP priorities by developing high-skilled, high-wage jobs and investing in continuous workforce training. The Company trains employees in advanced agricultural practices, compliance, and new technologies to ensure competitiveness and workforce sustainability. These efforts promote high-skill job creation, frontline worker training, job retention, advanced technical development, agricultural innovation, career progression, job quality, technology integration, and expanded workforce capacity.

Veterans Program

Wonderful Pistachios does not maintain a formal Veteran outreach program; however, the company encourages Veteran candidates to apply through its standard hiring process.

Project Details

In the prior project, Wonderful Pistachios concentrated on cross-training and technical upskilling so employees could adapt to new processes, technologies, and a changing operational environment in order to meet evolving business demands, customer expectations, and industry requirements. This project will focus on enhancing trainee techniques to improve product quality and increase consistency. Topics include Color Detection Scanning and Internal Standards. This training will also support faster implementation of training modules, helping to improve efficiency, strengthen product standards, and maintain a strong manufacturing presence in California.

Wonderful Pistachios is expanding its workforce training capacity to meet rising customer demand for higher-quality agricultural products and to help keep pace with rapid advances in agricultural technology, compliance requirements, and global market expectations. The Company established the Color Sorting University where employees learn to operate advanced Optical Sorting Systems, including Camera Systems, Defect Sorting, and Machine Calibration. This training strengthens the trainee's ability to accurately identify color, size, and quality variations, as well as reduce waste, and ensure only premium pistachios and almonds reach final packaging. Combining classroom instruction with productive lab enables trainees to gain

expertise in food safety while also helping trainees fine-tune equipment and deliver uniform quality and visual appeal.

Wonderful has also invested \$25 million in the Wonderful Career Center and launched the Wonderful Training Opportunity Program, a Technician Program designed to build a skilled ag-tech workforce to support career growth into higher-wage industrial automation and precision agriculture roles. By strengthening technical capabilities in color sorting and automation, Wonderful will enhance product quality, reduce rework and waste, and improve production throughput, ensuring the Company remains competitive in both domestic and international markets while expanding its long-term manufacturing operations in California.

Training Plan

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

Business Skills: Training will be offered to all occupations and will provide the skills necessary to increase efficiency, improve business skills and build product knowledge. Training topics include Accounting Skills, Presentation Skills, and Sales Skills.

Computer Skills: Training will be offered to all occupations and will focus on digital technologies and software that support business operations. Training topics include Computerized Inventory Systems, Engineering Software Applications, and Software Development.

Continuous Improvement: Training will be offered to all occupations and will focus on increasing efficiency, problem-solving techniques, and job performance. Training topics include Critical Thinking Skills, Production Operations/Workflow, and Quality Improvement.

Manufacturing Skills: Training will be offered to Engineering Staff, Driver, Maintenance Staff, Production Associate, and Technical Support Staff and will focus on the skills needed to operate and maintain modern production equipment, ensure consistent product quality, and implement best manufacturing and operational practices. Training topics include Equipment Set-Up and Testing, Good Manufacturing Practices, and Manufacturing Operating Procedures.

Productive Laboratory

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

The Company anticipates that 35 Drivers, Engineering Staff, Maintenance Staff, Production Associates, and Technical Support Staff trainees will receive up to 8 hours of PL-Manufacturing Skills training with a trainer-to-trainee ratio of 1:1. PL training will allow Wonderful Pistachios to provide hands-on instruction in a productive environment that cannot be adequately replicated in a classroom setting, since trainees must learn how to operate proprietary equipment that is too large to bring into a classroom. Trainees who are proficient in one type of equipment will be cross-trained on new equipment. Topics will include Equipment Cross-Training, Inspection Equipment, Packaging Processes, Sorting Systems, and Using Equipment Safely.

This training will help new and incumbent workers achieve the competencies necessary to perform their jobs with the highest level of safety and efficiency. PL training will utilize an experienced trainer to specify the scope of work, explain the process, equipment, and verify

that the trainee understands the standards and specifications. The trainer will observe the PL trainees performing the task, provide feedback, and ensure that the task has been performed correctly to ensure that the employee understands the process and reaches competency.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0-83 hours of CBT.

Electronic Recordkeeping/LMS

Staff has reviewed and approved the Company's Learning Management System.

High Unemployment Area

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

➤ Wage Modification

For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the pre-retention wages. Wonderful Pistachios is requesting the HUA wage modification from \$24.67 per hour to \$18.50 per hour for approximately 155 trainees among Administrative Support Staff, Drivers, and Production Associates in Job Number 1.

Commitment to Training

Wonderful Pistachios has a current annual training budget of approximately \$682,000 for all four California locations. The Company demonstrates a strong commitment to training through comprehensive onboarding and ongoing workforce development programs. New employees receive safety training, operational instruction, and technical training aligned with evolving agricultural technologies. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Wonderful Pistachios has designated four Training Coordinators to manage the training program at each site. A team of 25 Managers/Supervisors, in-house experts, will provide training and secure rosters based on ETP requirements. The Company has also retained a third-party administrative subcontractor to support project administration duties, including enrollment, data tracking, invoicing, participation in ETP monitoring, and ensuring compliance with ETP requirements.

Prior AB118 Performance or COVID Performance

Wonderful Pistachios had a prior ETP Contract (ET21-0206) under the COVID Pilot program, with a term of 12/14/2020 to 12/13/2022. The Company earned \$200,000 (100% of the approved amount) on this project.

Prior Projects

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

Contract No.	Term	Approved Amount	Approved Estimated No. Trainees	No. Retained	Payment Earned \$ %
ET24-0316	04/29/24 - 04/28/26	\$298,701	333	0	\$0 (0%)
ET22-0148-000	11/22/21 - 11/21/23	\$250,240	340	352	\$250,240 (100%)

ET24-0316 (Agriculture Initiative): Based on ETP Systems, 15,302 reimbursable hours have been tracked for potential earnings of \$298,701 (100% of approved amount). The Contractor has submitted a final invoice and projects final earnings of 100% based on training currently committed.

ET22-0148 (Expansion Funds)

Subcontractors

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

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

Self-Attestations

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

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

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant does not have a final determination, order, judgment, or award

issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Business Skills

- Accounting Skills
- Business Processes
- Communication Skills
- Presentation Skills
- Product Knowledge
- Sales Skills
- Team Product Development
- Time Management

Computer Skills

- Artificial Intelligence
- Computerized Inventory Systems
- Database Administration
- Embedded Software
- Engineering Software Applications
- Internal Customer Applications
- Inventory Integration Procedures
- Microsoft Office (Intermediate/Advanced)
- Project Software
- Software Development

Continuous Improvement Skills

- Critical Thinking Skills
- Kaizen Events
- Leadership Skills
- Product Specifications
- Product Testing
- Production Operations/Workflow
- Quality Improvement
- Six Sigma/Lean Manufacturing
- Team Building
- Team Problem Solving
- 5S (Source, Set in Order, Shine, Standardize and Sustain)

Manufacturing Skills

- Camera Systems
- Case Packer
- Clean Room Operations
- Color Sorter University:
 - Color Detection Scanning
 - Conveyor Alignment
 - Defect Sorting

- Good Product Collection
 - Machine Calibration
 - Performance Monitoring
 - Pre-Cleaning Sorter
 - Preventive Maintenance
 - Reject Collection Handling
- Compliance Tracking
- Control Systems
- Defect Levels
- Dust Control
- Electrical Systems
- Emergency Planning for Production Operations
- Equipment and Production Safety Procedures
- Equipment Conveyors
- Equipment Cross-Training
- Equipment Drive Systems
- Equipment Maintenance Skills
- Equipment Operation
- Equipment Set-Up and Testing
- Error Codes
- Facility Cleanliness
- Fleet Vehicle Maintenance
- Food Allergen Training
- Food Processing Equipment
- Food Safety
- Foreign Material Control
- Forklift Certification
- Gas Monitors
- Good Manufacturing Practices
- Harvester Operation
- Humidity Control
- Hygienic Environments
- Inspection Equipment
- Internal Standards
- Inventory Management
- Irrigation Technology
- Labeling Systems
- Lot Identification
- Machine Guarding
- Maintaining Freshness
- Manufacturing Operating Procedures
- Manufacturing Processes
- Material Data Sheets
- Mechanical Systems
- Microorganisms
- Mold Growth Prevention
- Monitoring Temperature
- Nutritional Information

- One-Way Valves
- Operating Heavy Equipment
- Optical Sorting Systems
- Packaging Processes
- Palletizer
- Pathogen Destruction
- Performance Metrics
- Pest Control
- Powered Industrial Truck
- Product Cleaning and Sorting
- Product Damage
- Product Packaging
- Production Area Sanitation & Hygiene Standards
- Production Safety Leadership and Decision-Making
- Production Safety Training
- Proper Ventilation
- Quality Control Concepts
- Raw Materials Procedures
- Reading Technical Specifications
- Safety Quality Food Certification
- Sanitation of Work Areas
- Scanners
- Sealed and Clean Packaging
- Specialized Cleaning Equipment
- Standard Operating Procedures
- Start-Up and Shutdown Procedures
- Statistical Process Control
- Storage Conditions
- Temperature Control
- Third-Party Inspections
- Ticketing Systems
- Timing Systems
- Traceability Systems
- Tractor Operation
- Traps
- Tray Packer
- Unusual Odors
- Way of Work
- Weigh Scales

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

Trainees may receive any of the following:

Manufacturing Skills

- Compliance Tracking
- Equipment Cross-Training
- Inspection Equipment

- Packaging Processes
- Sorting Systems
- Using Equipment Safely

Computer-Based Training

Trainees may receive any of the following:

Business Skills

- Business Processes (4 Hours)
- Business Writing Principles (4 Hours)
- Confident Presentations (3 Hours)
- Customer Service (4 Hours)
- Finance Foundations (4 Hours)
- Growth Hacking Foundations (3 Hours)
- Having Difficult Conversations (4 Hours)
- Leading with Innovation (4 Hours)
- Marketing Communications (4 Hours)
- Operational Excellence (4 Hours)
- Problem Solving Techniques (4 Hours)
- Project Management Simplified (3 Hours)
- Risk Management (4 Hours)
- Sales: Closing a Complex Sale (4 Hours)
- Strategic Planning (4 Hours)
- Time Management Fundamentals (4 Hours)
- Working with Difficult People (4 Hours)

Computer Skills

- Introducing Robotic Process Automation (4 Hours)

Continuous Improvement Skills

- Lean Foundations (3 Hours)

Manufacturing Skills

- Inventory Control (3 Hours)
- Logistics and Transportation (4 Hours)
- Print Production: Packaging (4 Hours)



Training Proposal for:

American Education Systems Corp. dba American College of Healthcare and Technology

Contract Number: ET27-0108

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee SB < 100 SET	Industry Sector(s):	MEC Construction Manufacturing Professional, Scientific, and Technical Services
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Statewide	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

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

In-Kind Contribution:	50% of Total ETP Funding Required	\$450,000
-----------------------	-----------------------------------	-----------

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Small Business Retrainee	157	8-200	0-0	100	\$2,995	\$24.67
2	Priority Rate Small Business SET Retrainee	123	8-200	0-0	100	\$2,995	\$33.64

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$26.91 per hour for Alameda, Marin, San Mateo, Santa Clara and San Francisco Counties; \$25.57 per hour for Contra Costa County; \$24.79 per hour for Los Angeles County; \$24.67 per hour for San Diego, Orange and all other counties.

Job Number 2: SET: \$33.64 per hour for Statewide

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

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

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

Job Number 1: \$2.50

Job Number 2: \$2.50

Fringe Benefits: Participating employers provide fringe benefits such as Medical, Dental, and Vision insurance valued at approximately \$550 to \$850 per employee per month. Additional fringe benefits for various employers may include paid time off, sick leave, bereavement, life insurance, and disability insurance.

Wage Progression: Participating employers maintain an established performance evaluation and compensation review processes designed to reward employee development, increased productivity, and enhanced technical skills. Employees who successfully complete training and demonstrate improved job performance may be eligible for wage increases, promotions, and expanded responsibilities. Compensation reviews are generally conducted annually. Average wage progression is estimated at 5% annually.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Small Business, Retrainee					
Assistant Engineer	\$25.79 - \$26.94	20	0	0	20
Drafter	\$24.79 - \$31.57	40	0	10	30
CAD Designer	\$24.79 - \$33.57	15	0	5	10
Detailer	\$26.91 - \$33.91	10	0	0	10
Project Coordinator	\$25.79 - \$35.91	15	0	0	15
Architect	\$30.00 - \$35.00	25	0	0	25
Assistant Architect	\$24.79 - \$43.00	12	0	2	10
Engineer	\$33.00 - \$52.00	20	0	0	20
JOB NUMBER 2 - Priority Rate, Small Business, SET, Retrainee					
Drafter	\$31.14 - \$43.00	20	0	0	20
CAD Designer	\$31.14 - \$43.00	15	0	0	15
Assistant Architect	\$31.14 - \$43.00	8	0	0	8
Detailer	\$31.14 - \$43.00	10	0	0	10
Assistant Engineer	\$31.14 - \$43.00	20	0	0	20
Project Coordinator	\$31.14 - \$43.00	15	0	0	15
Architect	\$31.14 - \$43.00	15	0	0	15
Engineer	\$33.00 - \$52.00	20	0	0	20

Introduction

Founded in 1993 and headquartered in Riverside, American Education Systems Corp. dba American College of Healthcare and Technology (ACHT) (www.ach.edu) is a learning institution specializing in Computer-Aided Drafting and Design, and Building Information Modeling (BIM) technology computer software programs. ACHT provides training in the fields of engineering, architecture, construction, manufacturing and similar industries. Training will be conducted via E-Learning or at the participating employer's worksites. This will be ACHT's sixth ETP Contract, and the fifth within the last five years.

ETP Priority 10200(b)

ACHT's project supports the ETP priorities outlined in UIC Section 10200(b) by supporting new and growing California businesses with training in new technologies and methods that includes advanced Computer-Aided Design (CAD) software, BIM workflows, digital coordination, and modern project delivery and production processes. The training plan also helps to promote California's manufacturing sector by improving digital design, documentation, and production efficiency for manufacturers and industrial employers. Additionally, training will further support pathways for high-wage jobs, career advancement, wage progression, and skill mobility.

Veterans Program

Although, this project does not include a Veterans Job Number, most participating employers recruit and employ Veterans.

Project Details

The previous proposal focused on training CAD, Revit, and BIM software needed for complex design work on specific projects. In this proposal, training will continue to focus on this need as a majority of the software's have been updated.

The largest group of employers participating in the training are in Architectural, Engineering, and Construction industries. Computerized drafting and design have been common for many years, but recently, the nature of the computer systems has shifted from separate standalone programs for Architects, Mechanical Engineers, Structural Engineers, Civil Engineers, Project Coordinators Drafters, Detailers, and Project Managers to single BIM and CAD programs used by frontline workers in all these disciplines. Training in these systems increases efficiency, speed, and accuracy while automating many traditional tasks and can highlight design flaws early so that it can be corrected at a minimal cost.

The specialized software used by employers is continually evolving, making ongoing training essential to ensure employees remain productive and effective. In addition, employer and client software requirements frequently change, requiring workers to develop new or enhanced technical skills. ACHT updates its software each year or as the software developers make it available. The training equips trainees with the skills needed to effectively compete for, secure, and fulfill new business opportunities. Training holds particular significance for small businesses that may lack internal resources for mastering intricate software applications.

Training Plan

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

Computer Skills: This training will be offered to all occupations in courses such as Computer Aided Drafting, AutoDesk Inventor, Bluebeam, BIM/Revit Architecture, and SketchUp.

Alternate Recordkeeping

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

Special Employment Training

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

➤ Wage and Retention Modifications

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$44.85 to \$33.64). The Company requests this modification for trainees in Job Number 2.

Commitment to Training

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

➤ Training Infrastructure

ACHT has a training plan in place and is ready to begin the training plan upon approval. The Executive Director will oversee this training project and two ACHT staff workers will administer the project. Staff will coordinate all aspects of the project including employer recruitment, employer certification and ETP documentation and reporting. Staff will also be assigned as needed to complete employer assessments, schedule training, and assist with marketing.

Marketing and Support Costs

ACHT's marketing strategy utilizes various channels such as web advertisements, direct mailings, telephone, email, and face-to-face interactions. Additionally, marketing efforts are extended to exhibitions hosted at design, engineering, and manufacturing events. The focus of ACHT's marketing endeavors is specifically aimed at employers rather than prospective trainees.

Marketing endeavors involve subsequent communication with potential participating employers interested in the training facilitated by ACHT. Upon qualification, eligible companies receive a certification statement and are guided through enrollment procedures for participation. Marketing activities persist throughout the duration of the contract. ACHT is requesting 8% in support costs.

Training Agency Certification

Training agency eligibility requires certification by an independent third-party, as required for the type of school and course of study. Most schools must also be licensed by the Bureau of Private Postsecondary Education (BPPE).

ACHT is eligible as a training agency based on the following:

- Bureau for Private Postsecondary Education (BPPE) Licensure valid until February 2029.

Tuition Reimbursement

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

Active Projects

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

Contract No.	Term	Approved Amount	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET25-0106	07/29/24 - 07/28/26	\$838,600	280	260	\$813,532 (97%)

Based on ETP Systems, 27,163 reimbursable hours have been tracked for a potential earnings of \$813,532 (97% of approved amount). To date, ACHT has invoiced and earned \$705,951.65 (84% of approved amount). ACHT projects 100% performance based on the hours delivered by the term of the Contract.

Prior Projects

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

Contract No.	Term	Approved Amount	Approved Estimated No. Trainees	No. Retained	Payment Earned \$ %
ET23-0210	12/31/22 - 12/30/24	\$597,780	243	249	\$551,876 (92%)
ET21-0336-000	06/28/21 - 06/27/23	\$447,720	182	216	\$447,720 (100%)
ET20-0234-000	12/31/19 - 12/30/21	\$742,920	302	329	\$711,910 (96%)

Reported Audits

Contract Number	Final Audit Report Date	Unearned/Disallowed Costs	Audit Findings
ET20-0234-000	1/17/2025	\$6,223.90	• 12 trainees had unsupported training hours. • 2 trainees were employed in an occupation not included in the Contract. • 1 trainee did not meet post-training retention requirements. • Trainee wage rates were inaccurately reported to ETP. • Audit Findings have been resolved.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
--------------------	--------------------	-------------	----------

Development	N/A	-	-
Administrative	N/A	-	-

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Computer Skills

- Computer Aided Drafting
 - 2D and 3D Renderings
 - Applications to Work Projects
 - Applying Parameters
 - Assembly Configurations
 - Assembly Motion Modeling and Animation
 - Bills of Material
 - Calculations
 - Collision/Interference Detection
 - Creating of Families of Parts
 - Dimensioning
 - Drawing Automation
 - Editing
 - File Management
 - Project Organization Section Creation
 - Types of Applications
 - Updating Views
 - View Creation
- AutoDesk Inventor
- Bluebeam
 - Building Projects
 - Collaboration
 - Dashboards
 - Field Distribution Sets
 - Industry Examples
 - Interface
 - Management of Documents
 - Markup Tools
 - Measurement Tools
 - Measurements
 - Modifying and Sharing Files
 - Navigation
 - Takeoffs and Estimations
- Civil 3D
 - Create and Edit Alignments
 - Create and Edit Parcels and Print Parcel Reports
 - Create Assemblies, Corridors and Intersections
 - Create Data Shortcuts
 - Create Gravity Fed and Pressure Pipe Networks
 - Create Points and Point Groups and Work With Survey Figures
 - Create Sites, Profiles and Cross-sections
 - Create, Edits, View, and Analyze Surfaces
 - Perform Quantity Takeoff and Volume Calculations

- Use Plan Production Tools to Create Plan and Profile Sheets
 - User Interface
- NavisWorks
 - Combining 3D Geometry from Multiple Disciplines
 - Create 4D Construction Simulations
 - Create Interactive Animations
 - Link Task-Scheduling Files
 - Open, Review, Quantify and Run Object Interference Checks
 - Renderings
 - Review and Mark Up a Model
 - Use Animator
 - Use Quantification
 - Use Scripter
 - Use Time Liner
- Microsoft Project Management
 - Creating Task
 - Linking Tasks
 - Assigning Resources
 - Work Breakdown Structure
 - Creating a Baseline Schedule
 - Project Tracking Techniques
 - Resource and Cost Management
 - Reports
- BIM/Revit Architecture
 - 3D Architectural Project Model
 - Walls
 - Doors
 - Windows
 - Components
 - Floors
 - Ceilings
 - Stairs
 - Navigate User Interface
 - Editing
 - Viewing Tools
 - Creating Construction Documents
- BIM/Revit Enhanced
 - Creating Custom Templates
 - Creating Schedules
 - Develop Custom System Families
 - Advanced Family Techniques
 - Architectural Family Creation
 - Creation of MEP Specific Families
 - Developing Structural Families
 - Testing Families After Creation
 - Project Browser Organization
 - Creation of Object Styles, Fill Patterns, and Materials
 - Comprehensive Investigation of Settings as Applied to MEP, Architectural, and Structural Projects
 - User Interface Customization

- Additional Management Tools
- BIM / Revit MEP
 - Introduction to BIM
 - Basic Sketching
 - Modify Tools
 - Basic Systems Tools
 - Starting System Projects
 - Working With Views
 - Setting Up Spaces
 - Heating and Cooling Load Analysis
 - HVAC and Plumbing Network
 - Advanced Systems for HVAC and Plumbing
 - Electrical Systems
 - Creating Construction Documents
 - Annotating Construction Documents
 - Adding Tags and Schedules
 - Creating Details
- BIM/Revit Structures
 - 3D Parametric Models of Structural Buildings
 - Construction Documentation
 - User Interface
 - Basic Building Components
 - Modeling Tools
 - Create, Modify, Analyze, and Document Parametric Model
 - Linking Architectural Model to Construction Documents
 - Creating Sheet Sets and Documenting
- SketchUp
 - Basic Features
 - Advanced Features
 - Building Performance Analysis
 - Create Construction Documents
 - Customize Tools
 - Design, Documents and Communicate Plans in 3D
 - Desktop Modeling
 - Generate Reports
 - Interoperability
 - Making Presentations
 - SketchUp Objects
 - Using Extensions
 - Visualize Plans
- Solidworks
 - 3D Finite Analysis
 - 3D Photorealistic Rendering
 - Applying Mechanical Design to Computer Design
 - Assembly Motion Modeling and Animation
 - Bills of Material
 - Collision/Interface Detection
 - Creation of Families of Parts
 - Dimensioning
 - Drawing Automation

- Generating Parts
- Mass Properties and Calculations
- Rapid Prototyping
- Section Creation
- Update Views
- View Creation
- Visualization and Rotation of Design

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: American Education Systems Corp.

CCG No.: ET27-0108

Reference No: 26-0289

Page 1 of 5

ALPHABETIZE BY COMPANY NAME

Company: Arc Engineering

Address: 277 South Lake Street

City, State, Zip: Burbank, CA 91502

Employers Industry: Professional, Scientific, Technical Services

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide:37

California:37

Estimated # of Trainees:10

Collective Bargaining Agreement(s): N/A

Company: Architects Orange

Address: 144 N. Orange Street

City, State, Zip: Orange, CA 92866

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide:270

California:270

Estimated # of Trainees:20

Collective Bargaining Agreement(s): N/A

Company: BLC Surveying, Inc

Address: 5304 Derry Ave, Suite H

City, State, Zip: Agoura Hills, CA 91301

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide:15

California:15

Estimated # of Trainees:5

Collective Bargaining Agreement(s): N/A

Company: California Wire Products

Address: 1316 Railroad St.

City, State, Zip: Corona, CA 92882

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide:40

California:40

Estimated # of Trainees:10

Collective Bargaining Agreement(s): N/A

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: American Education Systems Corp.

CCG No.: ET27-0108

Reference No: 26-0289

Page 2 of 5

ALPHABETIZE BY COMPANY NAME

Company: Choate Parking Consultants

Address: 16969 Von Karman, Suite 230

City, State, Zip: Irvine, CA 92606

Employers Industry: Professional, Scientific, Technical Services

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide:18

California:18

Estimated # of Trainees:10

Collective Bargaining Agreement(s): N/A

Company: Clean Room West, LLC

Address: 1392 Industrial Dr.

City, State, Zip: Tustin, CA 92780

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide:85

California:62

Estimated # of Trainees:20

Collective Bargaining Agreement(s): N/A

Company: Control Air Enterprises, LLC

Address: 5200 E. La Palma Ave

City, State, Zip: Anaheim, CA 92807

Employers Industry: Professional, Scientific, Technical Services

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide:850

California:850

Estimated # of Trainees:10

Collective Bargaining Agreement(s): N/A

Company: DeLeon Engineering

Address: 3605 Long Beach Blvd, 235

City, State, Zip: Long Beach, CA 90807

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide:55

California:55

Estimated # of Trainees:20

Collective Bargaining Agreement(s): N/A

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: American Education Systems Corp.

CCG No.: ET27-0108

Reference No: 26-0289

Page 3 of 5

ALPHABETIZE BY COMPANY NAME

Company: Gammalux Lighting

Address: 248 E. Arrow Hwy.

City, State, Zip: San Dimas, CA 91773

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 21

California: 21

Estimated # of Trainees: 5

Collective Bargaining Agreement(s): N/A

Company: GOSS Engineering, Inc.

Address: 255 E. Rincon St. Suite 301

City, State, Zip: Corona, CA 92879

Employers Industry: Professional, Scientific, Technical Services

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 33

California: 33

Estimated # of Trainees: 5

Collective Bargaining Agreement(s): N/A

Company: IDS Group, Inc.

Address: 1 Peter Canyon Road, Ste. 130

City, State, Zip: Irvine, CA 92606

Employers Industry: Professional, Scientific, Technical Services

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 80

California: 80

Estimated # of Trainees: 10

Collective Bargaining Agreement(s): N/A

Company: JC Chang & Associates Inc.

Address: 385 Van Ness Ave, Suite 208

City, State, Zip: Torrance, CA 90501

Employers Industry: Professional, Scientific, Technical Services

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 31

California: 31

Estimated # of Trainees: 20

Collective Bargaining Agreement(s): N/A

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: American Education Systems Corp.

CCG No.: ET27-0108

Reference No: 26-0289

Page 4 of 5

ALPHABETIZE BY COMPANY NAME

Company: Pacific Advanced Civil Engineering (PACE)

Address: 17520 Newhope Street, Suite 200

City, State, Zip: Fountain Valley, CA 92708

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide:77

California:69

Estimated # of Trainees: 10

Collective Bargaining Agreement(s): N/A

Company: RPM Engineering

Address: 629 Entler Ave. #38

City, State, Zip: Chico, CA 95928

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide:50

California:25

Estimated # of Trainees: 20

Collective Bargaining Agreement(s): N/A

Company: Sacramento Engineering Consultants

Address: 10555 Old Placerville Road

City, State, Zip: Sacramento, CA 95827

Employers Industry: Professional, Scientific, Technical Services

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 28

California:28

Estimated # of Trainees: 5

Collective Bargaining Agreement(s): N/A

Company: Southwest Group Engineering

Address: 14252 Culver Drive #A-289

City, State, Zip: Irvine, CA 92604

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide:32

California:32

Estimated # of Trainees: 20

Collective Bargaining Agreement(s): N/A

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: American Education Systems Corp.

CCG No.: ET27-0108

Reference No: 26-0289

Page 5 of 5

ALPHABETIZE BY COMPANY NAME

Company: W&W Land Design Consultants

Address: 2335 W. Foothill Blvd. Suite 1

City, State, Zip: Upland, CA 91786

Employers Industry: Professional, Scientific, Technical Services

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide:12

California:12

Estimated # of Trainees: 5

Collective Bargaining Agreement(s): N/A

Company: YEI Engineers

Address: 7677 Oakport Street, Suite 200

City, State, Zip: Oakland, CA 94621

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide:15

California:15

Estimated # of Trainees: 10

Collective Bargaining Agreement(s): N/A



Training Proposal for:
First Software USA dba Oxford Institute of Technology
Contract Number: ET27-0123

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	HUA Retrainee SB < 100 SET Veterans	Industry Sector(s):	MEC Arts, Entertainment, and Recreation Construction Finance and Insurance Health Care and Social Assistance Information Manufacturing Professional, Scientific, and Technical Services Real Estate and Rental and Leasing
		Priority Industry:	☐ Yes ☒ No
Counties Served:	Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, Ventura	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
\$588,000		\$45,480		\$633,480
In-Kind Contribution:	50% of Total ETP Funding Required			\$720,000

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Small Business Retrainee	200	8-200	0-0	40	\$1,198	\$33.00
2	Retrainee	140	8-200	0-0	30	\$770	\$33.00
3	Priority Rate SET Retrainee	140	8-200	0-0	30	\$898	\$33.64
4	SET Retrainee	140	8-200	0-0	30	\$770	\$44.85
5	Priority Rate Veterans Retrainee	40	8-200	0-0	40	\$1,314	\$34.00

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$24.79 per hour for Los Angeles; \$24.67 per hour for Orange, Kern, Riverside, Ventura, San Bernardino, and San Diego Counties.
 Job Number 2: \$24.79 per hour for Los Angeles; \$24.67 per hour for Orange, Kern, Riverside, Ventura, San Bernardino, and San Diego Counties.
 Job Number 3: \$33.64 per hour for Statewide Average Wage (SET/Priority)
 Job Number 4: \$44.85 per hour for Statewide Average Wage (SET/non-priority)
 Job Number 5: \$24.79 per hour for Los Angeles; \$24.67 per hour for Orange, Kern, Riverside, Ventura, San Bernardino, and San Diego Counties.

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

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

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

Job Number 1: \$0.00
 Job Number 2: \$0.00
 Job Number 3: \$0.64
 Job Number 4: \$1.85
 Job Number 5: \$0.00

Fringe Benefits: Participating employers provide full-time employees with a range of fringe benefits, including health, dental, and vision insurance; a 401(k)

	employer match; annual PTO and sick leave; short- and long-term disability coverage; wellness incentive programs; and educational assistance programs. Fringe benefits range from 5% to 27%, with most averaging around 10% of salary, or approximately \$5,000 per year.
Wage Progression:	Wage progression for employees varies based on Participating Employers (PE's). However, most PE's offer wage increases based on years of service, performance and company profitability, with typical increases between 2%-8%. Cost of Living Allowances are also offered as part of the annual wage increase by some PE's.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Small Business, Retrainee					
Graphic Art Designer	\$35.00 - \$40.00	5	0	0	5
Office Administrator Staff	\$35.00 - \$40.00	10	0	0	10
Web Page Developer	\$33.00 - \$45.00	5	0	0	5
Network Administrator	\$35.00 - \$50.00	5	0	0	5
E-Commerce Developer	\$35.00 - \$50.00	3	0	0	3
Database Administrator	\$34.00 - \$55.00	10	0	0	10
Desktop Support Analyst	\$35.00 - \$55.00	14	0	0	14
System Administrator	\$35.00 - \$55.00	10	0	0	10
System Analyst	\$43.00 - \$50.00	5	0	0	5
System Engineer	\$40.00 - \$55.00	10	0	0	10
Data Analyst	\$43.00 - \$55.00	13	0	0	13
Cybersecurity Specialist	\$45.00 - \$55.00	10	0	0	10
Compliance & Privacy Specialist	\$45.00 - \$55.00	15	0	0	15
Machine Learning Engineer	\$43.00 - \$60.00	5	0	0	5
AI Software Developer	\$43.00 - \$65.00	5	0	0	5
AI & M L Operational Engineer	\$43.00 - \$65.00	5	0	0	5
AI Solutions Architect	\$43.00 - \$65.00	5	0	0	5
Computer Vision Engineer	\$43.00 - \$65.00	3	0	0	3
Data Scientist	\$43.00 - \$65.00	3	0	0	3
Network Security Administrator	\$45.00 - \$65.00	5	0	0	5
Full Stack Developer	\$45.00 - \$65.00	3	0	0	3
Cloud Engineer	\$45.00 - \$65.00	3	0	0	3
Information Security Analyst	\$45.00 - \$65.00	10	0	0	10
DevOps Engineer	\$45.00 - \$65.00	3	0	0	3
Artificial Intelligence	\$45.00 - \$65.00	15	0	0	15

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
Specialist					
Agile/Scrum Master	\$45.00 - \$65.00	5	0	0	5
Project Management	\$45.00 - \$65.00	10	0	0	10
Certified Information System Auditors	\$45.00 - \$65.00	5	0	0	5
JOB NUMBER 2 - Retrainee					
Graphic Art Designer	\$35.00 - \$40.00	10	0	0	10
Office Administrator Staff	\$35.00 - \$40.00	20	0	0	20
Web Page Developer	\$33.00 - \$45.00	15	0	0	15
Network Administrator	\$35.00 - \$50.00	6	0	0	6
E-Commerce Developer	\$35.00 - \$50.00	4	0	0	4
Database Administrator	\$34.00 - \$55.00	3	0	0	3
Desktop Support Analyst	\$35.00 - \$55.00	10	0	0	10
System Administrator	\$35.00 - \$55.00	10	0	0	10
System Analyst	\$43.00 - \$50.00	2	0	0	2
System Engineer	\$40.00 - \$55.00	3	0	0	3
Data Analyst	\$43.00 - \$55.00	6	0	0	6
Cybersecurity Specialist	\$45.00 - \$55.00	3	0	0	3
Compliance & Privacy Specialist	\$45.00 - \$55.00	3	0	0	3
Machine Learning Engineer	\$43.00 - \$60.00	3	0	0	3
AI Software Developer	\$43.00 - \$65.00	3	0	0	3
AI & M L Operational Engineer	\$43.00 - \$65.00	3	0	0	3
AI Solutions Architect	\$43.00 - \$65.00	3	0	0	3
Computer Vision Engineer	\$43.00 - \$65.00	3	0	0	3
Data Scientist	\$43.00 - \$65.00	3	0	0	3
Network Security Administrator	\$45.00 - \$65.00	3	0	0	3
Full Stack Developer	\$45.00 - \$65.00	3	0	0	3
Cloud Engineer	\$45.00 - \$65.00	3	0	0	3
Information Security Analyst	\$45.00 - \$65.00	3	0	0	3
DevOps Engineer	\$45.00 - \$65.00	3	0	0	3
Artificial Intelligence Specialist	\$45.00 - \$65.00	3	0	0	3
Agile/Scrum Master	\$45.00 - \$65.00	3	0	0	3
Project Management	\$45.00 - \$65.00	3	0	0	3
Certified Information System	\$45.00 - \$65.00	3	0	0	3

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
Auditors					
JOB NUMBER 3 - Priority Rate, SET, Retrainee					
Graphic Art Designer	\$35.00 - \$40.00	15	0	0	15
Office Administrator Staff	\$35.00 - \$40.00	20	0	0	20
Web Page Developer	\$33.00 - \$45.00	5	0	0	5
Network Administrator	\$35.00 - \$50.00	9	0	0	9
E-Commerce Developer	\$35.00 - \$50.00	3	0	0	3
Database Administrator	\$34.00 - \$55.00	17	0	0	17
Desktop Support Analyst	\$35.00 - \$55.00	6	0	0	6
System Administrator	\$35.00 - \$55.00	10	0	0	10
System Analyst	\$43.00 - \$50.00	10	0	0	10
System Engineer	\$40.00 - \$55.00	12	0	0	12
Machine Learning Engineer	\$43.00 - \$60.00	2	0	0	2
AI Software Developer	\$43.00 - \$65.00	2	0	0	2
AI & M L Operational Engineer	\$43.00 - \$65.00	6	0	0	6
Computer Vision Engineer	\$43.00 - \$65.00	4	0	0	4
Artificial Intelligence Specialist	\$45.00 - \$65.00	6	0	0	6
Agile/Scrum Master	\$45.00 - \$65.00	8	0	0	8
Certified Information System Auditors	\$45.00 - \$65.00	5	0	0	5
JOB NUMBER 4 - SET, Retrainee					
System Analyst	\$43.00 - \$50.00	8	0	0	8
Data Analyst	\$43.00 - \$55.00	23	0	0	23
Cybersecurity Specialist	\$45.00 - \$55.00	22	0	0	22
Compliance & Privacy Specialist	\$45.00 - \$55.00	12	0	0	12
AI Software Developer	\$43.00 - \$65.00	5	0	0	5
AI & M L Operational Engineer	\$43.00 - \$65.00	1	0	0	1
AI Solutions Architect	\$43.00 - \$65.00	12	0	0	12
Data Scientist	\$43.00 - \$65.00	4	0	0	4
Network Security Administrator	\$45.00 - \$65.00	12	0	0	12
Full Stack Developer	\$45.00 - \$65.00	2	0	0	2
Cloud Engineer	\$45.00 - \$65.00	4	0	0	4

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
Information Security Analyst	\$45.00 - \$65.00	7	0	0	7
DevOps Engineer	\$45.00 - \$65.00	4	0	0	4
Artificial Intelligence Specialist	\$45.00 - \$65.00	1	0	0	1
Agile/Scrum Master	\$45.00 - \$65.00	4	0	0	4
Project Management	\$45.00 - \$65.00	17	0	0	17
Certified Information System Auditors	\$45.00 - \$65.00	2	0	0	2
JOB NUMBER 5 - Priority Rate, Veterans, Retrainee					
Graphic Art Designer	\$35.00 - \$40.00	5	0	0	5
Office Administrator Staff	\$35.00 - \$40.00	10	0	0	10
Database Administrator	\$34.00 - \$55.00	10	0	0	10
Desktop Support Analyst	\$35.00 - \$55.00	10	0	0	10
System Administrator	\$35.00 - \$55.00	5	0	0	5

Introduction

Founded in 1999 and located in Tarzana, First Software USA dba Oxford Institute of Technology (First Software) (www.oittech.com/) is a private training agency that specializes in Information Technology (IT), offering a wide variety of computer-related and advanced technology courses. First Software serves a multitude of industries that are increasingly dependent on network infrastructure and data analysis, such as aerospace, telecommunications, pharmaceutical/ biomedical, manufacturing, insurance, computer services, media, software development, and security. First Software helps companies upgrade their IT capacity and increase their staff's computer skills to enhance their ability to deliver goods and services. Training will be delivered through onsite instructor-led training at employer locations, live virtual instruction via Zoom or Microsoft Teams, and instructor-led training at the Oxford Institute of Technology facility. This will be the Company's fifth ETP Contract and second in the last five years.

ETP Priority 10200(b)

First Software's proposed project aligns with the priorities of the ETP as outlined in California Unemployment Insurance Code section 10200(b). This project will address the evolving demands of the job market by focusing on training workers in emerging technologies and innovative methods relevant to the target industries including Artificial Intelligence (AI), automation, data analytics, clean energy, advanced manufacturing, and digital literacy. This ensures that California's workforce remains at the forefront of technological advancements and industry best practices. Overall, the proposed project aligns comprehensively with the ETP priorities by addressing crucial aspects of workforce development and economic growth in California, with a specific focus on areas of high importance for the state's economy.

Veterans Program

First Software and its partnered employers actively market to recruit Veterans. The organization partners with local veteran organizations, veteran specific job boards and attends veteran career fairs. The organization is committed to training 40 Veterans (Job Number 5).

Project Details

This project addresses the growing challenges faced by California employers seeking to remain competitive amid rapid technological change, evolving market conditions, and increased competition from out-of-state and offshore providers. In response to these pressures, many businesses have adopted cost reduction strategies such as automation, relocation, and workforce downsizing. While these measures might have saved costs in the short-term they have also created skill gaps, job insecurity, and reduced productivity.

As industries are transformed by artificial intelligence, automation, cybersecurity, and cloud computing, the demand for a highly skilled and adaptable workforce continues to rise. Without training, many workers face the risk of displacement and limited career opportunities in the digital economy. This project aims to close that gap by equipping California's workforce with advanced technical skills that strengthen business resilience, sustain local employment, and reduce reliance on external contractors.

Through comprehensive IT and computer skills training, trainees will develop expertise in emerging software and technologies. Core training areas will focus on Computer Skills related to network administration, programming, software analysis, multimedia and graphic design, Adobe applications, and Windows server management. The Company has expanded their training portfolio with new Artificial Intelligent (AI) courses for employers focused on practical, job-ready skills in AI, automation, and business applications. Upon completion, trainees will be prepared for industry recognized certifications. This project will benefit both participating employers and staff by addressing the critical demand for technology professionals and ensuring California's workforce remains competitive in the modern digital landscape.

Training Plan

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

Computer Skills: Training will be offered to all occupations to increase their knowledge and capability to utilize computer software programs to improve internal and external communications through computer application and technology. Topics include Computer Network Administrator, Network Specialist, Cybersecurity Specialist, Information System Technology/Artificial Intelligence (AI), and Project Management.

High Unemployment Area

Some trainees (Job Number 1-5) work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The participating employer's locations in Kern, Los Angeles, San Bernardino, and Riverside Counties are in an HUA.

➤ Wage Modification

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

Alternate Recordkeeping

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

Special Employment Training

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

➤ Wage and Retention Modifications

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$44.85 to \$33.64). The Company requests this modification for Job Number 3.

Commitment to Training

Participating employers will continue to provide on-the-job training alongside First Software training. Training provided at employer locations will include job-specific and company-wide training. ETP funds will not displace the existing financial commitment to training.

Training Infrastructure

The Managing Director of First Software will oversee the administration of this ETP Contract. Two designated associates will handle administrative responsibilities, including trainee enrollment, training schedule coordination, attendance tracking, and data entry within the ETP online system. All instruction will be conducted by qualified First Software trainers, each of whom is a subject matter expert in the IT field. These instructors possess the technical knowledge and professional experience required to deliver high-quality training.

Marketing and Support Costs

First Software promotes its training programs through various online platforms, including LinkedIn, Alignable, Facebook, and the Company's official website. Additional marketing efforts include distributing catalogs, brochures, and flyers; publishing blog posts; and engaging with chambers of commerce, industry associations, county and regional development agencies, and job fairs. The Company also maintains ongoing relationships with employers who have previously participated in its training programs, offering continued support and services as needed.

Marketing activities will be carried out throughout the duration of the project. Accordingly, First Software is requesting 8% in support costs for Job Numbers 1-4 and 20% support costs for Job Number 5 (Veterans) to assist with recruiting additional employers to participate in the training initiative under this proposal.

Training Agency Certification

Training agency eligibility requires certification by an independent third-party, as required for the type of school and course of study. Most schools must also be licensed by the Bureau of Private Postsecondary Education (BPPE).

First Software is eligible as a training agency based on the following:

- BPPE licensure valid until September 2028

Tuition Reimbursement

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

Prior Projects

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

Contract No.	Term	Approved Amount	Approved Estimated No. Trainees	No. Retained	Payment Earned \$ %
ET22-0284	03/28/22 - 03/27/24	\$494,383	356	1,395	\$483,613 (98%)

Subcontractors

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

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

Self-Attestations

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

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

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information,

and/or belief, that the applicant does not have a final determination, order, judgment, or award issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Computer Skills

- Cisco Networking Specialist
- Computer Network Administrator
- Network Specialist
- Cybersecurity Specialist
- Information System Technology/Artificial Intelligence (AI)
- Project Management
- Multimedia Graphics Design/Web Development
- Microsoft Office user Specialist/365
- Database SQL
- Microsoft Cloud/AWS
- Data Analyst /Python
- Computerized Accounting/Quickbooks
- Document Imaging
- Programing Python,c++,Java Script

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: First Software USA

CCG No.: ET27-0123

Reference No: 26-0179

Page 1 of 8

ALPHABETIZE BY COMPANY NAME

Company: Agisus

Address: 24586 Hawthorne Blvd., #108

City, State, Zip: Torrance, CA 90505

Employers Industry: Professional, Scientific, and Technical Services

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees: Worldwide: 9

California: 9

Estimated # of Trainees: 3

Collective Bargaining Agreement(s): N/A

Company: Apex Systems

Address: 1615 Murray Canyon Road, Suite 1020

City, State, Zip: San Diego, CA 92108

Employers Industry: Professional, Scientific, and Technical Services

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 18,000

California: 600

Estimated # of Trainees: 15

Collective Bargaining Agreement(s): N/A

Company: Ashunya Investment Group Inc.

Address: 642 N. Eckhoff St.

City, State, Zip: Orange, CA 92868

Employers Industry: Professional, Scientific, and Technical Services

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:

Worldwide: 45

California: 45

Estimated # of Trainees: 5

Collective Bargaining Agreement(s): N/A

Company: Boingo Wireless, Inc

Address: 10960 Wilshire Blvd., Floor 23

City, State, Zip: Los Angeles, CA 90024

Employers Industry: Other Services (Except Public Administration)

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:

Worldwide: 450

California: 300

Estimated # of Trainees: 30

Collective Bargaining Agreement(s): N/A

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: First Software USA

CCG No.: ET27-0123

Reference No: 26-0179

Page 2 of 8

ALPHABETIZE BY COMPANY NAME

Company: Calabasas Films and Media

Address: 23679 Calabasas Rd., Suite 505

City, State, Zip: Calabasas, CA 91302

Employers Industry: Arts, Entertainment and Recreation

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:	Worldwide: 4	California: 4	Estimated # of Trainees: 2
---------------------------------	--------------	---------------	----------------------------

Collective Bargaining Agreement(s): N/A

Company: Chaos Industries

Address: 12831 Weber Way

City, State, Zip: Hawthorne, CA 92802

Employers Industry: Other Services (Except Public Administration)

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:	Worldwide: 200	California: 150	Estimated # of Trainees: 5
---------------------------------	----------------	-----------------	----------------------------

Collective Bargaining Agreement(s): N/A

Company: Cisco

Address: 400 E. Tasman Dr.

City, State, Zip: San Jose, CA 95134

Employers Industry: Information Technology (IT) & Telecommunications

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 8000	California: 6000	Estimated # of Trainees: 7
---------------------------------	-----------------	------------------	----------------------------

Collective Bargaining Agreement(s): N/A

Company: Clearmind Technology

Address: 3303 Wilshire Blvd., Suite 1225

City, State, Zip: Los Angeles, CA 90010

Employers Industry: Professional, Scientific, and Technical Services

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:	Worldwide: 7	California: 7	Estimated # of Trainees: 2
---------------------------------	--------------	---------------	----------------------------

Collective Bargaining Agreement(s): N/A

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: First Software USA

CCG No.: ET27-0123

Reference No: 26-0179

Page 3 of 8

ALPHABETIZE BY COMPANY NAME

Company: Crossroads Equipment Lease

Address: 2429 Peck Road

City, State, Zip: Whittier, CA 90601

Employers Industry: Finance and Insurance

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:

Worldwide: 20

California: 20

Estimated # of Trainees: 10

Collective Bargaining Agreement(s): N/A

Company: Digital Uppercut

Address: 4804 Laurel Canyon, Suite 827

City, State, Zip: Valley Village, CA 91607

Employers Industry: Professional, Scientific, and Technical Services

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:

Worldwide: 5

California: 5

Estimated # of Trainees: 2

Collective Bargaining Agreement(s): N/A

Company: EMOLBI

Address: 483 N. Aviation Blvd.

City, State, Zip: El Segundo, CA 90245

Employers Industry: Professional, Scientific, and Technical Services

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:

Worldwide: 45

California: 45

Estimated # of Trainees: 2

Collective Bargaining Agreement(s): N/A

Company: EVWN

Address: 1336 De Loach Ct.

City, State, Zip: San Jose, CA 95125

Employers Industry: Professional, Scientific, and Technical Services

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:

Worldwide: 5

California: 5

Estimated # of Trainees: 2

Collective Bargaining Agreement(s): N/A

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: First Software USA

CCG No.: ET27-0123

Reference No: 26-0179

Page 4 of 8

ALPHABETIZE BY COMPANY NAME

Company: First General Bank

Address: 1127 Baldwin Ave

City, State, Zip: Arcadia, CA 91007

Employers Industry: Finance and Insurance

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:	Worldwide: 175	California: 175	Estimated # of Trainees: 15
---------------------------------	----------------	-----------------	-----------------------------

Collective Bargaining Agreement(s): N/A

Company: Fothion Inc.

Address: 6700 Fallbrook Ave., Suite 223

City, State, Zip: West Hills, CA 91307

Employers Industry: Professional, Scientific, and Technical Services

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:	Worldwide: 10	California: 10	Estimated # of Trainees: 5
---------------------------------	---------------	----------------	----------------------------

Collective Bargaining Agreement(s): N/A

Company: Leidos

Address: 2985 Scott St.

City, State, Zip: Vista, CA 92081

Employers Industry: Other Services (Except Public Administration)

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 47000	California: 25900	Estimated # of Trainees: 30
---------------------------------	------------------	-------------------	-----------------------------

Collective Bargaining Agreement(s): N/A

Company: ManTech

Address: 2101 E .Maple Ave.

City, State, Zip: El Segundo, CA 90245

Employers Industry: Other Services (Except Public Administration)

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 9800	California: 2000	Estimated # of Trainees: 30
---------------------------------	-----------------	------------------	-----------------------------

Collective Bargaining Agreement(s): N/A

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: First Software USA

CCG No.: ET27-0123

Reference No: 26-0179

Page 5 of 8

ALPHABETIZE BY COMPANY NAME

Company: Melissa Data Company

Address: 22382 Avenida Empresa

City, State, Zip: Rancho Santa Margarita, CA 92688

Employers Industry: Other Services (Except Public Administration)

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:

Worldwide: 300

California: 300

Estimated Trainees: 75

Collective Bargaining Agreement(s): N/A

Company: MultaCom

Address: 16654 Soledad Canyon Rd., 150

City, State, Zip: Canyon Country, CA 91387

Employers Industry: Professional, Scientific, and Technical Services

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:

Worldwide: 25

California: 25

Estimated # of Trainees: 10

Collective Bargaining Agreement(s): N/A

Company: Nai Capital

Address: 5821 Ventura Blvd., Suite #320

City, State, Zip: Encino, CA 91436

Employers Industry: Real Estate and Rental and Leasing

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:

Worldwide: 400

California: 400

Estimated # of Trainees: 15

Collective Bargaining Agreement(s): N/A

Company: Northrop Grumman

Address: 3520 E. Avenue M

City, State, Zip: Palmdale, CA 93550

Employers Industry: Professional, Scientific, and Technical Services

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 90,000

California: 20,000

Estimated # of Trainees: 40

Collective Bargaining Agreement(s): N/A

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: First Software USA

CCG No.: ET27-0123

Reference No: 26-0179

Page 6 of 8

ALPHABETIZE BY COMPANY NAME

Company: Oaktree Capital Management

Address: 333 South Grand Ave., 28th Floor

City, State, Zip: Los Angeles, CA 90071

Employers Industry: Finance and Insurance

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:	Worldwide: 1,500	California: 1,000	Estimated # of Trainees: 45
---------------------------------	------------------	-------------------	-----------------------------

Collective Bargaining Agreement(s): N/A

Company: Prime Health Care

Address: 3300 Guasti Road

City, State, Zip: Ontario, CA 91761

Employers Industry: Healthcare and Social Assistance

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 60,000	California: 15,000	Estimated # of Trainees: 45
---------------------------------	-------------------	--------------------	-----------------------------

Collective Bargaining Agreement(s): N/A

Company: P11 Security

Address: 26016 Oakbay Rd.

City, State, Zip: Torrance, CA 90505

Employers Industry: Professional, Scientific, and Technical Services

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 45	California: 45	Estimated # of Trainees: 4
---------------------------------	---------------	----------------	----------------------------

Collective Bargaining Agreement(s): N/A

Company: RadNet Management Inc

Address: 1516 Cotor Ave.

City, State, Zip: Los Angeles, CA 90025

Employers Industry: Healthcare and Social Assistance

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: ,8500	California:8,500	Estimated # of Trainees: 65
---------------------------------	------------------	------------------	-----------------------------

Collective Bargaining Agreement(s): N/A

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: First Software USA

CCG No.: ET27-0123

Reference No: 26-0179

Page 7 of 8

ALPHABETIZE BY COMPANY NAME

Company: SDG&E

Address: 8600 Balboa Ave.

City, State, Zip: San Diego, CA 92123

Employers Industry: Utilities

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 4,700

California: 4,700

Estimated # of Trainees: 45

Collective Bargaining Agreement(s): N/A

Company: Sit n Sleep

Address: 14300 S. Main Street

City, State, Zip: Gardena, CA 90248

Employers Industry: Retail Trade

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:

Worldwide: 270

California: 270

Estimated # of Trainees: 63

Collective Bargaining Agreement(s): N/A

Company: Super King Markets

Address: 791 S. Mission Rd.

City, State, Zip: Los Angeles, CA 90023

Employers Industry: Retail Trade

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:

Worldwide: 5,000

California: 5,000

Estimated # of Trainees: 38

Collective Bargaining Agreement(s): N/A

Company: Tech Mahindra

Address: 9550 Town Center Dr.

City, State, Zip: San Diego, CA 92121

Employers Industry: Professional, Scientific, and Technical Services

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:

Worldwide: 75,000

California: 475

Estimated # of Trainees: 6

Collective Bargaining Agreement(s): N/A

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: First Software USA

CCG No.: ET27-0123

Reference No: 26-0179

Page 8 of 8

ALPHABETIZE BY COMPANY NAME

Company: Total Resource International

Address: 420 South Lemon Ave

City, State, Zip: Walnut, CA 91789

Employers Industry: Other Services (Except Public Administration)

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:

Worldwide: 180

California: 180

Estimated # of Trainees: 8

Collective Bargaining Agreement(s): N/A

Company: Unisys Corp

Address: 6 Cromwell

City, State, Zip: Irvine, CA 92618

Employers Industry: Professional, Scientific, and Technical Services

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:

Worldwide: 15,000

California: 2,000

Estimated # of Trainees: 30

Collective Bargaining Agreement(s): N/A

Company: Valley Home Health Care Agency

Address: 5530 Corbin Ave #101

City, State, Zip: Tarzana, CA 91356

Employers Industry: Healthcare and Social Assistance

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:

Worldwide: 30

California: 30

Estimated # of Trainees: 12

Collective Bargaining Agreement(s): N/A

Company: Velozent

Address: 5270 California Ave., #200

City, State, Zip: Irvine, CA 92629

Employers Industry: Professional, Scientific, and Technical Services

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:

Worldwide: 5

California: 5

Estimated # of Trainees: 2

Collective Bargaining Agreement(s): N/A



Training Proposal for:
Good For Others Foundation
Contract Number: ET27-0109

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	HUA Priority Rate Retrainee SB < 100 SET	Industry Sector(s):	MEC Arts, Entertainment, and Recreation Finance and Insurance Health Care and Social Assistance Other Services (except Public Administration)
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Imperial, Los Angeles, San Diego	Repeat Contractor:	☐ Yes ☒ No
Union(s):	☐ Yes ☒ No		
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
\$558,720		\$38,904		\$597,624

In-Kind Contribution:	50% of Total ETP Funding Required	\$575,000
-----------------------	-----------------------------------	-----------

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Small Business SET Retrainee	869	8-200	0-0	20	\$599	\$33.64
2	Small Business SET Retrainee	16	8-200	0-0	20	\$513	\$44.85
3	Priority Rate HUA SET Retrainee	115	8-200	0-0	20	\$599	\$24.67

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

Published Minimum Hourly Wage by County:

Job Number 1: \$33.64 per hour for SET Priority Wage
 Job Number 2: \$44.85 per hour for SET Statewide Average Wage
 Job Number 3: \$24.67 per hour for Imperial County

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

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

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

Job Number 1: \$2.50
 Job Number 2: \$2.50
 Job Number 3: \$2.50

Fringe Benefits: Participating employers offer competitive fringe benefit packages for eligible employees, which may include medical, dental, and vision coverage (70-80% employer paid); paid time off (vacation, sick leave, and holidays); employer-sponsored retirement plan options (e.g., 401(k) or 403(b), when applicable); and additional benefits such as employee assistance/wellness resources and employer-paid insurance (e.g., life and disability), depending on position and eligibility requirements.

Wage Progression: Participating employers implement structured wage progression strategies that support employee retention and long-term career advancement. Employees are eligible for performance-based wage increases ranging from \$1 to \$3 following successful completion of training and demonstrated application of skills, typically within 6 to 12 months. Skill-based increases are tied to attainment of defined competencies, certifications, or expanded job responsibilities and may occur at designated progression points throughout the contract term. Seniority-based increases are awarded based on continued service, generally at 12 to 24 month intervals, contingent upon satisfactory performance. Participating employers value internal promotion and

implement a structured wage progression framework that supports employee retention, skill development, and long-term career mobility.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Small Business, SET, Retrainee					
Administration Staff	\$31.14 - \$45.00	166	0	0	166
Program Staff	\$31.14 - \$45.00	171	0	0	171
Community Organizing/Marketing	\$31.14 - \$45.00	180	0	0	180
Operations	\$31.14 - \$45.00	179	0	0	179
Case Worker	\$31.14 - \$45.00	166	0	0	166
Owner	N/A	7	0	0	7
JOB NUMBER 2 - Small Business, SET, Retrainee					
Program Staff	\$42.35 - \$50.00	4	0	0	4
Administration Staff	\$42.35 - \$50.00	4	0	0	4
Case Worker	\$42.35 - \$50.00	4	0	0	4
Operations	\$42.35 - \$50.00	3	0	0	3
Owner	N/A	1	0	0	1
JOB NUMBER 3 - Priority Rate, HUA, SET, Retrainee					
Administration Staff	\$22.14 - \$30.00	20	0	20	0
Program Staff	\$22.14 - \$30.00	55	0	55	0
Operations	\$22.14 - \$30.00	40	0	40	0

Introduction

Founded in 2018 and headquartered in San Diego, Good For Others Foundation (GFO) (www.goodforothers.org) is a workforce intermediary that supports local workforce development entities, higher education institutions, and nonprofit organizations with training, leadership development, skills-based training, and certification. GFO primarily creates strategic partnerships with nonprofits, employers, and community organizations to facilitate access to quality jobs for underrepresented individuals. Training will be provided at the participating employer's worksites in San Diego, Los Angeles, and Imperial Counties. This is GFO's first ETP project.

ETP Priority 10200(b)

GFO is a participant of High Road Training Partnership (H RTP) projects which forges and nurtures industry partnerships around regional job sectors to improve equity, climate resilience,

and job quality. This proven model increases access to good jobs, creates pathways for job growth, meets workforce needs, and builds worker voice.

GFO is supporting its operations in California, creating high-skilled positions by fostering high-wage job creation and retention in competitive industries. These roles offer wages above the state average, with benefits like health insurance and retirement plans. The training program equips workers with skills in cutting-edge techniques in communication, marketing and public relations, and financial resource development and management. Participating employers offer jobs with clear wage progression providing entry-level workers opportunities to progress to advanced roles through performance and training.

Veterans Program

GFO works with service members, spouses, and families through Heroes Make America, Zero 8Hundred, and local veterans organizations.

Project Details

The participating employers in this project are all tax-rated non-profit entities eligible for ETP funding. GFO works with nonprofits to bridge gaps between communities, employers, and individuals. These partnerships aim to create innovative pathways to upward mobility for its participating employers by aligning nonprofit programs with industry needs. GFO is dedicated to closing skill gaps for incumbent nonprofit workers. GFO has implemented a structured training plan focused on enhancing efficiency while improving performance and productivity for its participating employers. Training in Database Management, Software Applications, and Business Strategies will improve digital fluency and data-driven management for its participating employers.

Training under this proposal will ensure participating employers in the nonprofit sectors strengthen its retention and wage mobility while enhancing efficiency, improving service delivery, ensuring regulatory compliance, and strengthening community impact. Tailored learning programs will ensure nonprofit organizations can achieve their mission while maintaining sustainable operations.

Training Plan

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

Business Skills: Training will be offered to all occupations and focused on improving communication skills. Training topics include Customer Service Skills, Interpersonal Skills, and Communication Skills.

Commercial Skills: Training will be offered to all occupations and focused on inventory management. Training topics include Inventory Control and Supply Management.

Computer Skills: Training will be offered to all occupations and focused on internal software. Training topics include Software Applications, Database Management, and Solid Works Modeling.

Continuous Improvement: Training will be offered to all occupations and focused on improving processes. Training topics include Problem Solving, Lean/5S, and Root Cause Analysis.

Special Employment Training

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

➤ Wage and Retention Modifications

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$44.85 to \$33.64). The Company requests this modification for Job Number 1.

High Unemployment Area

Trainees in Job Number 3 work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The participating employer's locations in Imperial County are in an HUA.

➤ Wage Modification

These trainees qualify for the ETP Minimum Wage rather than the Statewide Average Hourly Wage. The Panel May Modify the ETP Minimum wage for these trainees by up to 25% if post-retention wages exceed the start-of-training wages. The Company is requesting a wage modification from \$33.64 per hour to \$24.67 per hour for trainees in Job Number 3. Approximately 115 Administration Staff, Program Staff, and Operations will need this wage modification.

Commitment to Training

Participating employers provide basic training including orientation, sexual harassment prevention, and general safety. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The President with the assistance of two administration staff will be responsible for overseeing all aspects of the training project including roster collection, scheduling training, and communicating with ETP staff. Training will be provided by internal subject matter experts and external vendors as necessary. GFO has also retained a third party administrator to assist with the administration of this project.

Marketing and Support Costs

GFO markets through social media, direct mail, email marketing, and networking events. GFO works with each participating employer to determine training needs. GFO also partners with the San Diego Community College District for credit articulation and evaluation. GFO is requesting 8% support costs to assist with recruitment and employer outreach.

Trainer Qualifications

Training will be delivered by internal subject-matter experts from both GFO and participating employers.

Tuition Reimbursement

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

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Jo Peterson Consulting	El Cajon, CA	\$0
Administrative	Jo Peterson Consulting	El Cajon, CA	13% of Earned Amount

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Business Skills

- Accountability
- Budgeting
- Business Reports
- Business Strategies
- Change Management
- Communication Skills
- Conflict Management
- Contextualized Math
- Cost Control & Accounting
- Crisis Management
- Customer Service Skills
- Financial Strategies
- Goal Setting
- Interpersonal Skills
- Leadership Skills
- Negotiation Skills
- Performance Management
- Presentation Skills
- Project Management
- Sales & Marketing Skills
- Scheduling & Planning
- Standard Office Procedures
- Strategic Planning
- Supervisory Skills
- Time Management
- Understanding Work Group Dynamics

Commercial Skills

- Forklift Certification
- Inventory Control
- Power Jacks
- Supply Management

Computer Skills

- Adobe Applications
- Computer Networking
- Computer-Aided Drafting & CAM
- Cost Tracking & Analysis
- Cybersecurity
- Database Management
- Document Control
- Microsoft Office Skills for Business (Intermediate/ Advanced)

- Purchase Order Tracking
- Shipping Solutions & Related Logistics Software Applications
- Software Applications
- Solid Works Modeling

Continuous Improvement Skills

- AGILE
- Basic Logistics Standard Practices
- Coaching & Mentoring
- Decision Making
- Innovation
- Inventory Control
- Lean /5S
- Problem Solving
- Process Improvement
- Risk Management
- Root Cause Analysis
- SCRUM
- Six Sigma
- Supply Chain Elements & Management
- Teambuilding
- TOM-Total Quality Management
- Tracking & Monitoring Production
- Workflow & Scheduling

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Good For Others Foundation

CCG No.: ET27-0109

Reference No: 25-0125

Page 1 of 4

ALPHABETIZE BY COMPANY NAME

Company: A Reason to Survive

Address: 200 East 12th St.

City, State, Zip: National City, CA 91950

Employers Industry: Health Care and Social Assistance

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees:

Worldwide: 7

California: 7

Estimated # of Trainees: 3

Collective Bargaining Agreement(s): N/A

Company: Alternative Healing Network DBA Community Wellness Collaborative

Address: 3239 Adams Ave.

City, State, Zip: San Diego, CA 92116

Employers Industry: Health Care and Social Assistance

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 36

California: 36

Estimated # of Trainees: 36

Collective Bargaining Agreement(s): N/A

Company: California Center For the Arts Escondido Foundation

Address: 8324 Miramar Mall

City, State, Zip: San Diego, CA 92121

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 33

California: 33

Estimated # of Trainees: 33

Collective Bargaining Agreement(s): N/A

Company: California Coast Credit Union

Address: 9201 Spectrum Center Blvd., Ste. 300

City, State, Zip: San Diego, CA 92123

Employers Industry: Finance and Insurance

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 518

California: 518

Estimated # of Trainees: 390

Collective Bargaining Agreement(s): N/A

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Good For Others Foundation

CCG No.: ET27-0109

Reference No: 25-0125

Page 2 of 4

ALPHABETIZE BY COMPANY NAME

Company: Chicano Federation of San Diego

Address: 3180 University Avenue, Suite 400

City, State, Zip: San Diego, CA 92104

Employers Industry: Health Care and Social Assistance

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees: Worldwide: 56

California: 56

Estimated # of Trainees: 56

Collective Bargaining Agreement(s): N/A

Company: I Love A Clean San Diego County Inc. DBA I Love A Clean San Diego

Address: 5797 Chesapeake Ct Apt. 200

City, State, Zip: San Diego, CA 92123

Employers Industry: Other Services (Except Public Administration)

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 56

California: 56

Estimated # of Trainees: 56

Collective Bargaining Agreement(s): N/A

Company: Los Angeles Centers for Alcohol and Drug Abuse

Address: 12070 Telegraph Rd. Suite 207

City, State, Zip: Santa Fe Springs, CA 90670

Employers Industry: Health Care and Social Assistance

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 450

California: 450

Estimated # of Trainees: 400

Collective Bargaining Agreement(s): N/A

Company: San Diego MANA

Address: 404 Euclid Ave., Suite 308

City, State, Zip: San Diego, CA 92114

Employers Industry: Other Services (Except Public Administration)

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 8

California: 8

Estimated # of Trainees: 8

Collective Bargaining Agreement(s): n/a

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Good For Others Foundation

CCG No.: ET27-0109

Reference No: 25-0125

Page 3 of 4

ALPHABETIZE BY COMPANY NAME

Company: McAlister Institute for Treatment & Education, Inc.

Address: 3030 Market St.

City, State, Zip: San Diego, CA 92102

Employers Industry: Health Care and Social Assistance

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 364

California: 364

Estimated # of Trainees: 300

Collective Bargaining Agreement(s): N/A

Company: NAMI San Diego

Address: 9665 Chesapeake Dr. #450

City, State, Zip: San Diego, CA 92123

Employers Industry: Other Services (Except Public Administration)

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 101

California: 101

Estimated # of Trainees: 44

Collective Bargaining Agreement(s): N/A

Company: Partnership for the Advancement of New Americans

Address: 5348 University Avenue Ste. 110

City, State, Zip: San Diego, CA 92105

Employers Industry: Other Services (Except Public Administration)

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 14

California: 14

Estimated # of Trainees: 14

Collective Bargaining Agreement(s): N/A

Company: Promises2Kids Foundation

Address: 3255 Camino Del Rio S.

City, State, Zip: San Diego, CA 92108

Employers Industry: Other Services (Except Public Administration)

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 45

California: 45

Estimated # of Trainees: 45

Collective Bargaining Agreement(s): N/A

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Good For Others Foundation

CCG No.: ET27-0109

Reference No: 25-0125

Page 4 of 4

ALPHABETIZE BY COMPANY NAME

Company: Sun Community Federal Credit Union

Address: 1068 Broadway

City, State, Zip: El Centro, CA 92243

Employers Industry: Finance and Insurance

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 115

California: 115

Estimated # of Trainees: 100

Collective Bargaining Agreement(s): N/A



Training Proposal for:
Key Code Media, Inc. dba Key Code Education
Contract Number: ET27-0103

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	MEC Arts, Entertainment, and Recreation
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Los Angeles, San Francisco	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
\$60,368		\$4,116		\$64,484

In-Kind Contribution:	50% of Total ETP Funding Required	\$79,200
-----------------------	-----------------------------------	----------

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	98	8-200	0-0	22	\$658	\$24.79

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$24.79 for Los Angeles County; \$26.91 for San Francisco County.

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

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

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

Job Number 1: \$2.29

Fringe Benefits: Key Code works with participating employers that may provide fringe benefits to incumbent employees in accordance with their standard compensation policies. Fringe benefits may include employer-paid health insurance (medical, dental, and vision), paid time off such as vacation and sick leave, and other standard benefits including life or disability insurance. The type and value of fringe benefits vary by employer and employee classification.

Wage Progression: Participating employers provide wage progression opportunities based on performance, skill development, and business needs. Employers typically conduct regular performance reviews and adjust compensation based on demonstrated competency, increased responsibility, and mastery of advanced technical skills. Training provided under this project supports upward mobility by enabling incumbent workers to qualify for higher-level assignments, expanded job duties, and corresponding wage increases over time.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Audio Professional	\$24.00 - \$28.00	5	0	2	3
Assistant Editor	\$22.50 - \$38.00	14	0	8	6
Production Professional	\$23.00 - \$40.00	10	0	3	7
Technician	\$24.00 - \$42.00	12	0	6	6
Editor	\$24.00 - \$50.00	25	0	5	20
Post Production Professional	\$25.00 - \$52.00	20	0	3	17
Engineer	\$28.00 - \$60.00	12	0	0	12

Introduction

Founded in 2018 and headquartered in Burbank, Key Code Media, Inc. dba Key Code Education (Key Code) (www.keycodemedia.com) is a California-based training provider specializing in advanced vocational and technical education for professionals working in the media and entertainment industry. The Organization designs and delivers job-related training that supports workforce upskilling, productivity, and retention in response to evolving industry technologies and workflows.

Customers include small, mid-sized, and large employers operating in California's media and entertainment sector, including production companies, post-production facilities, broadcast service providers, live production organizations, and related media technology employers.

Training will take place at Key Code's facility in Burbank as well as participating employers' work sites in both Los Angeles and San Francisco Counties. This will be the Company's third ETP Contract and its third in the last five years.

ETP Priority 10200(b)

The proposed training project aligns with ETP priorities by strengthening California's media and entertainment workforce through targeted retraining in emerging technologies, advanced digital workflows, and evolving industry practices. As production, post-production, broadcast, and content delivery environments continue to transform, California employers require a highly skilled workforce capable of adapting to new technologies and maintaining competitiveness against out-of-state and international service providers.

By investing in the upskilling of incumbent workers, the project supports business growth, workforce retention, and long-term career advancement opportunities. Employees will gain the technical expertise necessary to work effectively in modern media environments, while employers will benefit from improved productivity, operational efficiency, and workforce stability. Through this investment in training, the project will help preserve high-quality jobs, strengthen industry competitiveness, and reinforce California's leadership in media and entertainment innovation.

Veterans Program

This project is focused on incumbent worker retraining for participating employers and does not include targeted recruitment of Veterans as a distinct population. Veterans who are currently employed by participating employers and meet trainee eligibility requirements may participate in training as incumbent workers. Key Code is not seeking a separate Veteran job number at this time.

Employer Demand

Participating employers include small and mid-sized businesses that contribute to California's creative economy and provide skilled, high-wage employment opportunities. The Organization has commitment from 14 participating employers (PE) for training under this project. The PEs represented include 4 large businesses and 10 small businesses, with all of the subject PEs representing priority industries.

Project Details

Previous training focused on upskilling incumbent workers in post-production, broadcast, audio, and digital media occupations, with instruction aligned to industry-standard tools, technologies, and workflows. Training under this proposal will focus on emerging technologies and evolving production methodologies, including advanced software platforms, cloud-based production environments, remote collaboration systems, and integrated digital media workflows.

California's media and entertainment industry continues to undergo rapid transformation as production, post-production, broadcast, and content delivery processes increasingly rely on digital infrastructure, cloud technologies, and distributed work environments. Employees who were previously trained on legacy systems must continuously update their technical and workflow competencies to remain effective in their current roles and meet evolving industry requirements.

To address these challenges, Key Code will provide targeted training designed to strengthen both technical and operational skills across the workforce. The program will focus on enhancing proficiency with new technologies, improving workflow efficiency, and supporting the adoption of modern production practices. By investing in continuous workforce development, the Organization will help employees remain competitive in a rapidly changing industry while improving productivity, reducing operational inefficiencies, and supporting long-term business growth.

Training Plan

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

Computer Skills - Advanced Technology: This training will be offered to all occupations. Training topics will include AD202 Adobe Video and Motion Dynamics, AE101 Adobe After Effects I, and VT220 TriCaster Live Production Operations & Workflow Integration.

Electronic Recordkeeping / LMS

Staff has reviewed and approved the use of Key Code's Learning Management System (LMS).

Impact/Outcome

With the assistance of ETP funds, training delivered may include preparation for industry-recognized certifications related to digital media software platforms, system support, and advanced workflow competencies commonly used in the media and entertainment industry. These certifications include vendor-direct (Certified Specialist for Avid Media Composer) or proprietary certifications (Key Code Education certificates and badging).

Commitment to Training

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

➤ Training Infrastructure

The project will be overseen by experienced staff responsible for employer coordination, trainee eligibility verification, scheduling, attendance tracking, reporting, and compliance with ETP

requirements. The Chief Academic Officer will oversee training implementation. In addition, Key Code will utilize a LMS to document training hours, course completion, and required records. Administration is designed to ensure timely reporting, fiscal accountability, and compliance with all ETP contract terms.

Marketing and Support Costs

Training is developed in consultation with participating employers and, where applicable, labor representatives to ensure alignment with real-world job requirements and workplace standards. It supports California's high-technology and creative production ecosystem by strengthening the technical workforce responsible for producing, managing, and delivering digital media content used across entertainment, broadcast, and related industries.

Participating employers are recruited through existing employer relationships, industry networks, referrals from previously participating employers, and direct outreach to small and mid-sized media and entertainment businesses in California. Recruitment focuses on employers with immediate retraining needs for incumbent workers impacted by technology and workflow changes. Key Code is requesting 8% for support costs.

Training Agency Certification

Training agency eligibility requires certification by an independent third-party, as required for the type of school and course of study. Most schools must also be licensed by the Bureau of Private Postsecondary Education (BPPE).

Key Code is eligible as a training agency based on the following:

- BPPE licensure valid until January 8, 2030.

Tuition Reimbursement

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

Prior Projects

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

Contract No.	Term	Approved Amount	Approved Estimated No. Trainees	No. Retained	Payment Earned \$ %
ET24-0299	01/29/24 - 01/28/26	\$249,000	375	102	\$64,944 (26%)
ET22-0308	05/31/22 - 05/30/24	\$100,405	215	92	\$96,432 (96%)
ET20-0122-000	09/03/19 - 03/01/22	\$199,136	224	86	\$75,198 (38%)

ET24-0299: Key Code tracked 2,640 valid hours, with earnings of \$64,944 (26%). Performance under the previous project was impacted primarily by economic challenges within California's media and entertainment industry. Reduced production activity, the relocation of projects outside the state, and workforce reductions among key industry employers significantly affected the available pool of trainees and overall training participation. In addition, the funding level of the prior contract exceeded the enrollment capacity supported by market conditions at the time. To improve future performance, Key Code has refined its training strategy and aligned the proposed funding request with current and projected industry demand. The Organization has also strengthened its engagement with employers to ensure training programs directly address evolving workforce needs and emerging technologies. These adjustments position Key Code to achieve stronger participation, maximize the effective use of ETP funds, and deliver training outcomes that support both employee development and industry competitiveness. The current proposed project has been right sized down to an amount previously earned by Key Code on its prior project.

ET20-0122: This project was entered from September 2019 to September 2021. During that time, the pandemic and the resulting shutdown began, and Key Code quickly had to shift to an online training format from an in-person format in order to continue to operate. The media and entertainment industry also saw a huge economic downturn which caused layoffs, mergers, strikes, and overall loss of production in California. The end result was a lack of emphasis on training and a focus on making sure trainees were secured in whatever situation they found themselves in. The industry has since regulated itself, and Key Code is confident of success in the future.

Subcontractors

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

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Computer Skills - Advanced Technology

- AD202 Adobe Video and Motion Dynamics
- AE100 Adobe After Effects Principles
- AE101 Adobe After Effects I
- AE201 Adobe After Effects II
- AE301 Adobe After Effects III
- AI105 Intro to AI for Editors
- AU101 Audio Recording Fundamentals
- AU102 Songwriting & Music Production Fundamentals
- AU103 Podcast Production Fundamentals
- AU104 Commercial Audio Production Fundamentals
- AU201 Audio Mastering & Live Event Mixing Essentials
- AU202 Navigating The Filmmaker/Composer Relationship and Process
- DIR101 Intro to Directing for Television
- DR101 DaVinci Resolve Essentials
- DR201 DaVinci Resolve Editing and Finishing
- DR210 DaVinci Resolve Advanced Color Grading
- DR220 DaVinci Resolve Fairlight Audio
- DR230 DaVinci Resolve Fusion FX
- DR400 Blackmagic DaVinci Resolve Engineering & Advanced Operations
- ED201M Assistant Editor Essentials: Media Composer
- ED201P Assistant Editor Essentials: Premiere
- ED201R Assistant Editor Essentials: Resolve
- ED215M Sound Design for Assistant Editors: Media Composer
- ED215P Sound Design for Assistant Editors: Premiere
- ED300 Editing Systems: Latest Features and Practices
- ED320 Shortform Editorial Essentials
- ED323 Documentary Essentials
- ED325 Conforming Essentials
- ED327 Audio for Promos in Media Composer
- ES120 EditShare EFS Shared Storage Fundamentals
- ES220 EditShare Flow, AI & Ecosystem Workflow Integration
- FC101 Final Cut Pro X Fundamentals I
- FL101 Introduction to Offline Workflows in DeepEditor
- FL102 Introduction to Refinement in DeepEditor
- FL103 Online Finishing in DeepEditor
- MC100 Avid Media Composer Principles
- MC101 Avid Media Composer Fundamentals I
- MC110 Avid Media Composer Fundamentals II
- MC201 Avid Media Composer Professional Editing I
- MC210 Avid Media Composer Professional Editing II
- MC239 Color Grading with Avid Media Composer

- MC300 Avid Media Composer New Features & Tools
- MC400 ACSR Avid Media Composer System Support Certification I
- MC401 ACSR (Brand Specific) Avid Media Composer System Support Certification II
- MC405 Avid Media Composer Troubleshooting Workshop
- MC410 ACSR Avid Media Composer System Support Recertification
- NX423 ACSR Avid NEXIS System Support Certification
- NX440 ACSR Avid NEXIS System Support Recertification
- PC101 Post Coordinator Essentials
- PR101 Adobe Premiere Pro I
- PR201 Adobe Premiere Pro II
- PR250 Adobe Premiere Pro for Experienced Editors
- PR301 Adobe Premiere Pro III
- PR305 AI Tools in Adobe Premiere
- PR400 Adobe Premiere Pro Engineering & Advanced Operations
- PS101 Adobe Photoshop I
- PS201 Adobe Photoshop II
- PS301 Adobe Photoshop III
- PT101 Pro Tools Fundamentals I
- PT110 Pro Tools Fundamentals II
- PT301 Pro Tools S6 Mixing Technique Essentials
- PT400 ACSR Pro Tools System Support Certification
- RV120 Ross Carbonite Hardware & System Fundamentals
- RV125 Ross XPression System Fundamentals
- RV220 Ross Carbonite Switcher Operation & Workflow Integration
- RV225 Ross XPression Template Design, Data-Driven Graphics & Automated Layout
- SN120 Studio Network Solutions (SNS) EVO (Brand Specific) Shared Storage Fundamentals
- SN220 SNS EVO ShareBrowser, Slingshot & Workflow Optimization
- UE103 Unreal Engine for Motion Designers
- VT120 TriCaster Architecture & System Fundamentals
- VT220 TriCaster Live Production Operations & Workflow Integration

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Key Code Media, Inc.

CCG No.: ET27-0103

Reference No: 26-0298

Page 1 of 4

ALPHABETIZE BY COMPANY NAME

Company: Aspect Ratio, Inc.

Address: 5161 Lankershim Blvd., #300

City, State, Zip: North Hollywood, CA 91601

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 97	California: 97	Estimated # of Trainees: 16
---------------------------------	---------------	----------------	-----------------------------

Collective Bargaining Agreement(s): No

Company: AV Squad

Address: 101 S. La Brea Ave.

City, State, Zip: Los Angeles, CA 90036

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 152	California: 148	Estimated # of Trainees: 5
---------------------------------	----------------	-----------------	----------------------------

Collective Bargaining Agreement(s): No

Company: Buddha Jones LLC

Address: 8000 Sunset Blvd., Suite B310

City, State, Zip: Los Angeles, CA 90046

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 115	California: 113	Estimated # of Trainees: 12
---------------------------------	----------------	-----------------	-----------------------------

Collective Bargaining Agreement(s): No

Company: Christy Inc.

Address: 2228 N. Hollywood Way

City, State, Zip: Burbank, CA 91505

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 18	California: 12	Estimated # of Trainees: 2
---------------------------------	---------------	----------------	----------------------------

Collective Bargaining Agreement(s): No

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Key Code Media, Inc.

CCG No.: ET27-0103

Reference No: 26-0298

Page 2 of 4

ALPHABETIZE BY COMPANY NAME

Company: Corday Production, Inc.

Address: 3400 West Olive Ave., #170

City, State, Zip: Burbank, CA 91505

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 80

California: 80

Estimated # of Trainees: 4

Collective Bargaining Agreement(s): No

Company: Digital Vortechs, Inc.

Address: 1513 W. Temple St.

City, State, Zip: Los Angeles, CA 90026

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 18

California: 18

Estimated # of Trainees: 1

Collective Bargaining Agreement(s): No

Company: EPS Cineworks

Address: 3330 Cahuenga Blvd., Suite 200

City, State, Zip: Los Angeles, CA 90068

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 16

California: 16

Estimated # of Trainees: 1

Collective Bargaining Agreement(s): No

Company: Film 45

Address: 2040 Stoner Ave.

City, State, Zip: Los Angeles, CA 90025

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 50

California: 40

Estimated # of Trainees: 8

Collective Bargaining Agreement(s): No

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Key Code Media, Inc.

CCG No.: ET27-0103

Reference No: 26-0298

Page 3 of 4

ALPHABETIZE BY COMPANY NAME

Company: Fridays' Films Inc. dba Fridays

Address: 39 Mesa St., Production Suite 2

City, State, Zip: San Francisco, CA 94129

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 24

California: 20

Estimated # of Trainees: 3

Collective Bargaining Agreement(s): No

Company: Key Code Media, Inc.

Address: 270 S. Flower St.

City, State, Zip: Burbank, CA 91502

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 160

California: 80

Estimated # of Trainees: 12

Collective Bargaining Agreement(s): No

Company: Max Post

Address: 308 W. Verdugo Avenue

City, State, Zip: Burbank, CA 91502

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 15

California: 12

Estimated # of Trainees: 14

Collective Bargaining Agreement(s): No

Company: News America Incorporated

Address: 10201 W. Pico Blvd.

City, State, Zip: Los Angeles, CA 90065

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 225000

California: 35000

Estimated # of Trainees: 25

Collective Bargaining Agreement(s): No

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Key Code Media, Inc.

CCG No.: ET27-0103

Reference No: 26-0298

Page 4 of 4

ALPHABETIZE BY COMPANY NAME

Company: Sony Pictures Television - Nonfiction

Address: 6007 Sepulveda Blvd.

City, State, Zip: Van Nuys, CA 91411

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 100

California: 50

Estimated # of Trainees: 1

Collective Bargaining Agreement(s): No

Company: Streamland Media Midco LLC

Address: 3900 W. Alameda Ave., 10th Fl

City, State, Zip: Burbank, CA 91505

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 2000

California: 500

Estimated # of Trainees: 3

Collective Bargaining Agreement(s): No

Company: The CW Network, LLC

Address: 2900 W. Alameda Ave.

City, State, Zip: Burbank, CA 91505

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 120

California: 100

Estimated # of Trainees: 3

Collective Bargaining Agreement(s): No



Training Proposal for:
Los Angeles Pacific College
Contract Number: ET27-0115

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Entrepreneurial Multiple Barriers New Hire Priority Rate Retrainee SB < 100 SET	Industry Sector(s):	MEC Manufacturing Professional, Scientific, and Technical Services Real Estate and Rental and Leasing Retail Trade Transportation and Warehousing Wholesale Trade
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Los Angeles, Orange, Riverside, San Bernardino, San Francisco	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
\$300,300		\$27,462		\$327,762
In-Kind Contribution:	50% of Total ETP Funding Required			\$270,900

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Multiple Barriers Priority Rate Small Business SET New Hire	85	8-260	0-0	105	\$3,222	\$20.87
2	Priority Rate Entrepreneurial Small Business SET Retrainee	36	8-200	0-0	50	\$1,497	\$0.00

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: (SET/New Hire): \$22.43 per hour for San Francisco County; \$20.66 per hour for Los Angeles County, and \$20.18 per hour for Orange, San Bernardino and Riverside Counties

Job Number 2: (Entrepreneurial): no minimum wage requirement

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

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

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

Job Number 1: \$1.56

Job Number 2: \$0.00

Fringe Benefits: On average, participating employers (PE) offer medical, dental, vision, and life insurance. There are various options for healthcare plans which allow employees to choose lower cost plans like HMOs or plans with higher costs, like PPOs. The average coverage goes from 50%-100%. Some other benefits for various PEs include higher than average PTO, sick leave, and bereavement leave.

Wage Progression: On average, employees receive wage increases based on merit and continued education that increases their skillset. This ensures that employees are continuously improving their skills. Annual reviews lead to an average increase of 1-5%. On average, employers provide wage progression within a year following the training.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Multiple Barriers, Priority Rate, Small Business, SET, New Hire					
Accounts Receivable Clerk	\$20.87 - \$26.44	15	0	10	5
Accounts Payable Clerk	\$20.87 - \$26.44	15	0	10	5
Bookkeeper	\$20.87 - \$26.44	10	0	5	5
Data Entry Clerk	\$20.87 - \$26.44	15	0	10	5
Inventory Control Clerk	\$20.87 - \$26.44	10	0	5	5
Web Designer	\$20.87 - \$30.00	10	0	5	5
Graphic Designer	\$20.87 - \$30.00	10	0	5	5
JOB NUMBER 2 - Priority Rate, Entrepreneurial, Small Business, SET, Retrainee					
Small Business Owner	N/A	36	0	25	11

Introduction

Founded in 1989, and located in Los Angeles, Los Angeles Pacific College (LAPC) (www.lapacific.edu) is a private vocational training facility providing occupational skills to individuals seeking new or enhanced employment. The School offers certificate and degree programs to students specializing in accounting, computer graphic design, and web development (coding). Its trainee population is primarily based on low-income areas in Los Angeles, San Bernardino, Riverside, San Francisco, and Orange Counties and serves business in the Manufacturing, Professional, Scientific, and Technical Services, Real Estate/Rental/Leasing, Retail Trade, Transportation/Warehousing, and Wholesale Trade industries. Training will be conducted out of its Los Angeles campus or at PE locations in Los Angeles, San Bernardino, Riverside, San Francisco, and Orange Counties.

This will be LAPC's eleventh ETP Contract, and its fourth in the last five years. LAPC is seeking funds to train and place unemployed individuals (New Hire) to employment as well as to train Small Business Owners (Entrepreneurs).

ETP Priority 10200(b)

LAPC's training program aligns with Unemployment Insurance Code (UIC) section 10200(b) by helping unemployed individuals find full-time employment in high paying find jobs in industries such as Accounting, Web Coding, and Graphic Design. The small business owner training program is design to help owners develop the skills needed to guide their business and employees to grow in California. Based on the United States Bureau of Labor Statistics, employment of Web Developers and Digital Designers is projected to grow 18% from 2023 to 2033. Although there is a projected 5% decline in employment for bookkeeping, accounting, and auditing clerks from 2023 to 2033, the field will still see approximately 174,900 job openings each year. These openings are expected to result primarily from the need to replace workers who retire or transition to other occupations, indicating that opportunities in the field will remain steady over time.

Veterans Program

Although LAPC does not have a separate Veterans Job Number, the training agency is approved by the Department of Veterans Affairs and actively recruits unemployed Veterans through career fairs.

Project Details

LAPC has been training and placing unemployed individuals for more than two decades and has an established network of companies that contact the school on a regular basis in search of trainees prepared to enter the workforce. Based on demand in the labor market and LAPC's years of experience, this proposal will provide New Hire trainees with technical skills needed to meet quality standards set by prospective employers to enter or re-enter the workforce. Within the past two years, LAPC has successfully placed 16 trainees into entry-level positions as Bookkeepers, Data Entry Clerks, Web Designers, and Graphic Designers. This proposal will also include training for small business owners as there is an ongoing need for small-business owners to update and sharpen their management skills.

In today's job market, there have been significant shifts due to automation, economic fluctuations, and evolving employer expectations. Many individuals are transitioning from displaced roles or industries and require updated technical and digital skills to remain competitive. Employers are also expecting potential New Hire candidates to be proficient in accounting software, digital tools, and technology workflows rather than solely relying on prior experience. New Hire training will address these workforce changes by providing participants with practical, in-demand skills that improve employability, shorten onboarding time, and support long-term workforce stability. This training will directly support workforce reentry, skill development, and career advancement in response to current labor market demands.

As for small business owners, many are seeing business operations rapidly evolving due to increased resilience on digital systems, automation, and data analytics. For example, many accounting, payroll, and customer management functions have shifted to cloud-based platforms that integrate with AI-driven features for forecasting, error detection, and reporting. Due to this, owners must understand how to use tools such as AI-assisted accounting software digital marketing analytical platforms, and automated reporting systems to effectively manage finances, control costs, and make informed business decisions. In addition, small business owners must remain compliant with frequently changing regulations related to reporting, payroll, and retirement plans. Training in these areas will ensure they can adapt to new regulatory requirements, reduce compliance risks, and implement benefit strategies that support both business stability and employee retention.

Training Plan

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

Business Skills: This training will be offered to all occupations. New Hires will receive training in Bookkeeping Equations, Financial Statements, General Ledger, and Merchandising Accounts. Entrepreneurs will receive training in Bank Reconciliation and Depreciation.

Computer Skills: This training will be offered to all occupations in course topics such as Basic Artificial Intelligence (AI) for Business and Marketing, Computer Graphics, Digital Marketing, and Quickbooks.

Literacy Skills: This training will be offered to New Hire trainees in course topics such as Vocational English Language Skills that includes Writing Letters and Business Reports and Language Comprehension.

Job Readiness Skills: This training will be offered to New Hire trainees in courses such as Resume Building Skills, Interviewing Skills, and Communication Skills and Team Building.

Alternate Recordkeeping

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

Special Employment Training

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

➤ Wage and Retention Modifications

All trainees in Job Number 1 are New Hires and have two or more barriers to employment (e.g., mental or physical disability, limited English proficiency, limited math skills). These trainees qualify for the ETP New Hire wage of \$22.43 per hour for San Francisco County, \$20.66 per hour for Los Angeles County, and \$20.18 per hour for San Bernardino, Orange, and Riverside Counties.

The Panel may also modify the retention period for these trainees, making it 500 hours within 272 consecutive days with one or more employers.

Entrepreneurial Training

Training will be provided to owner(s) of a business with 1 to 9 full-time employees. The owner may be one or more individuals, each of whom must have at least a 20% financial investment in the business and a direct full-time involvement in its day-to-day operations. The spouse of an owner also qualifies if he or she has direct full-time involvement in the day-to-day operations. The business must retain the same number of employees for at least 90 days after training as had been employed at the start of training. There will be no post-retention wage requirement as all trainees are considered Entrepreneurs.

The core group of PEs represents over 100% of the requested funding in Job Number 2. Participants are from a broad spectrum of industries, some of which may be ETP priorities, including Manufacturing, Professional, Scientific, and Technical Services, Transportation/Warehousing, and Wholesale Trade.

Incidental Placement

Incidental placement with public and nonprofit entities is permissible for trainees in Job Number 1, not to exceed 20%. LAPC is requesting incidental placement for trainees with public and nonprofit entities not to exceed 20%.

Commitment to Training

Participating employers provide company-wide training alongside ETP training such as safety, sexual harassment prevention, and other on-the-job training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

LAPC's President will oversee the implementation of this project, and a project team of four full-time staff members will assist with project administration. The Student Services Coordinator and Admissions Counselor will be responsible for intake, admissions assessment, recordkeeping, and placement services. The Academic Director will be responsible for monitoring student performance, supervising the instructors, and course scheduling. The Marketing Coordinator will focus on marketing services and administrative support. Training will be delivered by LAPC faculty. Trainers have practical and professional experience in their respective fields (i.e. college degree, teaching experience and/or demonstrated industry work experience, and possession of related teaching credential, license, or certificate).

Marketing and Support Costs

LAPC will recruit through its website and social media accounts. The Company is able to reach a broad community of existing and potential students through content generation and advertising opportunities offered by these sites. Trainees are also recruited from the Employment Development Department and other community-based agencies through personal contacts; advertisements in local print media; written communications; and referrals from the One-Stop Service Centers in Los Angeles, Orange, Ventura, San Bernardino and Riverside Counties. Trainee recruitments are also conducted via networking and word-of-mouth referrals.

With its marketing efforts, LAPC requests 12% support costs for Job Number 1 to assist with the continual need for New Hire trainees' recruitment including intake assessment to determine eligibility, job development, job search assistance, and placement. For Job Number 2, LAPC requests 8% support costs to ensure ongoing marketing efforts towards employer recruitment and needs assessments for Entrepreneurial training.

Training Agency Certification

Training agency eligibility requires certification by an independent third-party, as required for the type of school and course of study. Most schools must also be licensed by the Bureau of Private Postsecondary Education (BPPE).

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

- BPPE licensure valid until November 11, 2026.
- Certification by the Commission of the Council on Occupational Education (COE) and by the Commission on English Language Program (CEA)

Tuition Reimbursement

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

Active Projects

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

Contract No.	Term	Approved Amount	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET25-0119	07/29/24 - 07/28/26	\$123,485	80	16	\$105,850 (86%)

Based on the CEF System, 3,454 reimbursable hours have been tracked for a potential earning of \$105,850 (86% of approved amount) and anticipates final earnings of 100%. To date, LAPC has earned \$99,405 (80% of approved amount).

Prior Projects

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

Contract No.	Term	Approved Amount	Approved Estimated No. Trainees	No. Retained	Payment Earned \$ %
ET22-0185-000	12/20/21 - 03/30/24	\$154,246	146	22	\$116,042 (75%)
ET20-0113-000	08/01/19 - 04/27/22	\$199,234	38	28	\$169,915 (85%)

ET22-0185 (Expansion Funds)

Subcontractors

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

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

Self-Attestations

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

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information,

and/or belief, that the applicant is not ineligible to bid, be awarded, or subcontract on a public works project. UIC section 10205(e)(2)(B)

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

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

Trainees may receive any of the following:

Business Skills**Job Number 1 - New Hire**

- Bookkeeping
 - Bank Reconciliation
 - Bookkeeping and Computer
 - Bookkeeping Equations
 - Closing the Books
 - Corporations
 - Depreciation
 - Financial Statements
 - General Journal
 - General Ledger
 - Handling Petty Cash
 - Merchandising Accounts
 - Partnerships
 - Special Journals
 - The Worksheet

Job Number 2 - Entrepreneurial

- Bookkeeping
 - Bank Reconciliation
 - Bookkeeping and Computer
 - Bookkeeping Equations
 - Closing the Books
 - Corporations
 - Depreciation
 - Financial Statements
 - General Journal
 - General Ledger
 - Handling Petty Cash
 - Merchandising Accounts
 - Partnerships
 - Special Journals
 - The Worksheet
- Pension and Employee Benefits
 - 401(K) Plan
 - Keogh Plan
 - Self-Employed Retirement Plan & Simplified Employee Pension Plan

Computer Skills

- Basic Artificial Intelligence (AI) for Business and Marketing
- Computer Graphics

- Digital Marketing
 - A/B Split Testing
 - Content Marketing
 - Conversion Rate Optimization
 - Local SEO (Search Engine Optimization)
 - PPC (Pay Per Click) Marketing
 - Search Engine Optimization
 - Social Media Apps
- Excel
 - Changing the Appearance of the Worksheet
 - Function Formulas
 - Making the Worksheet Useful
 - Organizing the Worksheet
 - Working with Other Software Tools
 - Worksheet Charts
 - Worksheet Formulas
- Quickbooks
 - Bank Reconciliation
 - Computerizing a Manual Accounting System
 - General Accounting & End-of-Period Procedures
 - Introduction to Computers and Quickbook Premier
 - Payroll
 - Payables & Purchases
 - Sales and Receivables
- Web Design
 - Browser Detection
 - Client-End and Server-Side Scripting
 - Client-Side Forms Validation
 - Introduce and Develop Designer Scripting Skills
 - Processing Forms Data

Job Readiness Skills

- Resume Building Skills
- Interviewing Skills
- Communication Skills and Team Building

Literacy Skills

- Vocational English Language Skills
 - Writing Letters and Business Reports
 - Reading Work Orders, Safety Regulations and Other Documents
 - Language Comprehension
 - Understanding Verbal Directions and Instructions

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Los Angeles Pacific College

CCG No.: ET27-0115

Reference No: 26-0171

Page 1 of 6

ALPHABETIZE BY COMPANY NAME

Company: Bobco Metals

Address: 2000 S. Alameda St.

City, State, Zip: Los Angeles, CA 90058

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide:5

California:5

Estimated # of Trainees:2

Collective Bargaining Agreement(s): N/A

Company: Dee Space, Inc

Address: 21151 S. Western Ave.

City, State, Zip: Torrence, CA 90501

Employers Industry: Professional, Scientific, Technical Services

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees: Worldwide:6

California:6

Estimated # of Trainees:2

Collective Bargaining Agreement(s): N/A

Company: DI Group, Inc

Address: 200 S. Robertson Blvd.

City, State, Zip: Beverly Hills, CA 90211

Employers Industry: Retail Trade

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees: Worldwide:4

California:4

Estimated # of Trainees:1

Collective Bargaining Agreement(s): N/A

Company: Don Textiles, Inc

Address: 3310 S. Grand Ave.

City, State, Zip: Los Angeles, CA 90007

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide:5

California:5

Estimated # of Trainees:1

Collective Bargaining Agreement(s): N/A

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Los Angeles Pacific College

CCG No.: ET27-0115

Reference No: 26-0171

Page 2 of 6

ALPHABETIZE BY COMPANY NAME

Company: Edgemine Inc.

Address: 1801 E. 50th St.

City, State, Zip: Los Angeles, CA 90058

Employers Industry: Retail Trade

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees: Worldwide:5

California:5

Estimated # of Trainees:2

Collective Bargaining Agreement(s): N/A

Company: Elat Properties Investment & Development, Inc

Address: 1300 W. Olympic Blvd., Ste. #500

City, State, Zip: Los Angeles, CA 90015

Employers Industry: Transportation and Warehousing

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees: Worldwide:5

California:5

Estimated # of Trainees:2

Collective Bargaining Agreement(s): N/A

Company: Electric Zone, Inc.

Address: 16123 Cohasset St.

City, State, Zip: Van Nuys, CA 91406

Employers Industry: Professional, Scientific, Technical Services

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees: Worldwide:7

California:7

Estimated # of Trainees:2

Collective Bargaining Agreement(s): N/A

Company: Elite Property Management

Address: 3191 Casitas Avenue #200

City, State, Zip: Los Angeles, CA 90039

Employers Industry: Real Estate and Rental and Leasing

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees: Worldwide: 3

California:1

Estimated # of Trainees:1

Collective Bargaining Agreement(s): N/A

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Los Angeles Pacific College

CCG No.: ET27-0115

Reference No: 26-0171

Page 3 of 6

ALPHABETIZE BY COMPANY NAME

Company: F&F Enterprises, Inc.

Address: 722 Stanford Ave.

City, State, Zip: Los Angeles, CA 90021

Employers Industry: Wholesale Trade

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees: Worldwide:6

California:6

Estimated # of Trainees:2

Collective Bargaining Agreement(s): N/A

Company: Forneer, Inc.

Address: 16520 Harbor Blvd. #A

City, State, Zip: Fountain Valley, CA 92708

Employers Industry: Professional, Scientific, Technical Services

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees: Worldwide:5

California:5

Estimated # of Trainees:2

Collective Bargaining Agreement(s): N/A

Company: Gold Textile Inc

Address: 21151 S. Western Ave.

City, State, Zip: Torrance, CA 90501

Employers Industry: Wholesale Trade

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees: Worldwide:9

California:9

Estimated # of Trainees:1

Collective Bargaining Agreement(s): N/A

Company: H&D Accessories, Inc

Address: 1111 Stanford Ave. #101

City, State, Zip: Los Angeles, CA 90021

Employers Industry: Wholesale Trade

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees: Worldwide: 6

California:6

Estimated # of Trainees:1

Collective Bargaining Agreement(s): N/A

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Los Angeles Pacific College

CCG No.: ET27-0115

Reference No: 26-0171

Page 4 of 6

ALPHABETIZE BY COMPANY NAME

Company: K1 International, Inc

Address: 2088 Compton Ave.

City, State, Zip: Los Angeles, CA 90008

Employers Industry: Transportation and Warehousing

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees: Worldwide:9

California:9

Estimated # of Trainees:2

Collective Bargaining Agreement(s): N/A

Company: KNY Clothing, Inc

Address: 1662 Long Beach Ave.

City, State, Zip: Los Angeles, CA 90021

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide:5

California:5

Estimated # of Trainees:1

Collective Bargaining Agreement(s): N/A

Company: La Corona Del Productor

Address: 3652 North Norwalk Blvd.

City, State, Zip: Long Beach, CA 90808

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide:5

California:5

Estimated # of Trainees:1

Collective Bargaining Agreement(s): N/A

Company: Lighting Expo, Inc.

Address: 323 S. La Brea Ave.

City, State, Zip: Los Angeles, CA 90036

Employers Industry: Wholesale Trade

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees: Worldwide:6

California:6

Estimated # of Trainees:2

Collective Bargaining Agreement(s): N/A

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Los Angeles Pacific College

CCG No.: ET27-0115

Reference No: 26-0171

Page 5 of 6

ALPHABETIZE BY COMPANY NAME

Company: MCS, LLC

Address: 2627 N. Hollywood Way

City, State, Zip: Burbank, CA 91505

Employers Industry: Professional, Scientific, Technical Services

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees: Worldwide:4

California:4

Estimated # of Trainees:1

Collective Bargaining Agreement(s): N/A

Company: Pico Glatt Mart

Address: 9427 W. Pico Blvd.

City, State, Zip: Los Angeles, CA 90035

Employers Industry: Wholesale Trade

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees: Worldwide:6

California:6

Estimated # of Trainees:1

Collective Bargaining Agreement(s): N/A

Company: Poly USA

Address: 1136 San Julian St. B

City, State, Zip: Los Angeles, CA 90011

Employers Industry: Wholesale Trade

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees: Worldwide:5

California:5

Estimated # of Trainees:1

Collective Bargaining Agreement(s): N/A

Company: RS Motors

Address: 788 Francesca Dr.

City, State, Zip: Walnut, CA 91789

Employers Industry: Wholesale Trade

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees: Worldwide:8

California:8

Estimated # of Trainees:1

Collective Bargaining Agreement(s): N/A

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Los Angeles Pacific College

CCG No.: ET27-0115

Reference No: 26-0171

Page 6 of 6

ALPHABETIZE BY COMPANY NAME

Company: S&S International USA Inc

Address: 1841 E. 50th St.

City, State, Zip: Vernon, CA 90058

Employers Industry: Wholesale Trade

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees: Worldwide:3

California:3

Estimated # of Trainees:1

Collective Bargaining Agreement(s): N/A

Company: Skymember, Inc

Address: 1320 E. Olympic Blvd #200

City, State, Zip: Los Angeles, CA 90021

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 7

California:7

Estimated # of Trainees:1

Collective Bargaining Agreement(s): N/A

Company: Sunset View Plaza, LLC

Address: 8410 Sunset Blvd.

City, State, Zip: West Hollywood, CA 90069

Employers Industry: Real Estate and Rental and Leasing

Priority Industry? ☐ Yes ☒ No

Total # of full-time employees: Worldwide:5

California:5

Estimated # of Trainees:1

Collective Bargaining Agreement(s): N/A

Company: Sun Systems

Address: 7095 Hollywood Blvd., Ste. 347

City, State, Zip: Los Angeles, CA 90028

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide:8

California:8

Estimated # of Trainees:2

Collective Bargaining Agreement(s): N/A



Training Proposal for:
Oceanside Chamber of Commerce
Contract Number: ET27-0116

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee SB < 100 SET	Industry Sector(s):	MEC Accommodation and Food Services Health Care and Social Assistance Manufacturing Professional, Scientific, and Technical Services Wholesale Trade
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Los Angeles, San Diego, Santa Clara	Repeat Contractor:	☐ Yes ☒ No
Union(s):	☐ Yes ☒ No		
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
\$481,180		\$33,376		\$514,556

In-Kind Contribution:	50% of Total ETP Funding Required	\$700,455
-----------------------	-----------------------------------	-----------

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Small Business Retrainee	320	8-200	0-0	35	\$1,048	\$24.67
2	Priority Rate Small Business SET Retrainee	135	8-200	0-0	35	\$1,048	\$33.64
3	SET Retrainee	42	8-200	0-0	35	\$898	\$44.85

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

Published Minimum Hourly Wage by County:

Job Number 1: \$24.67 per hour for San Diego County; \$24.79 per hour for Los Angeles County; \$26.91 per hour for Santa Clara County
 Job Number 2: \$33.64 per hour SET Modified Wage
 Job Number 3: \$44.85 per hour SET Wage

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

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

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

Job Number 1: \$2.50
 Job Number 2: \$2.50
 Job Number 3: \$2.50

Fringe Benefits: Participating employers provide an average of \$525.00 per month in fringe benefits per employee, including medical, dental, vision, and life insurance, with benefits representing approximately 30% of total compensation. Employees accrue vacation each pay period, averaging two weeks of paid time off annually. All trainees are also eligible to participate in the employer's 401(k) plan upon the first open enrollment period.

Wage Progression: Participating employers conduct performance reviews after an initial 90-day period and thereafter as needed to provide feedback, support, course correction, and reinforce alignment with organizational objectives. Annual reviews are used to evaluate overall performance and determine eligibility for wage increases or promotions. These evaluations include a full discussion of total compensation and typically result in an average progression of 5% to 6% based on demonstrated performance, growth, and contribution.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Small Business, Retrainee					
Customer Service	\$22.17 - \$45.00	50	0	15	35
Administrative	\$22.17 - \$50.00	25	0	25	0
Production	\$22.17 - \$50.00	220	0	70	150
Manager/Supervisor	\$22.18 - \$65.00	25	0	5	20
JOB NUMBER 2 - Priority Rate, Small Business, SET, Retrainee					
Customer Service	\$31.14 - \$45.00	20	0	0	20
Administrative	\$31.14 - \$50.00	20	0	0	20
Production	\$31.14 - \$50.00	85	0	0	85
Frontline Manager/Supervisor	\$31.14 - \$65.00	10	0	0	10
JOB NUMBER 3 - SET, Retrainee					
Customer Service	\$42.35 - \$45.00	5	0	0	5
Production	\$42.35 - \$50.00	22	0	0	22
Administrative	\$42.35 - \$50.00	10	0	0	10
Frontline Manager/Supervisor	\$42.35 - \$65.00	5	0	0	5

Introduction

Founded in 1896 and located in Oceanside, Oceanside Chamber of Commerce (Oceanside) (www.oceansidechamber.com) provides business advocacy, employer support services, networking and community engagement programs, workforce development initiatives, and resources that promote business visibility and regional economic vitality. The Chamber is the city's longest-standing business organization, serving businesses across all industries as well as community organizations, regional partners, and stakeholders connected to Oceanside's economic and workforce development ecosystem. The Chamber helps connect statewide employers to high-quality training resources that improve productivity, retention, and competitiveness. Training will be provided at participating employer's worksites and locations in Los Angeles, San Diego, and Santa Clara Counties. This will be Oceanside's first ETP Contract.

ETP Priority 10200(b)

The proposed training supports ETP priorities by equipping workers with essential skills to adapt to emerging technologies. The project offers ongoing training, workshops, and business education focused on modern tools, updated operational practices, and evolving industry methods. By promoting training in emerging technologies, the project helps workers adapt to innovation, supports employers in addressing skills gaps, and contributes to long-term economic growth. Oceanside's workforce development initiatives also create pathways for career advancement by offering continuous learning opportunities, reskilling options, and structured partnerships that prepare workers for high-quality, sustainable employment and

helps employers and workers stay current with technological advancements and sustain competitiveness within the regional economy.

Veterans Program

Although there are no Veterans participating in this project, the participating employers actively recruit Veterans through the Veterans Administration and other Veteran-focused resources.

Project Details

Oceanside continues to experience rapid economic shifts, leading to persistent workforce challenges across multiple sectors. Feedback collected through surveys, committee meetings, outreach, and direct engagement shows ongoing skill gaps and continued difficulty finding qualified workers. These challenges require participating employers to adapt to technological changes, shifting service expectations, regulatory updates, and market pressures. As a result, many businesses are prioritizing the upskilling of their current staff to keep pace with evolving industry demands. The proposed training addresses these needs by providing targeted, customized skills development based on the specific requirements of each employer.

Training will focus on core skill areas essential for modern business operations, including Essential Digital Literacy for the Workplace, Inventory Management, Project Management, Social Media Networking for Business Development, and Talent Retention and Workforce Development. This approach ensures that training supports increased productivity, stronger service delivery, and expanded career mobility for trainees.

While the project is rooted in supporting Oceanside's regional economy, its impact extends beyond San Diego County to businesses operating in Los Angeles County and Santa Clara County. These multi-county partnerships expand industry networks, foster new business relationships, and reinforce innovation and supply-chain linkages between Southern and Northern California. By aligning training with employer demand, this project will enhance workforce readiness, improve operational efficiency, and help participating employers strengthen services and expand advancement opportunities for their employees. Workers will gain the skills necessary to meet industry expectations while supporting long-term economic growth and regional competitiveness.

Training Plan

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

Business Skills: Training will be offered to all occupations and will provide the skills necessary to improve customer service, increase efficiency, and build product knowledge. Training will include Business Writing Skills, Conflict Resolution, and Project Management.

Computer Skills: Training will be offered to all occupations and will focus on digital technologies and software that support daily operations. Training will include Accounting Software Skills (QuickBooks and Related Systems), Essential Digital Literacy for the Workplace, and Microsoft Office Suite (Intermediate and Advanced).

Continuous Improvement Skills: Training will be offered to all occupations and will focus on increasing efficiency, problem-solving techniques, and job performance. Training topics include Kaizen 7S Workplace Organization, Process Improvement, and Quality Assurance & Engineering Fundamentals.

Management Skills: Training will be offered to the Manager/Supervisor occupation and will focus on developing leadership skills to strengthen program and project management capabilities. Training topics include Delegation and Workload Distribution, Leadership Foundations for Emerging Supervisors, and Resource Planning and Allocation.

Manufacturing Skills: Training will be provided to the Production occupation and will focus on the skills and knowledge needed to operate and maintain current production equipment, ensure product quality, and implement best practices. Training topics include Blueprint Reading, Data Analytics, and 3-D Printing.

Alternate Recordkeeping

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

Special Employment Training

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

➤ Wage and Retention Modifications

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$44.85 to \$33.64). Oceanside requests this wage modification for the trainees in Job Number 2.

Commitment to Training

Participating employers provide job training and basic skill development to ensure that all employees can perform their respective job duties. This training proposal will allow for in-depth training that will build upon and enhance those core training skills. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Chief Executive Officer and Human Resources Assistant will coordinate marketing, recruitment, class scheduling, and roster collection to ensure that project administration adheres to ETP requirements. Training will be provided by subject matter experts with years of industry experience and who possess the knowledge and instructional capability required to deliver high-quality training. Outside vendors may be utilized as needed. In addition, Oceanside has retained a third-party administrative subcontractor to support the administration of this project.

Marketing and Support Costs

Oceanside's marketing plan uses a multi channel strategy to engage participating employers. Outreach includes direct contact through phone calls, emails, and in person meetings, as well as promotions through Chamber hosted events, email blasts, flyers, social media, and newsletters. Oceanside collaborates closely with local businesses, workforce agencies, educational institutions, and regional partners to support business growth, workforce preparation, and economic development. Support costs will help fund recruitment activities,

employer outreach, employer-specific job assessments, the development of customized training plans, and the procurement of specialized trainers. These efforts ensure consistent and comprehensive employer engagement. Based on these activities and staffing needs, Oceanside is requesting 8% in support costs for Job Numbers 1 to 3 for this project.

Trainer Qualifications

Training will be provided by internal and external subject matter experts, including certified industry professionals with 5 to 20 years of industry background in areas such as business administration, human resources, leadership development, and customer service. The Chamber ensures that all trainers possess the knowledge, experience, and instructional capability required to deliver high-quality training consistent with ETP standards.

Tuition Reimbursement

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

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Training Funding Source	Seal Beach, CA	\$0
Administrative	Training Funding Source	Seal Beach, CA	13% of Earned Amount

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Business Skills

- Applied Sales Techniques
- Business Writing Skills
- Communication Skills
- Conflict Resolution
- Customer Service
- Finance for Non-Financial Roles
- Goal Setting
- Leadership Skills
- Managing Organizational Change
- Performance Management Skills
- Project Management
- Team Building
- Time and Priority Management

Computer Skills

- Accounting Software Skills (QuickBooks and Related Systems)
- Adobe Suite
- Digital User and Access Management
- Ecommerce Operations and Online Business Tools
- Essential Digital Literacy for the Workplace
- Google Drive and Google Docs
- Microsoft Office Suite (Intermediate and Advanced)
- Search Engine Optimization (SEO)
- Social Media Networking for Business Development

Continuous Improvement Skills

- ISO (International Organization for Standardization) Auditor Training
- Kaizen 7S Workplace Organization
- Lean Enterprise Applications
- Lean Manufacturing Principles
- Lean Office Workflow Optimization
- Process Improvement
- Process Mapping
- Problem Solving
- Quality Assurance & Engineering Fundamentals
- Root Cause Analysis
- Safety Training Procedures
- Set Up Time Reduction Strategies
- Six Sigma Process Improvement Techniques
- Statistical Process Control Team Building

Management Skills

- Advanced Supervisor Leadership Development
- Building Trust with Teams
- Coaching Series
- Delegation and Workload Distribution
- Developing Workplace Safety Plans and Procedures
- Effective Meeting Management
- Effective Organizational Decision Making
- Employee Engagement Techniques
- Facilitating with Impact
- Fostering Innovation
- Handling Challenging Workplace Behaviors
- Improving Onboarding and Orientation Processes
- Interviewing Skills
- Leadership Communication Techniques
- Leadership Foundations for Emerging Supervisors
- Leading Organizational Change
- Performance Management Practices
- Resource Planning and Allocation
- Risk Management/Disaster Preparation
- Strategic Planning
- Supervisor Development Training Series
- Talent Retention and Workforce Development
- Team Leader and Supervisor Readiness Training

Manufacturing Skills

- Advanced Measurement Skills
- Blue Print Reading
- Data Analytics
- Inventory Management
- Manufacturing Job Breakdown and Instruction
- Operations
- 3-D Printing

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Oceanside Chamber of Commerce

CCG No.: ET27-0116

Reference No: 26-0305

Page 1 of 3

ALPHABETIZE BY COMPANY NAME

Company: American Innotek

Address: 2655 Vista Pacific Drive

City, State, Zip: Oceanside, CA 92056

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide:53	California:48	Estimated # of Trainees:20
---------------------------------	--------------	---------------	----------------------------

Collective Bargaining Agreement(s): N/A

Company: Hydranatics

Address: 401 Jones Road

City, State, Zip: Oceanside, CA 92058

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide:350	California:350	Estimated # of Trainees:125
---------------------------------	---------------	----------------	-----------------------------

Collective Bargaining Agreement(s): N/A

Company: KLS Kinovate Life Sciences

Address:1935 Camino Vida Robie

City, State, Zip: Carlsbad, CA 92008

Employers Industry: Professional, Scientific, and Technical Services

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide:75	California:75	Estimated # of Trainees:50
---------------------------------	--------------	---------------	----------------------------

Collective Bargaining Agreement(s): N/A

Company: Mckenna Boiler Works, Inc.

Address: 2601 Industry Street

City, State, Zip: Oceanside, CA 92054

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide:22	California:22	Estimated # of Trainees:10
---------------------------------	--------------	---------------	----------------------------

Collective Bargaining Agreement(s): N/A

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Oceanside Chamber of Commerce

CCG No.: ET27-0116

Reference No: 26-0305

Page 2 of 3

ALPHABETIZE BY COMPANY NAME

Company: Oceanside Therapy Group

Address: 3355 Mission Ave. #123

City, State, Zip: Oceanside, CA 92058

Employers Industry: Healthcare and Social Assistance

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide:40	California:40	Estimated # of Trainees:20
---------------------------------	--------------	---------------	----------------------------

Collective Bargaining Agreement(s): N/A

Company: Paramit Corporation a Tecan Group Company

Address: 18735 Madrone Parkway

City, State, Zip: Morgan Hill, CA 95037

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide:3500	California:426	Estimated # of Trainees:94
---------------------------------	----------------	----------------	----------------------------

Collective Bargaining Agreement(s): N/A

Company: Rubios

Address: 6021 Innovation Way, Suite 210

City, State, Zip: Carlsbad, CA 92009

Employers Industry: Accommodation and Food Services

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide:1578	California:1500	Estimated # of Trainees:260
---------------------------------	----------------	-----------------	-----------------------------

Collective Bargaining Agreement(s): N/A

Company: (SEIP) Sumitomo Electric Interconnect Products

Address: 915 Armorlite Drive

City, State, Zip: San Marcos, CA 92069

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide:86	California:86	Estimated # of Trainees:50
---------------------------------	--------------	---------------	----------------------------

Collective Bargaining Agreement(s): N/A

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Oceanside Chamber of Commerce

CCG No.: ET27-0116

Reference No: 26-0305

Page 3 of 3

ALPHABETIZE BY COMPANY NAME

Company: Tecan SP, Inc.

Address: 14180 Live Oak Ave.

City, State, Zip: Baldwin Park, CA 91706

Employers Industry: Wholesale Trade

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 3500

California:80

Estimated # of Trainees:55

Collective Bargaining Agreement(s): N/A

Company: Truecare

Address: 150 Valpreda Road

City, State, Zip: San Marcos, CA 92069

Employers Industry: Healthcare and Social Assistance

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide:860

California:860

Estimated # of Trainees:100

Collective Bargaining Agreement(s): N/A



Training Proposal for:
Rancho Santiago Community College District
Contract Number: ET27-0104

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee SB < 100	Industry Sector(s):	MEC Accommodation and Food Services Arts, Entertainment, and Recreation Manufacturing Other Services (except Public Administration) Professional, Scientific, and Technical Services Transportation and Warehousing Wholesale Trade
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Statewide	Repeat Contractor:	☐ Yes ☒ No
Union(s):	☐ Yes ☒ No		
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
\$412,608		\$28,244		\$440,852

In-Kind Contribution:	50% of Total ETP Funding Required	\$449,852
-----------------------	-----------------------------------	-----------

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Small Business Retrainee	614	8-200	0-0	24	\$718	\$24.67

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$26.91 per hour for Alameda, Marin, San Mateo, Santa Clara and San Francisco counties; \$25.57 per hour for Contra Costa County; \$24.79 per hour for Los Angeles County; and \$24.67 per hour for all other counties.

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

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

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

Job Number 1: \$2.50

Fringe Benefits: Participating employers provide comprehensive fringe benefits packages to full-time employees including employer-paid health insurance (medical, dental, and vision), paid vacation and sick leave, life insurance, disability insurance, and 401(k) or retirement plan contributions. Benefits are distributed according to each employer's established policies, with eligibility typically beginning after completion of probationary periods.

Wage Progression: Participating employers determine wage progression based on internal compensation practices, employee performance, skill attainment, and available advancement opportunities. Typically, wage progression occurs within 6 to 12 months after training completion, depending on the employer's review cycle and business needs. Wage increases on average include hourly adjustments, salary increases, or promotion-related pay increases. Employers may provide increases ranging from approximately 3% to 6%, or a specific dollar amount based on the employee's role, demonstrated competency, and expanded job responsibilities.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Small Business, Retrainee					
Customer Service Staff	\$22.17 - \$45.00	110	0	100	10
Production Staff	\$22.17 - \$45.00	149	0	130	19
Administrative Staff	\$22.17 - \$45.00	100	0	90	10
Data Entry Clerk	\$22.17 - \$45.00	115	0	105	10
Technician	\$22.17 - \$45.00	120	0	90	30
Manager/Supervisor	\$25.01 - \$75.00	20	0	0	20

Introduction

Founded in 1971, Rancho Santiago Community College District (RSCCD) (www.rsccd.edu) is one of four community college districts located in Orange County, and provides public higher education, continuing education, and workforce training to the communities of Central and Eastern Orange County. RSCCD offers associate degrees and adult education certificates through its two colleges, Santa Ana College and Santiago Canyon College.

RSCCD supports participating employers throughout California through its expanding workforce training network, statewide partnerships, and participation in collaborative workforce development initiatives. Leveraging extensive experience in customized training, RSCCD works with employers across multiple industries to address skill gaps, support employee advancement, and strengthen business competitiveness. This will be RSCCD's first ETP contract.

ETP Priority 10200(b)

RSCCD aligns with ETP priorities by equipping California employers and workers with advanced Artificial Intelligence (AI) skills, reducing reliance on imported services, and enabling local businesses to compete globally. The project supports high-wage job creation and wage progression through High Road Training Partnership principles, delivering training in new technologies and methods, and providing reskilling pathways for displaced workers all jointly developed with management and labor. By targeting manufacturers and growth-stage businesses, this project strengthens California's manufacturing sector and export competitiveness.

Veterans Program

While this project does not include a dedicated veterans component, veterans may participate in training. Participating employers recruit veterans through the veterans departments at Santa Ana College and Santiago Canyon College, veteran-serving community partners, workforce networks, and veteran-focused hiring events.

Training will be promoted to veteran students and veteran entrepreneurs through the colleges' Veterans Departments using student communications, counseling and certification touchpoints, peer mentors, campus outreach, and informational sessions. RSCCD will further expand

outreach through veteran-serving community partners and workforce, and employer networks connected to the veteran community.

Project Details

The rapid evolution of AI and digital technologies has created an ongoing need for continuous workforce training to ensure businesses remain competitive and employees remain employable. As AI tools such as Copilot, ChatGPT, Canva's AI features, and Claude become integral to modern workflows and organizations face a growing need for structured training. These platforms offer powerful capabilities, including automating tasks, generating creative content, and enhancing decision making. Without clear guidance, teams may underutilize these tools or apply them incorrectly. To remain competitive, this training is required to support consistent adoption and effective use across the organization. Training will help workers build the skills needed to remain employed as job requirements evolve by supporting upskilling, reskilling, and advancement into higher-value roles, while enabling employees to effectively integrate AI, apply ethical best practices, increase their impact, and maintain their value in an AI-driven economy, and help organizations remain competitive. RSCCD has over a decade of AI leadership and a proven track record in customized workforce development to deliver programs that integrate innovative technology literacy with practical business acumen, ensuring companies adapt to change while strengthening economic resilience and workforce stability.

In addition, RSCCD supports employers with a wide range of customized workforce training designed to address critical skill gaps, improve employee performance, and respond to changing industry demands. The RSCCD Customized Training Institute demonstrates the district's capacity to provide flexible and employer-driven training in several high demand areas including business and professional skills, computer and digital skills, continuous improvement, manufacturing, quality, supply chain and logistics, safety, leadership, communication, and workplace effectiveness. These trainings ensure employees can adapt to changing business needs, communicate effectively, solve problems, manage priorities, improve processes, use workplace technology, meet compliance requirements, and contribute to productivity and operational goals.

Training Plan

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

Business Skills: This training will be offered to all occupations and will include course topics such as Business Grammar and Writing Skills, Change Management, Marketing and Sales, Strategic Planning and Management, and Time and Priority Management.

Commercial Skills: This training will be offered to all occupations and will include course topics such as Distribution Systems, Forklift Operation, Inventory Management, and Quality Control.

Computer Skills: This training will be offered to all occupations and will include course topics such as Artificial Intelligence, Business Intelligence Tools, Cybersecurity, and Power Business Intelligence for Desktop.

Continuous Improvement: This training will be offered to all occupations and will include course topics such as Agile and Scrum, Design for Six Sigma, Lean Six Sigma Training, Process Mapping, Quality Management Systems, and Statistical Process Control.

Literacy Skills: This training will be offered to all occupations and will include course topics such as Basic Math, Vocational English as a Second Language, and Written Communications.

Management Skills: This training will be offered to Manager/Supervisor and will include course topics such as Leadership and Coaching, and Navigating Change.

Manufacturing Skills: This training will be offered to Production Staff and Technician, and will include course topics such as Autodesk, Blueprint Reading, Computer Numerical Control, Machine Shop Fundamentals, and Programmable Logic Controllers.

Certified Safety Training

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

Hazardous Waste Operations and Emergency Response Standard (HAZWOPER). This training is a series of courses specifically designed for workers who handle hazardous substances as first-responders, or clean-up as needed at a hazard disposal or emergency site. It consists of 40 hours of classroom or CBT training, for workers stationed at the hazard site; and 24 hours for workers who visit the site (e.g., engineers). Field training is also required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. Each certification requires an 8-hour annual refresher course. This coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Alternate Recordkeeping

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

Commitment to Training

Participating employers provide training in areas such as digital and technology skills, including AI and Microsoft Office applications, leadership and professional development, customer service, process improvement such as Lean and Six Sigma, industry-specific technical skills, and workplace safety and regulatory compliance.

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

➤ Training Infrastructure

RSCCD's two Directors will handle all aspects of the project including employer recruitment, needs assessment, training coordination, enrollment, hours tracking, retention verification, and billing. The Directors will receive assistance from the Business Coordinator, General Office Clerk/Program Assistant, Student Assistant, and Program Specialist. Training will be delivered by internal subject matter experts and third party training vendors as needed. Training will be delivered primarily at RSCCD's location in Santa Ana, and at the participating employers worksites throughout California.

Marketing and Support Costs

RSCCD requests 8% in support costs to support proactive marketing and outreach efforts designed to attract new businesses and expand employer participation in the program. This includes promoting training opportunities through business networks, industry partnerships, workshops, events, and direct employer engagement. RSCCD has more than 40 planned events across four quarters, serving as powerful lead magnets and engagement opportunities for partners and businesses. At these events, RSCCD will host tables, keynote sessions, and facilitate roundtables, positioning the program as a trusted resource for AI-driven transformation. This comprehensive marketing strategy ensures continuous visibility, relationship-building, and actionable learning opportunities for businesses seeking to stay competitive in an AI-powered economy.

Training Agency Certification

Training agency eligibility requires certification by an independent third-party, as required for the type of school and course of study. Most schools must also be licensed by the Bureau of Private Postsecondary Education (BPPE).

RSCCD is eligible as a training agency based on the following:

- Certification by Accrediting Commission for Community and Junior Colleges

Tuition Reimbursement

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

Subcontractors

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

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

Self-Attestations

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

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information,

and/or belief, that the applicant is not ineligible to bid, be awarded, or subcontract on a public works project. UIC section 10205(e)(2)(B)

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

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

Trainees may receive any of the following:

Business Skills

- Business Grammar and Writing Skills
- Change Management
- Conflict Resolution
- Customer Service Excellence
- Frontline Leadership
- Marketing and Sales
- Performance Management
- Presentations
- Problem Solving and Decision Making
- Strategic Planning and Management
- Team Building
- Time and Priority Management
- Writing for Powerful and Persuasive Impact

Commercial Skills

- Distribution Systems
- Forklift Operation
- Inventory Management
- Logistics and Shipping
- Quality Control
- Warehousing Control and Tracking

Computer Skills

- Artificial Intelligence (AI) Tools
 - Microsoft Copilot
 - ChatGPT
 - Canva's AI Features
 - Claude
- Business Intelligence Tools
- Computer Skills for Production and Inventory
- Cybersecurity
- Intermediate and Advanced Microsoft Office: Excel, Word, Access, PowerPoint
- Power Business Intelligence (BI) for Desktop

Continuous Improvement Skills

- 8 Discipline Problem Solving (8D)
- Agile and Scrum
- American Production and Inventory Control Society (APICS) Certified Logistics, Transportation and Distribution (CLTD)
- APICS Certified Supply Chain Professional (CSCP) Training
- APICS Certified in Planning and Inventory Management (CPIM) Part 1 and Part 2 Training

- Design for Six Sigma (DFSS)
- Kaizen Foundation and Practitioner
- Lean 5S Visual Workplace
- Lean Kanban
- Lean Six Sigma Training (White, Yellow, Green, Black Belt)
- Lean, Kaizen and 7S
- Materials and Inventory Management Using MRP and Lean
- Process Mapping
- Project Leadership and Management
- Quality Management Systems (QMS)
- Risk Analysis Using Failure Mode and Effects Analysis (FMEA)
- Root Cause Analysis
- Statistical Process Control (SPC)
- Supply Chain Management
- Theory of Constraints (TOC)
- Value Stream Management

HazWoper

- HazWoper 8 Hour
- HazWoper 24 Hour
- HazWoper 40 Hour

Literacy Skills

- Basic Math
- Vocational English as a Second Language (VESL)
- Written Communications

Management Skills

- Leadership and Coaching
- Navigating Change

Manufacturing Skills

- Additive Manufacturing and 3D Printing
- AS9100D
- Autodesk
- Blueprint Reading
- Computer-Aided Design and Computer-Aided Manufacturing (CAD and CAM)
- Computer Numerical Control (CNC)
- Design Software Systems for Manufacturing
- Electrical Fundamentals
- Food Safety
- Geometric Dimension and Tolerances
- Industrial Maintenance
- Industry 4.0 / Smart Manufacturing
- International Organization for Standardization (ISO) 9001:2015
- Machine Shop Fundamentals
- Manufacturing and Assembly
- Numerical Control Functions

- Pneumatics
- Production Manufacturing and Operating Skills
- Programmable Logic Controllers (PLCs)
- Sanitation
- Shop Measurements

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Rancho Santiago Community College District

CCG No.: ET27-0104

Reference No: 26-0337

Page 1 of 2

ALPHABETIZE BY COMPANY NAME

Company: Bright Uro

Address: 3 Goddard

City, State, Zip: Irvine CA 92618

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐

Total # of full-time employees: Worldwide:54

California: 38

Estimated # of Trainees: 38

Collective Bargaining Agreement(s): No

Company: iRythm

Address: 6550 Katella Ave.

City, State, Zip: Cypress CA 90630

Employers Industry: Manufacturing

Priority Industry? ☒ Yes

Total # of full-time employees: Worldwide:2390

California:601

Estimated # of Trainees:400

Collective Bargaining Agreement(s): No

Company: Planet Innovation

Address: 80 Technology Dr.

City, State, Zip: Irvine, CA 92618

Employers Industry: Manufacturing

Priority Industry? ☒ Yes

Total # of full-time employees: Worldwide:282

California:46

Estimated # of Trainees:46

Collective Bargaining Agreement(s): No

Company: Tailgate Printing

Address: 2930 S Fairview St

City, State, Zip: Santa Ana CA 92704

Employers Industry: Manufacturing

Priority Industry? ☒ Yes

Total # of full-time employees: Worldwide:71

California:71

Estimated # of Trainees: 30

Collective Bargaining Agreement(s): No

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Rancho Santiago Community College District

CCG No.: ET27-0104

Reference No: 26-0337

Page 2 of 2

ALPHABETIZE BY COMPANY NAME

Company: Talent & Acquisition LLC dba STAND 8

Address: 3020 Old Ranch Pkwy.

City, State, Zip: Seal Beach CA 92704

Employer Industry: Professional, Scientific, and Technical Services

Priority Industry? ☒ Yes ☐

Total # of full-time employees:

Worldwide: 372

California: 144

Estimated # of Trainees: 100

Collective Bargaining Agreement(s): No



Training Proposal for:
Workforce Development Corporation of Southeast Los Angeles County, Inc.

Contract Number: ET27-0121

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee SB < 100	Industry Sector(s):	MEC Construction Manufacturing Professional, Scientific, and Technical Services Transportation and Warehousing
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Statewide	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs \$841,064	+	Support Costs \$58,117	=	Total ETP Funding \$899,181
---	---	--	---	---

In-Kind Contribution:	50% of Total ETP Funding Required	\$2,493,408
-----------------------	-----------------------------------	-------------

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	405	8-200	0-0	46	\$1,377	\$24.67
2	Priority Rate Small Business Retrainee	248	8-200	0-0	46	\$1,377	\$24.67

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$26.91 for Alameda, Marin, San Mateo, Santa Clara, and San Francisco counties; \$25.57 for Contra Costa County; \$24.79 for Los Angeles County; and \$24.67 for all other counties.

Job Number 2: \$26.91 for Alameda, Marin, San Mateo, Santa Clara, and San Francisco counties; \$25.57 for Contra Costa County; \$24.79 for Los Angeles County; and \$24.67 for all other counties.

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

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

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

Job Number 1: \$2.50

Job Number 2: \$2.50

Fringe Benefits: Participating employers offer a variety of fringe benefit plans that primarily include medical, dental, and vision insurance coverage. Other common benefits include paid vacation, paid sick leave, paid jury duty, disability insurance and life insurance.

Wage Progression: SELACO consults with participating employers during an early assessment process to encourage wage progression for all trainees. Participating employers use a variety of means for advancement and wage increases, which are typically based upon skills attainment, performance, and tenure on the job. Reported annual wage increases typically range between 1-3%.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Construction Worker	\$24.62 - \$61.84	8	0	2	6
Administration/Coordinator	\$25.80 - \$69.71	17	0	0	17

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
Warehouse/Logistics	\$22.17 - \$74.52	43	0	12	31
Maintenance/Field Technician	\$33.00 - \$64.47	7	0	0	7
Manufacturing/Production	\$27.03 - \$77.74	150	0	0	150
Supervisor/Manager	\$29.11 - \$75.72	42	0	0	42
Analyst/Planning	\$31.00 - \$76.18	12	0	0	12
Customer Service	\$24.62 - \$96.15	16	0	8	8
Information Technology	\$28.23 - \$94.21	12	0	0	12
Engineering/Environmental	\$25.03 - \$115.38	87	0	0	87
Finance/Accounting	\$25.03 - \$115.38	11	0	0	11
JOB NUMBER 2 - Priority Rate, Small Business, Retrainee					
Construction Worker	\$24.62 - \$61.84	5	0	2	3
Administration/Coordinator	\$25.80 - \$69.71	10	0	0	10
Warehouse/Logistics	\$22.17 - \$74.52	26	0	7	19
Maintenance/Field Technician	\$33.00 - \$64.47	3	0	0	3
Manufacturing/Production	\$27.03 - \$77.74	90	0	0	90
Supervisor/Manager	\$29.11 - \$75.72	21	0	0	21
Analyst/Planning	\$31.00 - \$76.18	7	0	0	7
Customer Service	\$24.62 - \$96.15	11	0	6	5
Information Technology	\$28.23 - \$94.21	7	0	0	7
Engineering/Environmental	\$25.03 - \$115.38	41	0	0	41
Finance/Accounting	\$25.03 - \$115.38	6	0	0	6
CEO/CFO/COO	\$41.86 - \$175.49	17	0	0	17
Owner	N/A	4	0	0	4

Introduction

Workforce Development Corporation of Southeast Los Angeles County, Inc. (SELACO) (www.selacowdb.com) was formed in 1983. SELACO specializes in providing customized business solutions to foster the economic growth of employers and the upskilling of individuals through workforce education and training. SELACO provides services to businesses mainly located in the Southeast Los Angeles and Orange County areas. SELACO works collaboratively with employers, economic development agencies, and labor organizations to address the challenges of business growth and employee retention.

The proposed training will be provided primarily to manufacturing, transportation and logistics employers; however, companies from additional business sectors facing out-of-state competition are also expected to participate. The core group of participating employers represents more than 80% of the requested funding amount, and approximately 40% are small businesses. Training will be provided statewide; however, most of the training will be provided

at participating employers' worksites and locations in Los Angeles and Orange counties. This will be SELACO's sixth ETP Contract in the last five years.

ETP Priority 10200(b)

SELACO provides training in manufacturing, logistics, and supply chain management to strengthen domestic production. By equipping employees with the skills to produce high-quality goods efficiently, SELACO helps California businesses reduce dependence on imports and expand their export capacity. Training is tailored to the needs of new and growing businesses, especially those offering high-wage career pathways. SELACO's curriculum emphasizes modern production methods and emerging technologies, while prioritizing the upskilling and reskilling of displaced workers so they can transition into in-demand roles. The majority of SELACO's training supports the retention and expansion of California's manufacturing workforce.

Veterans Program

Although SELACO is not including a separate job number for veterans, participating employers regularly employ veterans through their normal hiring practices. SELACO also works closely with the Department of Veterans Affairs and several local veteran's organizations, such as Veterans Stand Together.

Project Details

Participating employers operate in rapidly evolving industries that are continually impacted by technological advancements, changing production methods, equipment upgrades, regulatory requirements, and shifting market conditions. These ongoing changes create skill gaps that can affect productivity, operational efficiency, and long-term competitiveness if not addressed through structured workforce development.

To meet these challenges, SELACO will provide customized training programs designed to strengthen employee skills across a wide range of occupational groups and industries. Training will focus on enhancing technical proficiency, improving workflow efficiency, supporting technology adoption, and developing leadership capabilities for small businesses and large corporations. Key areas of training include project management, enterprise resource planning (ERP) systems, lean manufacturing principles, supply chain management, frontline leadership, and advanced manufacturing processes.

The training program will also support workers in developing essential workplace competencies such as communication, critical thinking, adaptability, and team collaboration. Additional industry-specific instruction will address manufacturing operations, equipment maintenance, logistics, and safety certifications, including OSHA, HAZWOPER, and HAZMAT training where appropriate.

By investing in targeted workforce development, participating employers will improve productivity, strengthen employee retention, enhance operational performance, and build a more resilient workforce capable of adapting to future industry demands. This comprehensive training strategy will help businesses recover from disruptions, embrace innovation, and achieve sustainable growth in increasingly competitive markets.

Training Plan

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

Business Skills: Training will be offered to all occupations. Trainees will learn how to perform their duties more effectively in a professional business setting. Training will include Project Management, Customer Service, and Goal Setting.

Commercial Skills: Training will be offered to Construction Workers, Engineering/Environmental staff, and Managers/Supervisors. Training will cover Estimating and Budgeting, Construction Management, and Project Planning and Control.

Computer Skills: Training will be offered to all occupations. Trainees will learn to work more efficiently through the use of innovative software solutions. Training topics include Databases, Project Management Software, and Enterprise Resource Planning (ERP) Software.

Continuous Improvement: Training will be offered to all occupations to enhance problem solving and decision making skills through effective process improvement techniques. These courses will help workers improve efficiencies that lead to lower operating costs, reduced waste, and higher profit margins. Training will include Lean Manufacturing/Operations, Supply Chain Elements and Management, and Frontline Leadership.

Green/Clean Skills: Training will be offered to Manufacturing/Production, Engineering/Environmental, Warehouse/Logistics, and Construction Workers. Training will focus on the knowledge, abilities, and values needed to develop and support energy efficient/sustainable environments. Training will cover Green Business Practices, Sorting Recyclable Materials, and Renewable Energy Strategies.

Literacy Skills: Training will be offered to Manufacturing/Production and Warehouse/Logistics staff to help workers overcome language barriers that impede productivity and teamwork. Training will cover Effective Listening Skills, English Communication Skills, and Work Related Vocabulary and Terminology.

Management Skills: Training will be offered to Supervisors/Managers to enhance their ability to communicate, lead, motivate and plan. This training will also be provided to Owners and C-Level executives of small businesses in Job Number 2. Training topics include Motivating Employees, Teambuilding, and Leadership Principles.

Manufacturing Skills: Training will be offered to Manufacturing/Production, Engineering/Environmental, and Maintenance/Field Technicians. This training is designed to improve productivity, product quality, and plant efficiencies. Training will include Programmable Logic Control, Operation of Tools and Kaizen Methods, and Equipment Maintenance.

Other Skills: Training will be offered to Manufacturing/Production and Warehouse/Logistics workers who require more focused instruction in soft skills specifically designed to improve success in the workplace. Training topics include Interpersonal Skills, Adaptability, and Critical Thinking.

Certified Safety Training

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

Construction Workers, Logistics Staff, and Maintenance/Field Technicians. OSHA 30 training will be provided to Managers/Supervisors and Engineering/Environmental staff to ensure a safe work environment.

Hazardous Waste Operations and Emergency Response Standard (HAZWOPER). This training is a series of courses specifically designed for workers who handle hazardous substances as first-responders, or clean-up as needed at a hazard disposal or emergency site. It consists of 40 hours of classroom or CBT training, for workers stationed at the hazard site; and 24 hours for workers who visit the site (e.g., engineers). Field training is also required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. Each certification requires an 8-hour annual refresher course. This coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA. Training will be provided to Warehouse/Logistics, Engineering/Environmental, Manufacturing/Production, and Maintenance/Field Technicians.

Hazardous Materials (HAZMAT). This training is a series of courses, specific to industry sectors involved in the transport of hazardous materials. The coursework varies in length depending on the industry and the occupational title, as organized in five levels ranging from “first responder” to “incident commander.” It is generally a minimum of 24 hours with an 8-hour annual refresher, and may be delivered by classroom or CBT. In this proposal, Maintenance/Field Technicians, Engineering/Environmental, Supervisors, Manufacturing/Production, and Warehouse/Logistics workers will receive up to 40 hours of training. Field training may be required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. This coursework is not under Cal-OSHA, but is administered under the Department of Transportation and CalTRANS. There are various certification entities for the coursework and instructors. In this proposal, certification is by the certified trainers.

Alternate Recordkeeping

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

Commitment to Training

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

➤ Training Infrastructure

SELACO's Manager of Business Training & Development will oversee administration of this project. SELACO has three staff members with ETP administrative experience dedicated to business development, needs assessments, employer recruitment, training customization, scheduling, and ETP administration. The majority of training will be delivered at employer worksites and a small percentage may be provided in a center-based setting.

Marketing and Support Costs

SELACO markets its program through flyers, email, trade shows, social media, industry focus groups, and other forms of advertising. SELACO maintains numerous relationships with business, labor, education and economic development agencies. SELACO also promotes programs through its work with community organizations (e.g., Society of Manufacturing

Engineers, Human Resources associations, and various Chambers of Commerce). SELACO is requesting 8% Support Costs to assist with recruitment and training assessments.

Trainer Qualifications

SELACO utilizes a team of highly skilled instructors with many years of industry knowledge and teaching experience. SELACO may also retain external training vendors to be determined during the contract term.

Tuition Reimbursement

Trainees will not be charged not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Contract.

Active Projects

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

Contract No.	Term	Approved Amount	No. Trainees (Estimated)	No. Retained	Potential Earnings (Based on Tracked Hours) (\$ %)
ET25-0241	03/03/25 - 03/02/27	\$849,981	473	195	\$752,388 (89%)

Based on ETP Systems, SELACO has completed 25,121 training hours for potential earnings of \$752,388 (89% of approved amount). To date, the Contractor has earned \$379,582 (45% of approved amount) and anticipates final earnings of 100% based on training currently committed to by participating employers.

Prior Projects

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

Contract No.	Term	Approved Amount	Approved Estimated No. Trainees	No. Retained	Payment Earned \$ %
ET24-0162	08/28/23 - 08/27/25	\$749,808	508	504	\$749,038 (100%)
ET23-0132	08/29/22 - 08/28/24	\$599,625	426	424	\$596,433 (99%)
ET21-0333-000	06/28/21 - 06/27/23	\$511,803	364	266	\$492,522 (96%)
ET20-0129-000	08/26/19 - 11/23/21	\$749,786	533	1,032	\$716,704 (96%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
--------------------	--------------------	-------------	----------

Development	N/A	-	-
Administrative	N/A	-	-

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Business Skills

- Project Management
- Scheduling, Budgeting, and Cost Controls
- Managing Resources
- Quality Control
- Program Evaluation and Review Technique (PERT)/Critical Path Charts
- Multicultural Organizations
- Customer Service
- Increasing Customer Satisfaction
- Goal Setting
- Planning for Results
- Inventory Control
- Negotiation Techniques
- Increasing Productivity and Quality
- Finance Principals
- Sales Skills

Commercial Skills

- Estimating and Budgeting
- Surveying
- Land Analysis
- Entitlement Documentation
- Blueprint Reading for Construction
- Fundamentals of Construction
 - Estimating
 - Bidding
 - Spreadsheets
- Construction Management
- Project Planning and Control
- Risk Management

Computer Skills

- Word Processing, Intermediate and Advanced
- Data Processing, Intermediate and Advanced
- Spreadsheets, Intermediate and Advanced
- QuickBooks, Adobe, Visual Basics, Crystal Reports
- Databases
- Search Engines
- Content Control, Editing
- Queries and Reports
- Cyber Security Issues
- Artificial Intelligence
- Social Media Marketing

- Address Books, Group Mailings
- Help Desk Support
- Logistics Software
- Project Management Software
- Computer-Aided Design
- Enterprise Resource Planning (ERP) Software
- Computer Skills for Construction Trades
- Microsoft Office (Intermediate & Advanced)

Continuous Improvement Skills

- Lean Manufacturing/Operations
- 5-S Work Area Organization
- Six Sigma
- Problem Solving
- Change Management
- Communication Skills
- Flow Charts, Process Analysis, Cause and Effect
- Decision Making
- Managing Interactions
- Standard Work and Standard Operations
- Takt Times and Cycle Times
- Setup Time Reduction
- Operation Tools and Kaizen
- Supply Chain Elements and Management
- Cost and Analysis
- Scheduling and Planning
- Purchasing and Inventory
- Capacity Management
- Time Management
- Basic Logistics and Shipping
- Logistics Documentation and Terminology
- Terms of Sale
- Import/Export Process Flow
- Frontline Leadership
- ISO 9002 9001/AS 9100
 - Quality Management Process
 - Resource Management Process
 - Needs Assessment
 - Document Control
 - Communication
 - Monitoring and Measurement
 - Data Analysis
 - Planning
- Applying 5S to Safety
- Workplace Assessment for Safety
- Industry Specific Security
- Electrical Safety

Green/Clean Skills

- Green Business Practices
- Conversion to Solar, Wind, Tidal Power
- Conversion to Electric Energy
- Controlling Environmental Contamination
- Sorting Recyclable Materials
- Preservation and Protection of the Environment
- Greenhouse Emissions
- Renewable Energy Strategies

Hazardous Materials Skills - Certified

- Hazardous Materials for Logistics and Goods Transportation
- Environmental Management of Hazardous Materials and Industrial Waste
- Blood-Borne Pathogens

HazWoper

- Hazardous Waste Operations and Emergency Response (HAZWOPER)

Literacy Skills

- Specific, Measurable, Achievable, Relevant, Time-Bound (SMART) Goals
- Workflow and Occupations
- Effective Listening Skills
- Basics of Problem Solving
- English Communication Skills
- Reading, Writing, and Speaking English
- English Pronunciation
- Work Related Vocabulary and Terminology

Management Skills

- The Lead Supervisor Role
- Motivating Employees
- Coaching
- Planning And Controlling
- Understanding Work Group Dynamics
- Teambuilding
- Leadership Principles
- Cost Control

Manufacturing Skills

- Programmable Logic Control
- Manufacturing Resource Planning
- Blueprint Reading for Manufacturing
- Gauges Calibration
- Shop Math
- Balances And Variance Calculations
- Geometric Dimensioning & Tolerancing (GD&T)
- Data Collection and Intolerances
- Operation of Tools and Kaizen Methods
- Elementary Chemical Knowledge

- Material Handling - Lifting Devices
- Walking/Working Surfaces
- Machinery And Machine Guarding
- Proper Usage of Hand Tools, Power Tools
- Welding, Cutting and Brazing
- Electrical Fundamentals
- Equipment Maintenance
- Computer Numeral Control (CNC)
- Food Safety

Other

- Interpersonal Skills
- Responsibility
- Listening Skills
- Empathy
- Work Ethic
- Work Under Pressure
- Flexibility
- Adaptability
- Decisiveness
- Critical Thinking

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Workforce Development Corporation of Southeast Los Angeles County, Inc. CCG No.: ET27-0121

Reference No: 26-0340

Page 1 of 3

ALPHABETIZE BY COMPANY NAME

Company: Alliance Spacesystems, LLC

Address: 4398 Corporate Center Drive

City, State, Zip: Los Alamitos, CA 90720

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 156	California: 156	Estimated # of Trainees: 150
---------------------------------	----------------	-----------------	------------------------------

Collective Bargaining Agreement(s): N/A

Company: Applied Composites

Address: 1195 Columbia Street

City, State, Zip: Brea, CA 92521

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 295	California: 295	Estimated # of Trainees: 52
---------------------------------	----------------	-----------------	-----------------------------

Collective Bargaining Agreement(s): N/A

Company: A-Tech Consulting, Inc.

Address: 1640 N. Batavia Street

City, State, Zip: Orange, CA 92867

Employers Industry: Professional, Scientific, and Technical Services

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 122	California: 118	Estimated # of Trainees: 99
---------------------------------	----------------	-----------------	-----------------------------

Collective Bargaining Agreement(s): N/A

Company: Bodycote Thermal Processing, Inc.

Address: 3370 Benedict Way

City, State, Zip: Huntington Park, CA 90255

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 9,500	California: 200	Estimated # of Trainees: 30
---------------------------------	------------------	-----------------	-----------------------------

Collective Bargaining Agreement(s): N/A

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Workforce Development Corporation of Southeast Los Angeles County, Inc. CCG No.: ET27-0121

Reference No: 26-0340

Page 2 of 3

ALPHABETIZE BY COMPANY NAME

Company: Chedraui USA, Inc.

Address: 12430 4th Street

City, State, Zip: Rancho Cucamonga, CA 91730

Employers Industry: Transportation and Warehousing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 10,297	California: 1,000	Estimated # of Trainees: 35
---------------------------------	-------------------	-------------------	-----------------------------

Collective Bargaining Agreement(s): N/A

Company: Hyundai

Address: 10550 Talbert Avenue

City, State, Zip: Fountain Valley, CA 92708

Employers Industry: Transportation and Warehousing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 4,800	California: 1,400	Estimated # of Trainees: 25
---------------------------------	------------------	-------------------	-----------------------------

Collective Bargaining Agreement(s): N/A

Company: Mission Microwave Technologies, LLC

Address: 6060 Phyllis Drive

City, State, Zip: Cypress, CA 90630

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 90	California: 81	Estimated # of Trainees: 80
---------------------------------	---------------	----------------	-----------------------------

Collective Bargaining Agreement(s): N/A

Company: Nico Nat Manufacturing Corp.

Address: 2624 Yates Avenue

City, State, Zip: Commerce, CA 90040

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 42	California: 42	Estimated # of Trainees: 20
---------------------------------	---------------	----------------	-----------------------------

Collective Bargaining Agreement(s): N/A

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

To the best of my knowledge, I hereby certify that all information provided, are true and accurate representations, and that all Participating Employers included on this document have been notified of their inclusion. By acknowledging below, I warrant, represent, and certify under penalty of perjury under the laws of the State of California, that I am competent and authorized to provide this Participating Employer Demand.

Contractor's Name: Workforce Development Corporation of Southeast Los Angeles County, Inc. CCG No.: ET27-0121

Reference No: 26-0340

Page 3 of 3

ALPHABETIZE BY COMPANY NAME

Company: San Diego Composites, Inc.

Address: 9220 Activity Road

City, State, Zip: San Diego, CA 92126

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 93	California: 93	Estimated # of Trainees: 35
---------------------------------	---------------	----------------	-----------------------------

Collective Bargaining Agreement(s): N/A

Company: Seal Methods Inc.

Address: 11915 Shoemaker Avenue

City, State, Zip: Santa Fe Springs, CA 90670

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 120	California: 61	Estimated # of Trainees: 40
---------------------------------	----------------	----------------	-----------------------------

Collective Bargaining Agreement(s): N/A

AMENDMENT TRAINING PLAN TABLE

Job No.	Job Description (By Contract Type)	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Retrainee	Business Skills; Computer Skills; Continuous Impr	94	8-200	0-66	\$1,008	\$23.56
				Weighted Avg: 42			

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

Minimum Wage by County: \$23.56 per hour for San Bernadino County, \$24.01 per hour in Los Angeles County.

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

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

Up to \$2.50 per hour may be used to meet the Post-Retention Wage. **Additionally, up to \$16.51 per hour from Commission Income may be used to meet the Post-Retention Wage for Outside Sales occupations.**

Wage Range by Occupation		
Occupation Title	Actual Wage Range	Estimated Number of Trainees
Production	\$23.00 - \$23.00	1
Inside Sales	\$21.06 - \$31.00	38
Outside Sales	\$7.50 - \$15.00	9
Major Account Sales	\$26.25 - \$26.25	1
Digital Operations	\$21.06 - \$33.00	6
Sales Support	\$26.00 - \$28.50	2
Accounting and Finance	\$21.06 - \$34.86	3
Marketing	\$26.00 - \$34.75	2
Content and Communications	\$31.00 - \$34.75	1
Distribution – Administration	\$27.50 - \$39.00	2
Software Development	\$30.00 - \$43.00	10
Creative Marketing	\$37.50 - \$37.50	1
Managers/Supervisor	\$29.00 - \$75.96	18

INTRODUCTION

Founded in 1988, and headquartered in Norwalk, El Clasificado dba El Clasificado/EC Hispanic Media (El Clasificado) (www.elclasificado.com) is a Hispanic multi-media publication and advertising solutions company with print, online, mobile, and event advertising. The Company's digital marketing services include web page design, Search Engine Optimization (SEO), Artificial Intelligence (AI) tools, chat boxes, and social media advertising. Customers include local and national advertisers looking to increase revenues and Return on Investment (ROI) by reaching the Spanish and bilingual English and Spanish speaking communities. El Clasificado has three locations in Commerce, Norwalk, and San Bernardino. All locations will be participating, although most training will take place at the headquarters in Norwalk.

AMENDMENT DETAILS

Contractor is requesting to add 'Outside Sales' occupations to its training contract and the use of commissions for those staff. The contractor will reduce the number of 'Inside Sales' occupations and as such this amendment does not make any changes to funding amount requested. This would add up to \$16.51 in commissions for Outside Sales Staff only.

ETP Regulation 4418 (b) states Panel may use commission earnings to determine a trainee's hourly wage for services rendered in the sale of good or services, paid to employees whose principal job duty is sales. ETP Regulation 4418 (c) states Panel may use bonus earnings to determine a trainee's hourly wage for extraordinary work or to induce continued employment.

Further, per section 1171 of the Labor Code, Outside Sales occupations are exempt from the wage and hour regulations, including minimum wage requirements, recognizing the commission-based nature of outside sales roles and the appropriateness of evaluating compensation based on total earnings rather than base pay alone.

In addition, Outside Sales are exempt from all California Industrial Welfare Commission Wage orders. This Outside Salesperson occupation is defined by the Division of Labor Standards Enforcement as, "any person, 18 years of age or older, who customarily and regularly works more than half the working time away from the employer's place of business selling tangible or intangible items or obtaining orders or contracts for products, services, or use of facilities." The Contractor has verified that their Outside sales team members meet these criteria and have submitted supporting documentation that provide proof and support that the occupations earnings have clearly exceeded the ETP minimum wage requirement.

The average hourly wage for an Outside Sales team member is approximately \$48 per hour including the base pay and commissions. Based on pay data from the past five years, most sales reps far exceed this pay rate on a consistent basis.

The contractor is also requesting for this amendment to be retroactive to the start of the contract term in order to allow the contractor to track training under this contract for all trainees from the start of the contract.

CURRENT CONTRACT PERFORMANCE

The following table summarizes performance by El Clasificado under the current ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees Enrolled	No. Completed Training	No. Retained
ET26-0202	\$132,240	12/15/2025 – 12/14/2027	56	0	0

Based on ETP Systems, 987 reimbursable hours have been tracked for potential earnings of \$23,028 (17% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through September 2027.

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

Trainees may receive any of the following:

Business Skills

- Artificial Intelligence (AI) Prompts and Tools for Marketing, Design, Software Development, and Office Productivity
- Search Engine Optimization (SEO)
- Consultative Sales Process
- Customer Retention
- Google Analytics Reports and Social Media Marketing
- Internet Marketing
- Managing a High Performance Workplace
- Managing Change
- Selling Digital Products
- Selling Events
- Selling in Out-of-State Markets
- Selling Multi-Platform Products
- Selling Online Microsites
- Selling Special Publications

Computer Skills

- Accounting System
- Cascading Style Sheets (CSS)
- Customer Relationship Management (CRM)
- Database Management
- Graphic Design
- Hypertext Markup Language (HTML)
- Integrated Sales and Marketing Software
- Project Management Software
- Microsoft Office Suite (Intermediate/Advanced)
- Web Content Management (WCM)

Continuous Improvement Skills

- Budgeting and Planning
- Change Management
- Coaching and Motivating Employees
- Communication Skills
- Conflict Management for Managers
- Leadership for Managers
- Leadership Skills
- Problem-Solving Skills
- Productivity Monitoring and Management
- Project Management
- Team Building Skills
- Time Management Skills

Computer-Based Training

Trainees may receive any of the following:

Business Skills

- Google Ads Search Campaign Fundamentals (3 hours)
- Google Ads Display Campaigns (3 hours)
- Google Ads Video & YouTube Campaigns (3 hours)
- Google Ads Shopping & Merchant Center (3 hours)
- Google Analytics for Digital Advertising (3 hours)
- Keyword Research, Bidding & Optimization Strategies (3 hours)
- Ad Copywriting & Creative Asset Development (3 hours)
- Campaign Setup, Budgeting & Performance Tracking (3 hours)
- A/B Testing for Digital Campaigns (2 hours)
- Google Ads Certification Exam Preparation (2 hours)
- Cross-Channel Advertising Strategy (2 hours)
- Multi-Platform Paid Media Fundamentals (Google, Meta, Amazon, TikTok, LinkedIn, etc.) (2 hours)
- Amazon Advertising: Sponsored Products, Sponsored Brands & DSP Basics (1 hour)
- TikTok Ads Manager: Creative, Targeting & Optimization (1 hour)
- LinkedIn Ads: Campaign Types, Targeting & Lead Generation (1 hour)
- Programmatic Advertising & Demand-Side Platform (DSP) Overview (1 hour)
- Retargeting & Audience Segmentation Across Platforms (1 hour)
- Creative Best Practices for Paid Media (1 hour)
- Paid Media Reporting & Cross-Channel Dashboards (1 hour)
- Return on Investment (ROI) Analysis & Performance Optimization (1 hour)
- Meta Blueprint Certification preparation (3 hours)
- Amazon Advertising Certification preparation (3 hours)
- TikTok Academy Certification preparation (3 hours)
- LinkedIn Marketing Labs Certification preparation (3 hours)

Computer Skills

- Artificial Intelligence (AI)-Driven Bidding & Optimization Strategies (2 hours)
- Artificial Intelligence (AI)-Powered Ad Creation Tools (Responsive Ads, Meta Advantage+, Canva AI, etc.) (2 hours)
- Predictive Audience Targeting Using Artificial Intelligence (AI) (2 hours)
- Generative Artificial Intelligence (AI) Creative Tools (text, images, video) (2 hours)
- Automated Campaign Optimization Workflows (1 hour)
- Artificial Intelligence (AI)-Driven Performance Forecasting & Insights (1 hour)
- Artificial Intelligence (AI)-Tools for Email, Writing & Communication (1 hour)
- Artificial Intelligence (AI)-Document Creation & Summaries (1 hour)
- Artificial Intelligence (AI)-Spreadsheet Tasks & Data Cleaning (1 hour)
- Artificial Intelligence (AI)-Assisted Task Management & Business Automations (1 hour)



Training Proposal for:
Calafia Holdings LLC dba Redding Post Acute

Contract Number: ET26-0322

Delegation $\leq$ \$75,000 Single Employer

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee SB < 100 SET	Industry Sector(s):	Health Care and Social Assistance	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Shasta	Repeat Contractor:	☐ Yes ☒ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 85	U.S.: 85	Worldwide: 85	
<u>Turnover Rate:</u>	8%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$146,859

Total ETP Funding
\$74,340

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate SB < 100 SET Retrainee	59	8-200	0-0	45	\$1,260	\$33.64

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

Published Minimum Hourly Wage by County:

Job Number 1: 33.64 for SET Modified Wage

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

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

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

Job Number 1: \$2.50

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, SET, Retrainee					
Certified Nursing Assistant	\$31.14 - \$50.00	30	0	0	30
Licensed Vocational Nurse	\$31.14 - \$50.00	20	0	0	20
Administration	\$31.15 - \$55.00	6	0	0	6
Registered Nurse	\$31.16 - \$60.00	3	0	0	3

Introduction

Founded in 2016 and located in Redding, Calafia Holdings LLC dba Redding Post Acute (RPA) (www.reddingpostacute.net) is a 24-hour skilled nursing facility specializing in short-term rehabilitation and long-term care for post-acute patients and long-term residents following hospital stays. Services include infection prevention, catheter care, wound care, IV therapy, audiology services, mental health services, general inpatient care, post-hospital extended care, and respite stays. Training will take place at their Redding location. This will be RPA's first ETP Contract.

Veterans Program

RPA actively recruits veterans through the Veterans Administration and currently employs one registered nurse who is a veteran.

Project Details

RPA has identified a critical need for structured training to sustain high standards of care within the skilled nursing and long-term care environment. Ongoing regulatory changes, heightened infection control requirements, and evolving expectations for person-centered care demands strong clinical, communication, and compliance competencies. At the same time, RPA's emphasis on rehabilitation outcomes, documentation accuracy, and quality performance metrics requires consistent education to prevent gaps in clinical assessment, leadership effectiveness, and interdisciplinary care coordination that could negatively affect resident outcomes.

Licensed nurses require advanced clinical assessment training to accurately identify abnormal heart and lung sounds, early respiratory changes, wound complications, and subtle shifts in vital signs to ensure timely intervention for high-acuity residents. As resident acuity continues to increase, early recognition and escalation of clinical changes are essential to preventing avoidable hospital transfers and regulatory deficiencies. Additionally, Certified Nursing Assistants require structured onboarding to reinforce foundational resident care skills, infection control practices, safe patient handling, and effective communication with licensed staff to support early reporting of changes in condition and continuity of care.

This training initiative will address these needs through a role-based, instructor-led model that incorporates hands-on practice and competency validation. The program will expand clinical education, simulation-based assessment, leadership development, and skills verification across nursing roles. By strengthening early detection and clinical decision-making, the initiative will reduce avoidable hospitalizations, improve regulatory compliance, and ensure consistently high-quality, resident-centered care.

Training Plan

Training will be delivered via Classroom/Laboratory and E-Learning as outlined below:

Computer Skills: Training will be offered to all occupations, focusing on digital technologies and software that support business operations. Training topics include PointClickCare Clinical Services Management System, Hands Off Automated Reporting, Kinnser Agency Manager, OASIS Reporting (Medicare), and Patient Billing and Accounts Receivable.

Continuous Improvement Skills: Training will be offered to all occupations and will aim to improve productivity and increase efficiency. Training topics include Communication Skills, Customer Service, Interdisciplinary Team Process, Problem Solving, and Team Building.

Medical Skills (Didactic): Training will be offered to all Registered Nurses, Certified Nursing Assistants and Licensed Vocational Nurses. Training will include Assessing Cardiac Changes, Behavior Management, Neurological Conditions, Patient Assessment, Coordination & Care and Respiratory Care.

Medical Skills (Preceptor): Training will be offered to all Registered Nurses, Certified Nursing Assistants and Licensed Vocational Nurses with a trainer-to-trainee ratio of 1:1. Training will include Chest Tube Management, Diabetes Management & Insulin Administration, Medication Administration, Pain Management, and Wound Care & Treatment.

Alternate Recordkeeping

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

Special Employment Training

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

➤ Wage Modification

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$44.85 to \$33.64). RPA requests this modification.

Commitment to Training

RPA has an annual training budget of approximately \$100,000. Company-funded training includes basic employee orientation, and regulatory compliance topics. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

RPA's Administrator will oversee the administration for this project. RPA's Licensed Vocational Nurse Administrator will work collectively with additional staff to coordinate the scheduling, delivery, and documentation of training. RPA has also retained a third-party administrative subcontractor to ensure ETP compliance. Training will be delivered by in-house subject matter experts and, when needed, by external vendors.

Subcontractors

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

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

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

Trainees may receive any of the following:

Computer Skills

- PointClickCare Clinical Services Management System
- PointClickCare Electronic Medical Records Application
- Hands Off Automated Reporting
- Kinnser Agency Manager
- Microsoft Office Suite: Word, Excel, PowerPoint (Intermediate/Advanced)
- OASIS Reporting (Medicare)
- Patient Billing & Accounts Receivable

Continuous Improvement Skills

- Communication Skills
- Customer Service
- Enhancing Professional Interactions
- Interdisciplinary Team Process
- Joint Commission Regulations
- Leadership Skills
- Problem Solving
- Quality Improvement
- Team Building

Medical Skills (Didactic)

- Adult Abuse Reporting
- Advanced Cardiac Life Support
- Assessing Cardiac Changes
- Assessing Respiratory Function
- Behavior Management
- Body Mechanics
- Cardiac Conditions
- Care of the Pleurx Patient
- Central Venous Access Devices
- Dementia Care
- Diabetic Management
- Electrolyte Imbalance
- Electrolyte Protocol
- Emergency Procedures
- Enteral Feeding Tube Management
- Functional Mobility & Ambulation
- Gastrointestinal Assessment & Management
- Incontinence Management (Colostomy Care, Urinary Catheter)
- Infection Control
- Intravenous (IV) Therapy
- Medication Administration & Management
- Neurological Conditions

- Orthopedic Conditions
- Patient Communication and Education
- Pain Management (Acute & Chronic)
- Patient Assessment, Coordination & Care
- Patient Fall Prevention
- Patient Transfer Techniques
- Point-of-Care Laboratory Testing
- Readmissions
- Regulatory Compliance
- Respiratory Care
- Urinary Management (Foley Catheter, Input/output)
- Wound Management
- Wound Vacuum Assisted Closure Therapy

Medical Skills (Preceptor)

- Applying Facility Policies and Procedures in Practice for New Grads
- ARJO All Lift Equipment
- Bathing
- Bedside Shift Report
- Bladder Scanner
- Case Management/Discharge Planning
- Chest Tube Management
- Central Line & Portacath Dressing Change/Management
- Crisis Prevention Intervention
- Continuous Passive Motion (CPM) Machine
- Core Clinical Skills Competency Checklist
- Crash Cart Management
- Diabetes Management & Insulin Administration
- Dementia Training
- Documentation Competency Evaluation
- ENFit System - Enteral Tube Feeding
- Facility Equipment Operation
- Gait Belt
- General Specimen Collection
- Heparin Protocol Advisor
- Hourly Patient Rounding
- Indwelling Urinary Catheter
- Interdisciplinary Plans of Care (IPOC)
- Intravenous Pump/Programming
- Medication Administration
- Medication Patient Teaching
- Intravenous Medication Drips
- Nurse to Physician - Focus Telephone Calls
- Pain Management
- Patient Controlled Analgesia (PCA)
- Peripheral Intravenous Catheter Insertion
- PleurX/PeritX Catheter
- Port-A-Cath Access

- Surgical Drain: Maintenance and Removal
- Tracheotomy Care
- Universal Protocol/Bedside Procedure
- Wound Care & Treatment



Training Proposal for:

CriticalArc

Contract Number: ET26-0317

Delegation $\leq$ \$75,000 Single Employer

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee SB < 100	Industry Sector(s):	Professional, Scientific, and Technical Services	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	San Diego	Repeat Contractor:	☐ Yes ☒ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 15	U.S.: 63	Worldwide: 63	
<u>Turnover Rate:</u>	0%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$12,196

Total ETP Funding
\$2,240

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate SB < 100 Retrainee	5	8-200	0-0	16	\$448	\$55.89

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$24.67 per hour for San Diego County

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

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

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

Job Number 1: \$0.00

Fringe Benefits: CriticalArc provides a comprehensive benefits package that supports employee well being, financial security, and work life balance. The employer pays 70% of the employee medical, dental, and vision premiums, and offers access to preventative care and dependent coverage. In addition, employees accrue paid vacation based on tenure and may participate in the Company's 401(k) plan, which includes profit sharing contributions to support long term financial security. The Company also provides employer sponsored life insurance, offering financial protection for employees and their families. These benefits collectively demonstrate the Company's commitment to attracting, retaining, and supporting a skilled and motivated workforce, fostering loyalty and stability within the Company.

Wage Progression: Performance reviews are conducted annually in June and evaluate measurable goals, project outcomes, and demonstrated technical or leadership skills. Reviews provide structured feedback, identify development opportunities, and support advancement within the Company. Based on these evaluations, employees may receive merit increases and/or promotions that reflect their individual performance, growth, and added responsibilities. This performance based wage progression system ensures that high performing employees are recognized and incentivized, while promoting continuous skill development and long term retention. Increases are on average between 2% and 9%.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Commissioning Team Lead	\$55.89 - \$69.84	4	0	0	4
Manager/Supervisor	\$59.25 - \$73.00	1	0	0	1

Introduction

Founded in 2014, CriticalArc (www.criticalarccx.com) is a commissioning services provider specializing in mission-critical, aviation, and EV/Li-ion battery manufacturing projects. The Company streamlines complex building and systems commissioning to enhance value, reduce costs, and support large-scale operational performance. CriticalArc's clients include data centers and airports across the United States. The Company is headquartered in Carlsbad and training will take place at this location. This will be CriticalArc's first ETP Contract.

ETP Priority 10200(b)

The Company's proposed project aligns with ETP priorities by developing employees with the leadership and communication skills required to support high-skilled, high-wage jobs in California. The training enhances the skills of frontline and emerging leaders, enabling them to guide teams more effectively, support newly hired staff, and adapt to evolving operational needs. Building these skills supports employee growth and helps the Company establish clear career pathways, encourage wage progression, and strengthen long-term retention. In addition this training prepares workers for changing business conditions and new methods of working. By equipping employees with transferable leadership skills, the Company contributes to a more resilient workforce and supports broader economic growth within the state.

Veterans Program

CriticalArc actively employs Veterans and values the leadership experience and problem-solving skills they bring to the organization. Several of CriticalArc's Veteran employees currently serve in leadership or team lead roles. Although CriticalArc does not have a formal Veteran outreach program, the Company welcomes Veterans to apply for employment through its standard company hiring process.

Project Details

This new training initiative will equip CriticalArc employees with the leadership, communication, and management skills needed to support the Company's projected growth over the next two years. As a fast-growing Company without a formal leadership development framework, CriticalArc must ensure trainees are prepared to lead larger teams, onboard new employees, and uphold the Company's core cultural pillars of People First, Continuous Improvement, and Accountability. This training is essential to help prepare current and emerging Commissioning Team Lead and Manager/Supervisor occupations for the Company's evolving workforce needs and rapidly expanding operations, ensuring long-term competitiveness and sustained organizational growth.

The proposed training is a structured two-day, sixteen-hour DiSC (Discipline, Influence, Steadiness, and Conscientiousness) program designed to strengthen foundational and applied leadership and communication skills. Trainees are introduced to the Four Primary DiSC Styles and Applying DiSC Concepts to CriticalArc Work Situations, building an understanding of how different styles influence communication and collaboration. The program focuses on job-related communication strategies, including Applying Communication Strategies Across Different Roles to Support Effective Team Coordination and Operational Efficiency, Enhancing Workflow and Communication Across Field, Office, and Remote Teams, and Understanding Workplace Roles, Priorities, and Operational Factors that Influence Communication.

Training is essential to ensure that CriticalArc's leaders remain knowledgeable, qualified, and prepared to support ongoing expansion. It equips employees with practical tools to improve workplace collaboration, strengthen leadership and accountability skills, and enhance productivity through effective communication, while also helping the Company remain competitive in California. To support this growth, the Company anticipates hiring an additional five to seven employees over the next two years.

Training Plan

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

Continuous Improvement Skills: This training will be offered to all occupations and will provide trainees with the skills needed to improve work productivity, communication, and team collaboration. Topics include Applying Communication Strategies Across Different Roles to Support Effective Team Coordination and Operational Efficiency, Improving Communication Across Different Styles, and Understanding How Style Impacts Communication and Collaboration.

Alternate Recordkeeping

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

Commitment to Training

CriticalArc spends approximately \$10,000 annually on training in CA and consists of new hire orientation, safety training, sexual harassment prevention, and on-the-job technical training. The Company is also developing online training programs to support both new hire onboarding and continued skill development for current employees. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Two employees from the Human Resources and Operations teams will oversee all ETP training and administrative functions, including scheduling, delivery, documentation, and other required activities, while ensuring sessions are planned to minimize operational disruption. All training, will be delivered on-site, by experienced instructors who are subject matter experts specializing in leadership, communication, and team management. CriticalArc has a structured training plan in place and is prepared to begin training upon contract approval.

Subcontractors

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

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

Self-Attestations

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

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

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

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Continuous Improvement Skills

- Applying Communication Strategies Across Different Roles to Support Effective Team Coordination and Operational Efficiency
- Applying DiSC (Discipline, Influence, Steadiness, Conscientiousness) Concepts to CriticalArc Work Situations
- Building a Foundation for Future Team Discussions using DiSC
- Enhancing Workflow and Communication Across Field, Office, and Remote Teams
- Four Primary DiSC Styles
- Improving Communication Across Different Styles
- Strengthening Accountability and Collaboration
- Understanding How Style Impacts Communication and Collaboration
- Understanding How Styles Show Up Under Pressure on Projects
- Understanding the Purpose of Everything DiSC
- Understanding Workplace Roles, Priorities, and Operational Factors that Influence Communication
- Using Assessment Findings to Improve Communication and Collaboration



Training Proposal for:
Gradelink Corporation dba Gradelink

Contract Number: ET26-0312

Delegation $\leq$ \$75,000 Single Employer

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee SB < 100	Industry Sector(s):	Information	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Orange	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 25	U.S.: 28	Worldwide: 28	
<u>Turnover Rate:</u>	5%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$83,737

Total ETP Funding
\$44,800

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate SB < 100 Retrainee	20	8-200	0-1	80	\$2,240	\$28.85

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$24.67 per hour for Orange County.

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

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

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

Job Number 1: \$0.00

Fringe Benefits: The Company offers the following Fringe Benefits:

1. Health Benefits: The Company pays 95% for the employee and 55% for dependents for Healthcare and 90% for the employee and 55% for dependents for Dental care.
2. Life and Disability Insurance – \$20,000 for life and for accidental insurance.
3. Retirement: 401(k) and Roth IRA – Company matches up to 4%.
4. PTO – 15 days, starts immediately.
5. Company pays for 11 holiday days and 1 extra day of holiday time off.

Wage Progression:

1. The Company conducts annual performance reviews with annual merit increases ranging from approximately 3% to 4% based on employee performance.
2. Promotions: Biannual reviews and raises are usually handled in the Spring. Employees may receive an additional raise in the Fall for taking on additional responsibilities.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Technical Support Staff	\$28.85 - \$39.31	5	0	0	5
Managers	\$45.67 - \$50.48	2	0	0	2
Sales/Marketing Staff	\$44.09 - \$52.88	2	0	0	2
Feature Specialist	\$50.48 - \$50.48	1	0	0	1
Web Developers	\$56.73 - \$69.71	7	0	0	7
Administration Staff	\$66.10 - \$66.10	1	0	0	1
Owners	N/A	2	0	0	2

Introduction

Founded in 2001 and headquartered in Foothill Ranch, Gradelink Corporation (Gradelink) (www.gradelink.com) provides schools with customized School Information Systems (SIS) that consist of integrated management, teaching, and learning tools in an online application. The program's cloud-based platform streamlines administrative workflows, enhances instructional delivery, and supports data-driven decision-making, allowing educators and administrators to focus on improving student outcomes. Gradelink serves 2,000 independent and parochial schools throughout the United States and worldwide. Customers include United States school districts, international schools, and dioceses.

Training will take place at the Company's sole location in Foothill Ranch. This will be Gradelink's fourth ETP Contract, and second in the last five years.

ETP Priority 10200(b)

Gradelink demonstrates ETP priorities by supporting new and growing businesses with high wage jobs in California, and by providing training in new technologies and methods. The Company's average wage is significantly higher than the California state average. The Web Developers and Technical Support Staff help with the proprietary online school administration program, so Gradelink is constantly training in new technologies and methods to keep the online program up-to-date with the latest technologies.

Veterans Program

Gradelink does not currently have any veterans employees, but encourages veterans to apply for employment opportunities through its standard Company hiring process.

Project Details

The previous contract focused on advancing developers into leadership roles, accelerating proficiency in Gradelink's proprietary systems, compliance with evolving state SIS mandates, implementation of regulatory updates, expanding bilingual sales capacity, and maintaining rigorous data security. This new training initiative builds on Gradelink's previous contract by moving from reactive to role-specific instruction for a standardized scalable program. The

project will expand cross-training, introduce advanced compliance and cybersecurity education, incorporate Artificial Intelligence (AI), system updates, and establish a framework for ongoing skill development.

Certain states impose strict student information system requirements, including reporting formats, data fields, and compliance features that require significant development and ongoing support. As state regulations change, Gradelink must update its software accordingly at high complexity for a small subset of customers. Training is needed to help teams understand how to access, interpret, and apply state-level rules efficiently, reducing reliance on memory and minimizing errors.

Gradelink is exploring the use of AI to support customers and internal teams. The primary training need is ensuring staff understand how AI can assist with answering repetitive questions, interpreting varied customer language, and quickly locating relevant documentation without introducing incorrect or misleading responses. Staff must be trained to use AI as an assistive tool, validating outputs and applying judgment rather than deferring blindly to automated responses.

In addition, Gradelink is undertaking multiple major product initiatives, including refactors of the SIS, Enroll Me (tuition management), and extensive user interface redesigns across administrative, teacher, parent, and reporting interfaces. These changes go beyond surface-level software visual appearances and involve backend architecture, navigation logic, and feature behavior. As systems evolve, employees across support, quality assurance, development, and customer-facing roles must understand how new workflows differ from legacy behavior. Gradelink is also evaluating their existing Customer Relationship Management (CRM) to determine its replacement. Sales, billing, support, and development each have distinct needs, workflows, and data requirements. Training is needed to prepare teams for CRM selection, implementation, and eventual adoption, ensuring that each department understands how to use the system effectively without introducing miscommunication or inefficiency.

Training Plan

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

Business Skills: This training will be offered to all occupations and will include course topics such as Behavior Style Strategies, Design Thinking, Marketing/Sales Techniques & Strategies, International Compliance, and Strategic Planning.

Commercial Skills: This training will be offered to all occupations and will include course topics such as Data Security, Gradelink Interface 2.0, and School Functions.

Computer Skills: This training will be offered to all occupations and will include course topics such as Artificial Intelligence, Customer Relationship Management, Financial Management System, Quickbooks, and Website Management.

Continuous Improvement Skills: This training will be offered to all occupations and will include course topics such as Change Management, Machine Operation, Process Capability, and Troubleshooting.

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0-1 hours of CBT.

Alternate Recordkeeping

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

Commitment to Training

Gradelink has an annual training budget of \$50,000. The Company's existing training consists of new hire training, workplace violence training, cybersecurity training, and management/leadership training.

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

➤ Training Infrastructure

The Company's Human Resources Manager will oversee the training project and will gather the ETP rosters and send them to the subcontractor on a monthly basis. The Human Resources Manager will receive assistance from an Administrative Assistant. The main trainer will be the Operations Manager, who will coordinate with other trainers and supervisors within the Company, who are subject matter experts, to ensure training is completed. External training vendors may be utilized as needed. Gradelink has retained an administrative subcontractor to assist with the administration of this project.

Prior Projects

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

Contract No.	Term	Approved Amount	Approved Estimated No. Trainees	No. Retained	Payment Earned \$ %
ET24-0318	03/28/24 - 03/27/26	\$39,330	19	18	\$39,330 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Sierra Consulting Services, Inc.	Cameron Park, CA	\$4,400
Administrative	Sierra Consulting Services, Inc.	Cameron Park, CA	13% of Earned Amount

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Business Skills

- Administration
- Behavior Style Strategies
- Business Communication
- Business Fundamentals
- Develop Employee Accountability
- Design Thinking
- Finance and Financial Analysis
- International Business Fundamentals
- International Compliance
- Leadership
- Marketing/Sales Techniques & Strategy
- Organizational Structure Development
- Planning and Organization
- Project Management and Methodology
- Project Requirements Analysis and Specifications
- Relationship Building
- Strategic Planning

Commercial Skills

- Create Gradelink Help Articles
- Create Training Videos
- Customer Service Skills
- Data Entry Skills
- Data Security
- Develop Ops
- Education Rules & Regulations
- Education Standards
- Enroll Me (tuition management)
- Gradelink Interface 2.0
- Implementation Skills
- International Education Overview
- Information Technology Infrastructure Operations
- Operational Skills
- Product Knowledge
- School Attendance
- School Classes & Scheduling
- School Curriculum
- School Discipline
- School Financials
- School Functions
- School Medical Records

- School Report Cards
- School Tuition
- State Requirements
- Student Information System

Computer Skills

- Artificial Intelligence (AI)
- Balsamiq
- Click Up
- Customer Relationship Management (CRM)
- Divi Theme
- Figma
- Financial Management System
- HubSpot
- Jira
- Progressive Web Apps (PWA)
- Quickbooks
- Ripling
- SQL Server (Management Studio)
- Website Management
- Virtual Machine Software

Continuous Improvement Skills

- Agile Project Management (Developer)
- Change Management
- Cross-Training
- How to Coach and Mentor
- Leadership
- Machine Maintenance
- Machine Operation
- Meeting Management
- Motivation
- Problem Solving and Decision Making
- Process Capability
- Process Improvement
- Production Operations/Workflow
- Production Scheduling
- Quality Measurement Systems
- Teambuilding
- Time Management
- Troubleshooting

Computer-Based Training

Trainees may receive any of the following:

Commercial Skills

- Security Vulnerability (1 Hour)



Training Proposal for:
Johanson Technology, Inc.

Contract Number: ET26-0313

Delegation $\leq$ \$75,000 Single Employer

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Ventura	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 123	U.S.: 128	Worldwide: 128	
<u>Turnover Rate:</u>	5%			
<u>Managers/Supervisors:</u> (% of total trainees)	20%			

Funding Detail

In-Kind Contribution
\$110,000

Total ETP Funding
\$66,780

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	53	8-200	0-0	45	\$1,260	\$24.67

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$24.67 for Ventura County

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

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

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

Job Number 1: \$2.50

Fringe Benefits: The Company provides the option to purchase health insurance at a competitive rate, 401k contribution at 3.5%, paid time off, and life insurance.

Wage Progression: The Company provides annual performance reviews, conducts competitive market/salary comparisons, and provides training to support career advancement within the organization. The Company's average annual wage/salary increases typically range between 3-5%.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Warehouse Staff	\$22.17 - \$23.00	2	0	2	0
Production/Testing Staff	\$22.17 - \$28.94	11	0	2	9
Maintenance Staff	\$22.17 - \$46.50	3	0	1	2
Administrative Staff	\$25.20 - \$45.44	5	0	0	5
Engineering Staff	\$25.00 - \$71.15	14	0	1	13
Sales Staff	\$31.75 - \$67.31	7	0	0	7
Manager	\$48.08 - \$96.16	11	0	0	11

Introduction

Founded in 1993 and headquartered in Camarillo, Johanson Technology, Inc. (JTI) (www.johansontechnology.com) designs and manufactures high-quality radio frequency (RF) and microwave ceramic chip capacitors, inductors, and integrated passive components. JTI produces products for customers in aerospace, automotive, high-tech manufacturing, and government entities. Training will take place at the Company's facility in Camarillo. This will be JTI's fourth ETP contract, and the second in the last five years.

ETP Priority 10200(b)

The proposed training project aligns with ETP priorities by developing a highly skilled workforce capable of working with advanced manufacturing technologies and supporting the retention and expansion of California's manufacturing sector. These efforts will enhance productivity, support high-wage employment, and strengthen the Company's ability to compete in global markets while sustaining manufacturing operations within California.

Veterans Program

JTI does not have a formal veterans recruitment program. However, the Company does employ several veterans due to the high degree of transferable skills between the military and the type of work performed at JTI.

Project Details

The Company's previous ETP project focused heavily on training related to JTI's shift to a methyl acetate recycling system, which replaced a hazard polluting acetone-based system. JTI has confirmed there will be no duplication of training for employees who may have participated in a prior ETP contract.

JTI operates in a highly competitive and rapidly advancing industry. To remain competitive at delivering state-of-the-art products, JTI is committed to workforce development and creating opportunities for employee advancement. The Company holds several quality management certifications that require continuous operational improvement. Training is essential to ensure that employees possess the requisite skills to operate new equipment, adapt quickly to advancements in technology, and maintain compliance with industry standards. Specific training needs in these area include the following:

- **Business Technology Improvements:** Emerging business changes for JTI include transitioning to smaller parts and circuits due to new design/build specifications, adopting more complex engineering processes, and integrating significant updates to design and manufacturing processes.
- **Updated Industry Standards:** Training is necessary to ensure proper and timely implementation of updated International Traffic in Arms Regulation (ITAR) procedures for government and aerospace sector compliance, including enhanced documentation and workflow adjustments.
- **New Equipment/Software:** Recent capital investments include enterprise resource planning (ERP) database technology. The Company's planned ERP software training impacts all facets of the organization and is expected to account for a significant portion of the projected training hours.

Training Plan

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

Business Skills: Training will be offered to all occupations. Training will include Leadership Skills, Performance Management: Team & Strategic Process, and Marketing & Implementation skills.

Computer Skills: Training will be offered to all occupations. Employees will learn to work more efficiently using business solutions including ERP (Dynamics) Database, Production Manufacturing Software, and Secure Server.

Continuous Improvement: Training will be offered to all occupations, and will focus on Production Operations & Workflow, ITAR Requirements, and Problem Solving & Decision Making Skills.

Manufacturing Skills: Training will be offered to Production/Testing Staff, Warehouse Staff, Maintenance Staff, and Engineering Staff. Training will include Production Parts & Material Assembly, Semiconductor Manufacturing Processing Skills, and Base Metal Electrode (BME) Manufacturing Line.

Alternate Recordkeeping

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

Commitment to Training

JTI has an annual training budget of approximately \$100,000 for its California facility, and its ongoing training includes company orientation, required basic safety training and mandated training. ETP funds will not displace the existing financial commitment to training. Safety training is provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

JTI's Compliance Department leadership (Sr. Administrator and Administrative Assistant) will oversee administration of this project. JTI's Compliance Department will coordinate the scheduling, delivery, and documentation of training. The Company is prepared to commence training upon contract approval. Training will be provided by in-house subject matter experts and training vendors when necessary.

Prior Projects

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

Contract No.	Term	Approved Amount	Approved Estimated No. Trainees	No. Retained	Payment Earned \$ %
ET23-0304	03/22/23 - 03/21/25	\$57,040	62	77	\$57,040 (100%)

Subcontractors

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

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Business Skills

- Leadership Skills
- Performance Management: Team & Strategic Process
- Marketing Strategy & Implementation

Computer Skills

- Cybersecurity
- ERP (Dynamics) Database
- Production Manufacturing Software
- Secure Server

Continuous Improvement Skills

- Production Operations & Workflow
- Customs Trade Partnership Against Terrorism (CTPAT) Program
- International Traffic in Arms Regulation (ITAR) Requirements
- Environmental Practice & Awareness Techniques
- Problem Solving & Decision Making Skills
- AS9100D/ISO9001 Requirements

Manufacturing Skills

- Production Parts & Material Assembly
- Semiconductor Manufacturing Processing Skills
- Planar Manufacturing Line
- Base Metal Electrode (BME) Manufacturing Line
- Production Manufacturing: Machine/Equipment Operation



Training Proposal for:
Katie Wagner Social Media Inc

Contract Number: ET26-0316

Delegation $\leq$ \$75,000 Single Employer

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Retrainee SB < 100	Industry Sector(s):	Professional, Scientific, and Technical Services	
		Priority Industry:	☐ Yes ☒ No	
Counties Served:	Orange, San Diego	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 25	U.S.: 30	Worldwide: 30	
<u>Turnover Rate:</u>	4%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$45,000

Total ETP Funding
\$2,912

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	SB < 100 Retrainee	13	8-200	0-0	8	\$224	\$24.67

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$24.67 per hour for Orange and San Diego Counties.

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

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

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

Job Number 1: \$2.50

Fringe Benefits: The Company pays 50% for employee Health, Dental, and Vision benefits. In addition, employees receive 15 days of Paid Time Off and five days of sick leave per year. Other fringe benefits include participation in a 401(k) program, the Employee Assistance Program, and Working Sabbaticals.

Wage Progression: Performance reviews are conducted quarterly to assess performance and discuss expectations. The Company typically evaluates for wage increases and promotions on an annual basis. Increases are generally 5%. If an employee is promoted, the wage increase is usually higher than 5%.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Retrainee					
Administration	\$22.17 - \$45.00	2	0	1	1
Creative staff	\$22.17 - \$48.00	11	0	9	2

Introduction

Founded in 2010 and headquartered in Aliso Viejo, Katie Wagner Social Media, Inc. (KWSM) (www.kwsmdigital.com) is a full-service marketing agency that specializes in content creation, social media platform strategies, digital marketing, E-Commerce, website publishing and strategy consulting to help clients generate more revenue and reach their goals. KWSM's customer base consists of businesses of all sizes within various industries. The Company has produced work for Mitsubishi Electric, Irvine Company, Camino Federal Credit Union, Hoag, CBRE, Working Wardrobes, Paul's TV and Appliances, and Jerome Alexander Cosmetics. Training will be provided at the Company's location in Aliso Viejo and San Diego. This will be KWSM's third ETP Contract, and it's second in the last five years.

ETP Priority 10200(b)

KWSM aligns with ETP priorities by developing workers with the skills needed to work with new technologies and methods. Because digital marketing tools, platforms, and algorithms evolve constantly, KWSM trains staff to adopt emerging analytics systems, content creation technologies, updated search engine optimization (SEO) and social media practices. This ongoing upskilling ensures employees stay current, adaptable, and able to deliver high quality digital services that support California businesses.

Veterans Program

KWSM employs Veterans and values the skills and knowledge Veterans bring to an organization. The Company actively recruits Veterans for various employment opportunities and has utilized the Veterans Administration as a recruitment resource.

Project Details

In the prior project, training focused on helping employees adapt to the post-COVID business environment by learning updated applications, software, and systems needed to keep pace with technological advances. In this proposal, KWSM will continue training employees on advertising platforms and digital tools to stay current with the ongoing changes and updates that impact the media industry. In addition, a major new focus will be training employees in the use and implementation of Artificial Intelligence in Digital Marketing to help improve efficiency while delivering the best possible results for clients.

Continuous training ensures the company keeps pace with platform updates, algorithms, and new technologies in a fast-changing digital environment and helps employees develop expertise in digital marketing strategies, analytics tools, and advertising platforms. Training covers platforms like Gemini, AHREFs (an SEO tool set), Google Workspace, Facebook/Meta Ads, Google Ads, Mailchimp, HubSpot, Shopify, WordPress, Elementor, Adobe, and GoDaddy helping trainees build skills in website design and development, content creation, social media marketing, and digital advertising.

Training will also strengthen project management, communication, and technical skills. Strong project management skills are required to allocate resources, manage timelines, coordinate across teams, and maintain clear communication with clients. Developing these skills will support the Company goals to deliver measurable results for clients and maintain high-quality services despite growing competition. KWSM also anticipates hiring an additional five to ten employees over the next two years to meet growing client demand and support the Company's steady growth.

Training Plan

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

Business Skills: Training will be offered to all occupations and will provide the skills necessary to improve customer service, increase efficiency, and build product knowledge. Training will include Customer Relations, Marketing and Business Development, and Time Management.

Commercial Skills: Training will be offered to all occupations and will cover industry-specific technical skills, new technologies, and products. Training will include Content Strategy/Creation, Interaction Optimization, and User Interface Design.

Computer Skills: Training will be offered to all occupations and will focus on digital technologies, software, and equipment that support business operations. Training will include Cross-Browser Testing, Payroll/HR Redux, and SQL (Structured Query Language).

Alternate Recordkeeping

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

Commitment to Training

KWSM invests approximately \$100,000 annually in training and includes new hire onboarding, basic safety skills, harassment training, and personal and professional development training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Human Resources (HR) Lead will oversee training implementation and administration. Training will be delivered by internal subject matter experts and external training vendors as needed. The trainers will ensure training is completed and reported back to the HR Lead. The Company has also retained a third-party administrator to assist with all project administration.

Prior Projects

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

Contract No.	Term	Approved Amount	Approved Estimated No. Trainees	No. Retained	Payment Earned \$ %
ET23-0283	03/14/23 - 03/13/25	\$7,820	17	5	\$1,426 (18%)

Under the previous contract, most employees were based out of state and were therefore ineligible for ETP-funded training. At the same time, economic and geopolitical shifts led many KWSM clients to pause or cancel services, reducing the Company's ability to prioritize training for its California staff. Since then, the Company has expanded its California workforce, creating a more stable pool of eligible employees. For this project, the Company with the support of the administrative subcontractor will prioritize training for its California-based staff, closely monitor training schedules, and conduct regular internal check-ins to track progress toward ETP milestones. The project has also been right-sized to more accurately reflect the activity and earnings of the prior contract.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Training Funding Source	Seal Beach, CA	\$131
Administrative	Training Funding Source	Seal Beach, CA	13% of Earned Amount

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

Self-Attestations

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

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

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant does not have a final determination, order, judgment, or award

issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Business Skills

- Coaching/Communication
- Customer Relations
- Finance and Accounting
- Goal Setting
- Leadership
- Marketing and Business Development
- Performance Management
- Project Management
- Planning
- Product and Service Knowledge
- Sales
- Standard Operating Procedures (SOP)
- Time Management

Commercial Skills

- Advertising
- Banner and Display
- Brand Strategy
- Broadcast and Web Video
- Brand ID
- Content Strategy/Creation
- Copywriting
- Creative Concepting
- Design
- E-Commerce
- Go-to-Market Approach
- Ideation
- Interaction Optimization
- Product Launches
- Research
- Tracking and Analytics
- User Experience Design
- User Interface Design

Computer Skills

- Adobe (PDF, InDesign, Photoshop, Illustrator, etc.)
- AHREFs (an SEO tool set)
- Cross-Browser Testing
- CSS (Cascading Style Sheet)
- Computer User Usability Guidance
- CMS (Content Management System)- Wordpress
- Customer Relationship Management (CRM)

- Dropbox
- Elementor
- ERP (Syspro)/Quickbooks/Systems, Applications, and Products in Data Processing (SAP)
- Facebook/Meta
- Gemini
- Digital Advertising:
 - Facebook/Meta (Ads)
 - Google (Ads, Workspace)
 - Social Media Marketing
- HubSpot
- Infrastructure:
 - Servers (Apache, Nginx, Tomcat, Jboss, Node.js)
 - Cloud (Google App Engine, Google Applications, Dropbox)
 - Administration (Mac)
- Instagram
- Integration Tools, Web Services
- IT Infrastructure
- LinkedIn
- Mailchimp
- Microsoft Office (Intermediate/Advanced)
- Payroll/HR Redux
- Pinterest
- Programming Languages [Javascript, Java,J2EE (Java 2 Enterprise Edition)]
- Responsive Web Design
- Shopify
- Slack
- Tools:
 - Issue Tracking (Basecamp)
 - Time tracking (Basecamp)
- Using Artificial Intelligence (AI) in Digital Marketing
- Website and Development Technologies:
 - InVision
 - Adobe Photoshop
 - Adobe Illustrator
 - Adobe Extract
 - Adobe InDesign
 - GoDaddy
 - HTML (HyperText Markup Language)
 - Relational (MySQL)
 - Sketch
 - SQL (Structured Query Language)
 - XML (Exchange Markup Language)
- X (Social Media Platform)
- YouTube



Training Proposal for:
Meridian Growers Processing, Inc.

Contract Number: ET26-0321

Delegation $\leq$ \$75,000 Single Employer

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	HUA Retrainee SB < 100 SET	Industry Sector(s):	Agriculture, Forestry, Fishing and Hunting	
		Priority Industry:	☐ Yes ☒ No	
Counties Served:	Madera	Repeat Contractor:	☐ Yes ☒ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 30	U.S.: 30	Worldwide: 30	
<u>Turnover Rate:</u>	5%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$42,000

Total ETP Funding
\$30,240

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	HUA SB < 100 SET Retrainee	27	8-200	0-0	40	\$1,120	\$20.01

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: (HUA) \$18.50 for Madera County

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

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

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

Job Number 1: \$0.00

Fringe Benefits: The Company offers medical, dental, vision, and life insurance after completion of one month of employment. 401k, vacation (3.3 hours per pay period), and sick time (40 hours) are effective after 90 days of employment.

Wage Progression: Wage increases are usually determined at annual employee reviews, but incentive increases can be awarded by an employee's direct manager based on upskills, cross training, and other factors. Annual wage increases range between 3%-4%.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - HUA, SET, Retrainee					
Shipping/Receiving	\$20.01 - \$30.00	3	0	2	1
Quality Control	\$20.01 - \$38.00	2	0	1	1
Production	\$20.01 - \$39.00	6	0	3	3
Maintenance	\$20.01 - \$39.00	4	0	3	1
Administration	\$20.01 - \$90.00	12	0	3	9

Introduction

Founded in 1998 and located in Madera, Meridian Growers Processing, Inc. (Meridian) (www.meridiangrowers.com) processes and distributes pistachios, almonds, and pecans for ready-to-eat customer consumption. Meridian's quality driven nut processing operation includes hulling, drying, grading, roasting, and packaging. The Company's customers include snack food manufacturers, grocery chains, and global food processing companies. Training will take place at the Company's facility in Madera, and this will be Meridian's first ETP Contract.

ETP Priority 10200(b)

This project strengthens California's economy by stimulating exports and the production of goods and services that would otherwise be imported from outside the state. This project also promotes the training and advancement of workers in a high unemployment region of the state.

Veterans Program

Meridian works with regional Veterans affairs offices and participates in local job fairs to engage with Veterans seeking employment opportunities.

Project Details

Meridian recently expanded its production capacity through an \$8 million investment to build and outfit a new ready-to-eat processing facility. The Company is further expanding its operations by installing new Laitram food processing equipment for a new pistachio butter product line. Laitram machinery brings advanced pasteurization, roasting, and packing technology to Meridian's processes. Extensive employee training is required to ensure safe and efficient use of new systems and equipment.

The proposed training will support the Company's effort to formalize business processes and improve quality standards. Meridian plans to use cross-training to fill existing skills gaps among staff. The Company also plans to hire 5-8 new employees over the next 2 years, and is evaluating the feasibility of adding a second shift to accommodate business growth.

Training Plan

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

Business Skills: Training will be offered to all occupations and topics will include Effective Communications, Strategic Planning, and Change Management.

Computer Skills: Training will be offered to all occupations and will cover various business software tools including SAP/Enterprise Resource Planning (ERP), Microsoft 365 Applications, and Nutware Software.

Continuous Improvement: Training will be offered to all occupations. Training topics include Teambuilding, Lean Principles, and Food Defense Protocols.

Hazardous Materials: Training will be offered to Maintenance, Production, Shipping/Receiving, and Quality Control employees. Training will focus on Identification and Labeling of Hazardous Materials.

Manufacturing Skills: Training will be offered to Production, Maintenance, Quality Control, and Shipping/Receiving staff. Training will cover various nut processing skills with an emphasis on Laitram Equipment Training, Production Machinery Maintenance, and Human Machine Interface (HMI).

Special Employment Training

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

High Unemployment Area

Trainees in Job Number 1 work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by 25%. The Company's location in Madera County is in an HUA.

➤ Wage Modification

These trainees qualify for the ETP Minimum Wage rather than the Statewide Average Hourly Wage. The Panel may modify the ETP Minimum Wage for these trainees by up to 25% if post-retention wages exceed the start-of-training wages. Meridian requests a wage modification from \$44.85 per hour to \$24.67 per hour for trainees in Job Number 1. Meridian requests an additional wage modification for trainees in Job Number 1 from \$24.67 per to \$20.01 per hour. Approximately 12 Shipping/Receiving, Quality Control, Production, Maintenance, and Administration trainees will need this wage modification.

Commitment to Training

Meridian has an annual training budget of approximately \$50,000. Ongoing training includes company orientation, required basic safety training, and mandated training topics. ETP funds will not displace the existing financial commitment to training. Safety training is provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Meridian's Plant Manager will oversee administration of this project. Human Resources team members and supervisory staff will coordinate the scheduling, delivery, and documentation of training. The Company has also retained the services of an administrative subcontractor to assist with the administration of this project. Training will be provided by in-house experts and training vendors when necessary.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategic Business Solutions, LLC	Visalia, CA	\$2,500
Administrative	Strategic Business Solutions, LLC	Visalia, CA	13% of Earned Amount

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Business Skills

- Account Development
- Purchasing Best Practices
- Accounting Principles
- Inventory Control
- Effective Communications
- Strategic Planning
- Change Management

Computer Skills

- SAP/Enterprise Resource Planning (ERP)
- QuickBooks
- Microsoft 365 Applications
- NutWare Software

Continuous Improvement Skills

- Teambuilding
- Leadership
- Lean Principles
- Quality Systems (Color Sorting)
- Food Product Safety
- Food Defense Protocols
- Food Grade Metal Detection
- HACCP (Hazard Analysis Critical Control Point)
- Yield Analysis
- GMP Training (Good Manufacturing Practice)

Hazardous Materials Skills

- Identification and Labeling of Hazardous Materials

Manufacturing Skills

- Laitram Equipment Training
- Sanitation Best Practices
- Materials Handling Equipment
- Production Machinery Maintenance
- Production Equipment Operation
- Packaging Equipment Operation
- Combustible Dust
- Human Machine Interface (HMI)



Training Proposal for:
Olema Pharmaceuticals, Inc.

Contract Number: ET26-0311

Delegation $\leq$ \$75,000 Single Employer

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee SB < 100	Industry Sector(s):	Professional, Scientific, and Technical Services	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	San Francisco	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 77	U.S.: 124	Worldwide: 124	
<u>Turnover Rate:</u>	5%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$202,000

Total ETP Funding
\$29,400

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate SB < 100 Retrainee	70	8-200	0-0	15	\$420	\$45.00

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$26.91 for San Francisco County

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

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

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

Job Number 1: \$0.00

Fringe Benefits: Olema Pharmaceuticals, Inc. (Olema) offers an employee benefits package that equates to approximately 30% of base salary for each employee. This includes support for medical/dental coverage, 401k contributions, payment for insurances, such as life insurance, disability insurance, fertility support and more. The Company also offers paid time off, such as vacation, sick pay and public holidays, which equates to 4 weeks or 20 business days for each employee.

Wage Progression: Olema evaluates all employee salaries from December through February each year. Typically merit increases of up to 3.5% are made in March of each year. The Company also reviews promotional opportunities each year in January and June and typically promotes 10% of its workforce based on performance evaluations for each employee.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Operations	\$45.00 - \$120.00	10	0	0	10

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
Commercial	\$50.00 - \$130.00	30	0	0	30
Development	\$50.00 - \$150.00	30	0	0	30

Introduction

Founded in 2006 and headquartered in San Francisco, Olema (<https://olema.com/>) is a biopharmaceutical research and development organization specializing in oncology. Specifically, the Company focuses on endocrine-driven therapies for women living with cancer. The Company is committed to the discovery, development, and commercialization of a transformational generation of targeted therapies for women's cancers.

Training will take place at the Company's office in San Francisco. This will be Olema's second ETP contract in the last five years.

ETP Priority 10200(b)

This project would further ETP funding priorities by contributing to the growth of the California economy through the distribution of Olema's products throughout the United States and internationally.

In addition, Olema is contributing to high wage, high skills jobs through company-wide growth. Olema looks forward to continued growth as the business moves into commercialization.

Veterans Program

Veterans are encouraged to apply to open positions with the Company. However, Olema is not seeking a separate Veteran job number at this time.

Project Details

Training under the previous project focused largely on pre-clinical and clinical development to advance the Company's product pipeline (more life sciences' specific skills).

This proposed project supports the transition to commercialization of newly developed cancer therapies, requiring a significant expansion of workforce capabilities. Olema is advancing two new oncology products, including an oral compound designed to fully antagonize the estrogen receptor and inhibit cancer cell growth, as well as a treatment targeting breast cancer and solid tumors. As the Company moves from research and development into commercialization, employees must acquire new competencies that differ from clinical and laboratory-based skill sets.

The proposed training will focus on developing capabilities in field sales, patient, payer, and healthcare provider engagement, payer negotiations and reimbursement processes, and advanced business operations such as strategic planning and budgeting. This training is essential to ensure employees can effectively support product launch, market access, and patient delivery while maintaining operational efficiency and high standards of care. Through

this initiative, Olema will strengthen its workforce to successfully bring innovative cancer treatments to market and improve patient outcomes.

Training Plan

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

Business Skills: This training will be offered to all staff. Training will include Annual and Long-Range Business Planning, Project & Portfolio Management, and Change Management.

Commercial Skills: This training will be offered to all staff. Training will include Field Sales, Field Operations, Marketing, Advanced Marketing, and Leading Teams.

Continuous Improvement Skills: This training will be offered to all staff. Training will include Good Pharmaceutical Practices, Quality Management, and Risk Management.

Alternate Recordkeeping

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

Impact/Outcome

With the support of ETP funding, Olema will enhance Company-wide efficiencies through targeted training, resulting in reduced operating costs and enabling greater reinvestment in workforce development. The proposed training will equip employees with the skills needed to support commercialization efforts, improve operational performance, and adapt to evolving business demands.

In particular, Operations and Commercial Staff will gain increased flexibility and effectiveness in real-world environments, strengthening their ability to engage with stakeholders and support product adoption. These outcomes will contribute to sustained organizational growth, improved productivity, and successful expansion into the commercial marketplace.

Commitment to Training

Olema has an annual training budget of \$50,000 and its ongoing training includes company orientation, mandated training, and field segmentation. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

This project will be overseen by the Senior Director, People & Culture, Associate Director, People & Culture, and a Human Resources Operations Specialist.

Prior Projects

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

Contract No.	Term	Approved Amount	Approved Estimated No. Trainees	No. Retained	Payment Earned \$ %
ET23-0303	03/27/23 - 03/26/25	\$171,350	120	2	\$474 (0%)

Olema logged 20 valid hours and earned \$473.80 (0.28%) of pre-approved funds. Olema's initial ETP project did not meet performance expectations due to the Company's focus on pre-clinical and clinical development during a challenging period in the biotechnology industry. The prior contract also included a Job Creation component, a broad range of occupations, and a higher request for average weighted training hours, which contributed to performance challenges.

This proposed project has been strategically refined to ensure successful execution and alignment with ETP performance standards. Key adjustments include a more focused set of occupations and a reduction in requested average weighted training hours by approximately half. These changes reflect a right-sized, targeted training approach designed to improve program management, enhance training delivery, and ensure full utilization of awarded funds.

Subcontractors

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

Training Vendor(s)	City, State	Cost	Description of Service
Hands On, LLC	San Francisco, CA	\$20,000.00	Hands On will provide specialist training in Commercial Skills that are pertinent to Life Sciences.

Self-Attestations

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

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information,

and/or belief, that the applicant is not ineligible to bid, be awarded, or subcontract on a public works project. UIC section 10205(e)(2)(B)

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

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

Trainees may receive any of the following:

Business Skills

- Annual and Long-Range Business Planning
- Annual and Long-Range Budget & Resource Planning
- Business Process & Continuous Improvement
- Project & Portfolio Management
- Change Management

Commercial Skills

- Field Sales
- Field Operations
- Field Analytics & Reporting
- Reimbursement Negotiation & Contracting
- Marketing
- Advanced Marketing
- Marketing Communications
- Leading Teams

Continuous Improvement Skills

- Good Pharmaceutical Practices
- Quality Management
- Risk Management



Training Proposal for:
Perez Farms, LP dba Perez Farms

Contract Number: ET26-0284

Delegation $\leq$ \$75,000 Single Employer

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	HUA Priority Rate Retrainee SB < 100 Seasonal SET	Industry Sector(s):	Agriculture, Forestry, Fishing and Hunting	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Fresno, Stanislaus	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 45	U.S.: 45	Worldwide: 45	
<u>Turnover Rate:</u>	11%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$11,646

Total ETP Funding
\$18,088

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate HUA SB < 100 Retrainee	9	8-200	0-35	19	\$532	\$20.01
2	Seasonal Priority Rate HUA SB < 100 SET Retrainee	25	8-200	0-35	19	\$532	\$18.50

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: (HUA) \$18.50 per hour for Fresno and Stanislaus Counties.

Job Number 2: (HUA) \$18.50 per hour for Fresno and Stanislaus Counties.

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

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

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

Job Number 1: \$0.00

Job Number 2: \$1.60

Fringe Benefits: Benefits are paid at an hourly rate and calculated at 25% and include paid vacation and sick leave for all administrative staff, and sick leave for all other employees.

Wage Progression: Wage progression, ranging from 3.03%- 15%, is conducted every 1-2 years and is primarily based on performance and skill, while also considering the employee's seniority.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, HUA, Retrainee					

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
Accounting Staff	\$20.01 - \$35.00	2	0	1	1
Administrator	\$25.01 - \$40.00	1	0	0	1
Manager/Supervisor	\$25.01 - \$75.00	5	0	0	5
Chief Financial Officer	\$100.00 - \$180.00	1	0	0	1
JOB NUMBER 2 - Seasonal, Priority Rate, HUA, SET, Retrainee					
Equipment Operator	\$16.90 - \$19.00	9	9	0	0
Ranch Operation Staff	\$16.90 - \$19.00	2	2	0	0
Field Laborer	\$16.90 - \$19.00	12	12	0	0
Mechanic	\$16.90 - \$22.00	2	2	0	0

Introduction

Founded in 1992 and headquartered in Crows Landing, Perez Farms, LP dba Perez Farms (Perez Farms) (www.perezfarms.com), grows both conventional and organic crops, including almonds, alfalfa, apricots, beans, broccoli, garlic, tomatoes, watermelons, and wheat. Serving wholesale distributors and food processors, the Company will conduct training at its Crow Landing and Firebaugh locations. This will be Perez Farms' third ETP Contract and its second within the past five years.

ETP Priority 10200(b)

Perez Farms' training program aligns with Unemployment Insurance Code (UIC) section 10200(b) by training in new technologies and methods and training for displaced or laid-off workers.

Veterans Program

Perez Farms does not have a formal Veteran recruitment process but will implement an employee referral program to encourage Veteran applicants.

Project Details

Previous training focused on operating equipment such as forklifts, tractors, and trucks. Training under this proposal will focus on operational efficiency, food safety, and regulatory compliance.

Facing increasing domestic and international competition, the Company must reduce operating costs while maintaining high yields and top-quality products. Training will equip employees with the skills to implement, track, and analyze process improvements, drive efficiency, and strengthen its competitive position.

Perez Farms' 11% turnover rate is primarily attributable to the seasonal nature of agricultural work, fluctuations in workload resulting from reduced farming acreage, and the availability of alternative local employment opportunities. In addition, recent branch buyouts have contributed

to both employee turnover and a reduction in workforce, as a portion of employees transitioned to positions within those newly acquired or restructured operations. Because the workforce is largely at-will and seasonal, some level of turnover between peak and off-peak periods is expected. However, many employees return each season, helping to maintain continuity. To address turnover, the Company is enhancing training efforts, improving communication leading up seasonal periods, creating clear schedules & expectations for seasonal employees, and increasing supervisor engagement. Perez Farms is also strengthening retention efforts through improved safety practices, employee recognition, and better access to tools and support. The goal is to refine workforce planning to better align staffing with operational needs and create consistent work opportunities.

Building on these workforce and operational improvements, Perez Farms is also strengthening its training and compliance programs to support long-term success. Additionally, to stay compliant in a rapidly changing regulatory environment, all staff, including seasonal workers, will receive updated training on food safety and farming standards. Training also covers farming best practices, planting, equipment use, maintenance, and crop-specific care such as pesticide and fertilizer application ensuring each crop receives optimal treatment based on soil, weather, and water conditions. By combining technical, regulatory, and operational knowledge, the Company will improve efficiency, maintain quality, reduce costs, and empower employees to sustain these improvements over time.

Training Plan

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

Business Skills: Training will be offered to all occupations. Training topics will include Business Planning & Analysis, Customer Service, Project Management, Analytic & Critical Thinking, and Business Management Cross-Training.

Commercial Skills: Training will be offered to Equipment Operators, Administrator, Ranch Operation Staff, Mechanics and Field Laborers. Training topics will include Equipment Operation, Food Safety Policy and Procedures, Quality Control, Planting Techniques, and Quality/Yield Analysis.

Computer Skills: Training will be offered to all occupations. Training topics will include Farmers Office, Fixed Assets Client Services Application, Phone Systems - Wave Viewpoint, and Communication Software (Zoom & Teams).

Continuous Improvement Skills: Training will be offered to all occupations. Training topics will include Leadership, Teamwork, Time Management & Delegation, Problem Solving, Worker Health and Hygiene, and Laboratory Water Sampling.

Hazardous Materials Skills: Training will be offered to Equipment Operators, Administrator, Ranch Operation Staff, Mechanics and Field Laborers on Bloodborne Pathogens, and Pesticides and Sanitation.

Management Skills: Training will be offered to Managers and Supervisors. Training will include Leadership Skills and Mentoring.

Certified Safety Training

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

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab, which is a more convenient means of delivering basic training. Trainees will receive between 0-35 hours of CBT.

Alternate Recordkeeping

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

Special Employment Training

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

➤ Seasonal Worker Retention Modification

Trainees in Job Number 2 fall under ETP’s Seasonal Worker program, which is funded by Special Employment Training (SET). Under this program, trainees in Job Number 2 qualify for a modified retention period of no less than 500 hours within 12 months of the end-of-training. This retention period recognizes the cyclical nature of crop production. Perez Farms requests this retention modification for trainees in Job Number 2.

High Unemployment Area

All trainees in Job Numbers 1 and 2 work in a High Unemployment Area (HUA). This is a region with unemployment exceeding the state average by 25%. The Company’s locations in Fresno and Stanislaus counties are in an HUA.

➤ Wage Modification

These trainees qualify for the ETP Minimum Wage rather than the Statewide Average Hourly Wage. The Panel may modify the ETP Minimum Wage for these trainees by up to 25% if post-retention wages exceed the start-of-training wages. Perez Farms is requesting a wage modification for trainees in Job Number 1 (From \$24.67 per hour to \$20.01 per hour) and Job Number 2 (From \$24.67 per hour to \$18.50 per hour)

Approximately 9 Equipment Operators, 2 Ranch Operation Staff, 2 Mechanics, and 15 Field Laborers will need the wage modification.

Commitment to Training

Perez Farms allocates approximately \$75,000 annually for training across its two locations, covering state-mandated trainings such as sexual harassment prevention and workplace violence. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Perez Farms' Owner will oversee project administration, supported by Managers and Administrative Staff at each facility. These staff will manage training documentation and ensure ETP compliance. Training will be delivered by in-house experts and, when needed, by external vendors.

Prior Projects

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

Contract No.	Term	Approved Amount	Approved Estimated No. Trainees	No. Retained	Payment Earned \$ %
ET22-0322	06/14/22 - 06/13/24	\$65,320	55	35	\$18,104 (28%)
ET19-0421-000	02/20/19 - 08/18/21	\$36,400	66	75	\$33,095 (91%)

During the last project, Perez Farms underperformed due to limited oversight, inconsistent monitoring of responsibilities, gaps in internal communication, and insufficiently structured documentation and tracking, which led to delays and inefficiencies. To prevent similar issues, Perez Farms has assigned a dedicated project lead for daily oversight, refined workflows with clear task ownership and timelines, instituted routine check-ins and review meetings, and centralized communication and documentation to ensure timely, accurate information. These measures have strengthened accountability, organization, and transparency, positioning Perez Farms to deliver consistent, high-quality performance moving forward. In addition, the proposed project has been right sized to not exceed the previous contract's earnings.

Subcontractors

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

Training Vendor(s)	City, State	Cost	Description of Service
Western Growers	Fresno, CA	\$950.00	Training in Forklift and Tractor Operation, Pesticide Handling, Food Safety, and Lockout/Tagout.
The Zenith Ins.	Fresno, CA	\$1,000.00	Training in specific Management Skills.
SCS Global Services	Emeryville, CA	\$1,500.00	Training in Food Safety.

Self-Attestations

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

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

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

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

- Accounting & Finance Principles
- Business Planning & Analysis
- Customer Service
- Project Management
- Analytic & Critical Thinking
- Business Management Cross-Training
- Equipment Tracking Device

Commercial Skills

- Agriculture Systems (Pumps, Meters, Electrical)
- Equipment Maintenance
- Equipment Operation
- Farming Standards
- Fertilization Techniques
- Food Safety Policy and Procedures
- Quality Control
- Hand Tools
- Lock Out - Tag Out
- Forklift Operation
- Harvesting Techniques
- Irrigation Techniques
- Planting Techniques
- Tractor Operation
- Quality/Yield Analysis
- GPS Units

Computer Skills

- Microsoft Office Suite (Intermediate/Advanced)
- Farmers Office
- Fixed Assets Client Services Application
- Online Banking & Depositing
- Online Productivity Management
- Technical Devices (Personal Digital Assistant, Phone, iPad, Laptop)
- Copier, Printer, Scanner & Projector Usage
- Phone Systems - Wave Viewpoint
- Communication Software (Zoom & Teams)
- Google & Safari Web Browser Software

Continuous Improvement Skills

- Leadership (for non-managers)
- Teamwork
- Time Management & Delegation

- Presenting and Reporting
- Effective Communication
- Active Listening
- Decision Making
- Problem Solving
- Conflict Resolution
- Agriculture Policy Procedures
- Water Conservation
- Land Conservation
- Food Safety Policy and Procedures
- Data Analysis
- Farming Best Practices
- Primus Global Food Safety Audit Procedures
- Food Safety Modernization Produce Safety Rules
- FDA/USDA Safety Standards
- Worker Health and Hygiene
- Laboratory Water Sampling
- Agriculture Business Management

Hazardous Materials Skills

- Hazardous Material Handling
- Bloodborne Pathogens

Management Skills

- Leadership Skills
- Mentoring

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Computer-Based Training

Trainees may receive any of the following:

Commercial Skills

- Food Safety Policy and Procedures (4 hrs.)
- GPS Units (1 hr.)
- Agriculture Systems (Pumps, Meters, Electrical) (4 hrs.)

Continuous Improvement Skills

- Primus Global Food Safety Audit (4 hrs.)
- Food Safety Modernization Act Produce Safety Rules (4 hrs.)
- FDA/USDA Safety Standards (4 hrs.)
- Worker Health and Hygiene (4 hrs.)
- Laboratory Water Sampling (1 hr.)

- Data Analytics (1 hr.)
- Agriculture Policy Procedures (4 hrs.)
- Agriculture Business Management (4 hrs.)



Training Proposal for:
Pro Safety & Rescue, Inc.

Contract Number: ET26-0319

Delegation $\leq$ \$75,000 Single Employer

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	HUA Retrainee SB < 100 SET	Industry Sector(s):	Professional, Scientific, and Technical Services	
		Priority Industry:	☐ Yes ☒ No	
Counties Served:	Kern	Repeat Contractor:	☐ Yes ☒ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 44	U.S.: 44	Worldwide: 44	
<u>Turnover Rate:</u>	9%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$77,440

Total ETP Funding
\$65,520

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	HUA SB < 100 SET Retrainee	39	8-200	0-0	60	\$1,680	\$18.50

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: (HUA) \$18.50 per hour for Kern County

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

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

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

Job Number 1: \$0.50

Fringe Benefits: Pro Safety & Rescue, Inc. offers health, dental, vision, and life insurance after 90 days of employment. The Company pays \$130 monthly towards this coverage. In addition, one week of vacation is offered after one continuous year of employment.

Wage Progression: Pro Safety & Rescue, Inc. conducts formal performance reviews annually, and in some cases, after the first 90 days or six months of employment. Reviews evaluate key areas such as technical skill development, safety compliance, reliability, teamwork, initiative, and leadership potential. Employees are encouraged to discuss their career goals during the review process. Supervisors use a standardized evaluation form and support employees interested in moving from entry-level to advanced or supervisory positions. The Company's wage progression strategy is designed to be transparent, performance-based, and aligned with skill-building efforts. On average, employees receive a 5 % increase in wages.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - HUA, SET, Retrainee					
Confined Space Attendant	\$18.00 - \$20.00	5	5	0	0
Rescue Attendant	\$19.00 - \$21.00	4	3	1	0
Shop Technician	\$18.00 - \$24.00	2	2	0	0
Drug Technician	\$18.00 - \$24.00	2	1	1	0
Emergency Medical Technician (EMT)	\$18.00 - \$30.00	9	4	3	2
Rescue Technician I	\$21.00 - \$30.00	8	0	8	0
Rescue Technician II	\$26.00 - \$35.00	2	0	0	2
Human Resources	\$22.00 - \$45.00	1	0	1	0
Account Services	\$30.00 - \$45.00	1	0	0	1
Service Manager	\$30.00 - \$45.00	1	0	0	1
Business Development	\$30.00 - \$50.00	1	0	0	1
Emergency Medical Services (EMS) Manager	\$30.00 - \$50.00	1	0	0	1
Rescue Manager	\$35.00 - \$50.00	1	0	0	1
Safety Manager	\$35.00 - \$60.00	1	0	0	1

Introduction

Founded in 2014 and headquartered in Bakersfield, Pro Safety & Rescue, Inc. (Pro Safety & Rescue) (www.prosafetyandrescue.com) provides onsite rescue and safety services throughout Kern County. Products and services include confined space rescue, on-site emergency medical services, safety, personal protective equipment sales, OSHA testing, Fecal Immunochemical Test (FIT)-both qualitative and quantitative, pulmonary testing, audiometric testing, drug testing, and gas detection services. Pro Safety & Rescue serves customers in industrial and construction settings with an emphasis on power plants and water processing facilities. The Company has one location in Bakersfield, and training under this proposal will be delivered at this location. This will be Pro Safety & Rescue's first ETP Contract.

ETP Priority 10200(b)

Pro Safety & Rescue's proposed training aligns with ETP priorities by expanding access to high-quality workforce training for workers who face significant barriers to employment. The program promotes wage growth and career advancement by developing both technical and safety-related competencies needed to succeed with emerging technologies. A substantial portion of the workforce comes from underserved and economically disadvantaged communities, including individuals with limited formal education and Veterans. By providing these workers with job-relevant, industry-specific skills, the project advances ETP's priorities while helping trainees secure and retain full-time, long-term employment with opportunities for wage increases and promotion. This training investment strengthens the local labor market in

a High Unemployment Area by improving skill attainment, increasing stability in the workforce, and creating pathways for wage progression and promotional opportunities.

Veterans Program

Pro Safety & Rescue employs Veterans and values the skills and knowledge Veterans bring to an organization. While the Company does not actively recruit Veterans, it recognizes military service as a meaningful asset and encourages all qualified applicants to apply for employment opportunities through its standard hiring processes.

Project Details

Pro Safety & Rescue's industry is facing a shortage of skilled workers, especially in high-risk roles involving safety, compliance, and rescue operations. In addition, the Company is experiencing operational and structural changes due to a combination of business growth, evolving customer demands, regulatory updates, and advancements in technology. These changes make targeted training essential for employees to remain knowledgeable, qualified, and compliant with industry requirements in order to meet the needs of the customer base and help Pro Safety & Rescue stay competitive in California.

The proposed business skills training will strengthen the operational, leadership, and strategic capabilities of key personnel. This training will build core management competencies, reinforce supervisory decision-making, and provide the tools needed to effectively manage people, processes, and performance in dynamic and high-risk work environments. Computer skills training will aid in improving digital literacy and tool usage across the workforce, and with continuous improvement training, the Company aims to increase operational efficiency, reduce waste, improve service delivery, and support scalable growth across all departments.

Medical skills (didactic) training will focus on building theoretical knowledge and critical thinking skills necessary for employees working in medical, emergency, and patient care settings. Manufacturing training will cover a range of topics, including machinery operation, quality control, warehouse operations and inventory tracking. Employees will be trained to operate and maintain manufacturing equipment, perform equipment repairs, safely fill gas cylinders, complete preventative maintenance and calibrations, and document work according to industry standards. Training will also cover safe equipment handling, preventive maintenance practices, and the procedures necessary to ensure production processes meet required safety and quality standards.

The proposed training will help strengthen decision-making, reinforce safety standards, increase efficiency, reduce errors, support the continued professional development of frontline medical personnel and supervisors, and aid in the Pro Safety and Rescue's growth in a tech-driven business environment. In addition, the Company anticipates hiring at least one additional employee in the Service Manager occupation in the coming months.

Training Plan

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

Business Skills: Training will be offered to all occupations and will focus on the development of essential business skills. Training topics include Building Partnerships and Strategic Alliances, Data Entry Accuracy and Customer Reporting, and Time Management for Client-Facing Roles.

Commercial Skills: Training will be offered to all occupations and will focus on building essential skills in machinery operation, quality control, safety protocols, and inventory management to support safe, efficient, and exceptional performance in high-risk environments. Topics include Equipment Calibration and Setup Procedures, Emergency Medical Responder (EMR) Protocols, and Inventory Accuracy and Cycle Counting.

Computer Skills: Training will be offered to all occupations and will focus on essential computer applications and digital tools that support daily business operations, improve productivity, and ensure accurate communication and data handling across departments. Training topics include Database Management, Software Training, and Time Tracking and Scheduling Tools.

Continuous Improvement Skills: Training will be offered to all occupations and will focus on the practical tools and techniques to identify inefficiencies, streamline operations, solve problems, and enhance quality in their day-to-day work. Training topics include Process Mapping and Standard Operating Procedures Development.

Hazardous Materials Skills: Training will be offered to Business Development, Confined Space Attendant, Drug Technician, Emergency Medical Services (EMS) Manager, Emergency Medical Technician (EMT), Rescue Attendant, Rescue Manager, Rescue Technician I, Rescue Technician II, Safety Manager, Service Manager, and Shop Technician occupations and will equip employees with the essential knowledge and skills to safely identify, handle, and respond to hazardous materials in the workplace. Training topics include Chemical Exposure Monitoring and Reporting, Incident Command System (ICS) for Hazmat Response, and Spill Response and Containment Techniques.

Management Skills: Training will be offered to the Emergency Medical Services (EMS) Manager, Rescue Manager, Safety Manager, and Service Manager occupations and is designed to strengthen the leadership and operational capabilities of managers across the organization. Training topics include Building Trust and Accountability in the Workplace, Effective Communication for Managers, and Leadership Essentials for First-Time Managers.

Medical Skills (Didactic): Training will be offered to the Drug Technician and Emergency Medical Technician (EMT) occupations and is designed to enhance understanding of medical terminology, anatomy, pharmacology, and patient assessment protocols to strengthen clinical decision-making, reinforce safety standards, and support continued professional development. Training topics include Critical Care and Intensive Care Unit (ICU) Protocols, Introduction to Epidemiology and Disease Spread, and Pharmacology Basics: Medication Types and Dosages.

Certified Safety Training

1. OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.
2. Hazardous Waste Operations and Emergency Response Standard (HAZWOPER). This training is a series of courses specifically designed for workers who handle hazardous substances as first-responders, or clean-up as needed at a hazard disposal or emergency site. It consists of 40 hours of classroom or CBT training, for workers stationed at the hazard

site; and 24 hours for workers who visit the site (e.g., engineers). Field training is also required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. Each certification requires an 8-hour annual refresher course. This coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA. Trainees will not receive 40 hours unless the work full time onsite at the clean-up location.

Alternate Recordkeeping

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

Special Employment Training

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

High Unemployment Area

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

➤ Wage Modification

These trainees qualify for the ETP Minimum Wage rather than the Statewide Average Hourly Wage. The Panel may modify the ETP Minimum Wage for these trainees by up to 25% if post-retention wages exceed the start-of-training wages. ProSafety requests a wage modification from \$44.85 per hour to \$24.67 per hour for 9 trainees in Account Services, Business Development, Emergency Medical Services (EMS) Manager, Human Resources, Rescue Manager, Rescue Technician II, Safety Manager, and Service Manager occupations in Job Number 1.

Pro Safety requests an additional wage modification for trainees in Job Number 1 from \$24.67 per hour to the reduced standard wage of \$18.50 per hour. Approximately 30 trainees in the Confined Space Attendant, Drug Technician, Emergency Medical Technician (EMT), Rescue Attendant, Rescue Technician I, and Shop Technician occupations will need this wage modification.

Commitment to Training

The Company's annual training budget is \$40,000. Current training consists of employee onboarding which includes training on the Company's policies, sexual harassment training, and workplace violence training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

A designated Program Coordinator will oversee training implementation and administration and will be responsible for coordinating training schedules and logistics. The Program Coordinator will serve as the main point of contact with ETP and will ensure that all data is collected and

submitted in accordance with ETP deadlines and requirements. Department supervisors will help identify training needs, nominate participants, and provide feedback on training effectiveness. Training will be provided by qualified in-house experts and external vendors as needed. Trainers will use a combination of time tracking tools, training rosters, and internal systems to accurately log trainee attendance and course completion and report back to the Program Coordinator.

Subcontractors

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

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

Self-Attestations

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

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

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

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

- Accounts Payable/Accounts Receivable
- Advanced Sales Strategies: Consultative Selling
- Basic Accounting Practices and Framework
- Being an Effective Team Member
- Building Partnerships and Strategic Alliances
- Building Strong Customer Relationships
- Client Performance Reporting and Key Performance Indicator (KPI) Tracking
- Communication Skills
- Communication Skills for Change Management
- Contract Management: Best Practices and Compliance
- Cross-Department Collaboration for Customer Success
- Customer Relationship Management (CRM) Systems for Efficient Client Management
- Customer Service Communication
- Data Analysis
- Data Entry Accuracy and Customer Reporting
- Decision Making
- Developing Effective Sales Pipelines and Closing Deals
- Effective Conflict Resolution in the Workplace
- Managing Client Expectations: Communication Strategies
- Managing Sales Teams and Achieving Targets
- Market Research and Competitive Intelligence
- Negotiation Skills for Business Development
- Presentation and Proposal Writing Skills
- Processing Purchase Orders
- Product Knowledge
- Prospecting and Lead Qualification for New Business
- Sales Forecasting and Setting Achievable Goals
- Service-Level Agreements: Defining and Meeting Client Needs
- Strategic Planning
- Time Management for Client-Facing Roles
- Understanding Buyer Behavior and Psychology
- Workforce Planning and Succession Management

Commercial Skills

- Advanced Emergency Medical Services (EMS) Protocols and Critical Incident Management
- Advanced Industry Tools and Techniques
- Air Monitoring and Atmospheric Testing
- Airway Management and Oxygen Administration
- Assembly Techniques and Quality Assurance
- Basic Quality Control Procedures

- Bleeding Control (B-Con) and Wound Management
- Coordinating EMS Operations and Multi-Team Communication
- Coordination with Site Supervisors and Clients
- Crew Coordination and Command in Rescue Operations Communication in Field Operations
- Documenting Defects and Reporting Nonconformances
- Effective Safety Training Techniques
- Emergency Medical Care in Rescue Situations
- Emergency Medical Responder (EMR) Protocols
- Emergency Medical Services (EMS) Process Improvement for Patient Care Flow
- Emergency Medical Technician (EMT) Skills Refresher and Advanced Patient Care
- EMS Budgeting, Resource Allocation, and Cost Management
- EMS Equipment and Technology Maintenance
- EMS Team Leadership and Crisis Management
- Environmental Health and Safety Regulations
- Equipment Calibration and Setup Procedures
- Equipment Setup, Deployment, and Breakdown
- Field Documentation and Medical Incident Reporting
- Fire Awareness
- Forklift and Material Moving Equipment Operation
- Handling Difficult Clients and Service Recovery Techniques
- Heavy Equipment Services
- High-Angle Rope Rescue Techniques
- High-Risk Rescue Scenarios: Techniques and Protocols
- Improving Rescue Team Efficiency and Readiness
- Incident Command and Disaster Response in EMS
- Incident Command System (ICS) for Rescue Managers
- Incident Response and Emergency Operations
- Inspection, Measurement, and Testing Methods
- Inventory Accuracy and Cycle Counting
- Inventory and Resource Management
- Inventory Control
- Introduction to International Organization for Standardization (ISO) and Industry Standards
- Introduction to Lean Manufacturing Principles
- Introduction to Manufacturing Processes
- Job Documentation and Compliance
- Job-Specific Equipment Operation
- Kaizen and Continuous Improvement Techniques
- Lockout/Tagout Procedures
- Machine Safety and Lockout/Tagout Procedures
- Operating Industrial Tools and Machinery
- Packaging and Shipping Best Practices
- Preventive Maintenance Techniques
- Project Planning and Crew Readiness
- Reading Blueprints and Technical Drawings

- Reducing Downtime and Process Waste
- Regulatory Compliance for EMS Managers
- Rescue Equipment Maintenance and Inspection
- Rescue Operations Planning and Coordination
- Rescue Team Leadership and Decision-Making
- Rigging
- Risk Management and Incident Response for Leaders
- Risk Management/Disaster Preparation
- Safe Handling of Raw Materials and Supplies
- Safety Management Systems and Risk Mitigation
- Safety Protocols in Rescue Environments
- Site Assessment and Hazard Recognition
- Site Management
- Site Safety Planning and Job Hazard Analysis
- Standard Operating Procedures (SOP) for Production
- Technical Field Procedures
- Technical Rescue Operations
- Trauma Assessment and Treatment in Industrial Environments
- Use of Digital Tools for Field Service Documentation
- Using Hand and Power Tools Safely
- Utility Specialists Training
- Warehouse Operations and Inventory Tracking
- Working at Heights
- Workplace Safety Audits and Inspections

Computer Skills

- Computer Networking
- Cyber Security
- Database Management
- File Management and Data Organization
- Google Analytics
- Microsoft Office (Intermediate/Advanced)
- Programming
- Software Training
- Time Tracking and Scheduling Tools

Continuous Improvement Skills

- Building a Proactive, Solutions-Focused Team
- Communication for Leadership Success
- Continuous Improvement in Field Safety Operations
- Continuous Improvement in Manufacturing Operations
- Continuous Improvement Mindset and Culture
- Continuous Quality Improvement in Field Operations
- Developing a Safety Culture
- Developing Safety Plans and Procedures
- Elevate Leadership Series
- Equipment Inspection and Management
- Identifying and Eliminating Waste in Daily Operations

- Incident Investigation and Root Cause Analysis
- Introduction to Continuous Improvement
- Job Site Efficiency and Resource Optimization
- Leadership Essentials
- Leadership in Emergency Medical Services
- Leadership in HR: Building High-Performance Teams
- Leading Improvement Initiatives at the Team Level
- Lean Thinking and Process Streamlining
- Managing Shift Schedules and Workforce Allocation
- Managing Team Workflows and Prioritizing Tasks
- Managing Workplace Safety Programs and Policies
- Maximizing Team Performance
- Post-Incident Review and Continuous Improvement
- Problem Solving and Decision-Making Strategies
- Process Mapping and Workflow Optimization
- Resource Planning and Project Coordination
- Root Cause Analysis Techniques
- Service Workflow Improvements for Field Managers
- Standard Operating Procedures (SOP) Development
- Strategic Thinking and Decision-Making for Managers
- Team Leader and Supervisor Readiness
- Time Management for Supervisors
- Transitioning from Employee to Supervisor
- Training Within Industry
- Workflow Optimization
- 5S (Sort, Set in Order, Shine, Standardize, and Sustain) Workplace Organization in Production Environments

Hazardous Materials Skills

- Basic Decontamination Procedures
- Biohazard Identification and Control Measures
- Chemical Exposure Monitoring and Reporting
- Donning and Doffing Procedures for Hazmat Suits
- Environmental Spill Impact and Reporting Requirements
- First Responder Operations – Hazardous Materials
- Incident Command System (ICS) for Hazmat Response
- Introduction to Hazardous Materials Handling
- Long-Term Exposure Risk Awareness
- Respiratory Protection for Chemical Environments
- Self-Contained Breathing Apparatus (SCBA) Use and Maintenance
- Site-Specific Hazmat Protocols and Standard Operating Procedures (SOP's)
- Spill Response and Containment Techniques
- Toxicology Basics for Field Teams
- Working Safely with Compressed Gases

HazWoper

- Hazardous Waste Operations and Emergency Response (HAZWOPER)

Management Skills

- Advanced Supervisor Development
- Building Trust and Accountability in the Workplace
- Coaching and Mentoring Employees
- Conflict Resolution and Mediation Skills
- Effective Communication for Managers
- Employee Engagement
- Improving New Hire Orientation
- Interviewing
- Leadership Skills
- Leadership Essentials for First-Time Managers
- Leading High-Performance Teams
- Performance Appraisals and Feedback Techniques
- Supervisor Development Series

Medical Skills (Didactic)

- Advanced Airway Management: Techniques and Protocols
- Advanced Cardiac Life Support (ACLS) Certification
- Advanced Trauma Life Support (ATLS) Overview
- Anatomy and Physiology for Healthcare Workers
- Basic Life Support (BLS)
- Bloodborne Pathogens and Diagnostic Procedures
- Body Mechanics
- Cardiopulmonary Resuscitation (CPR)/Automated External Defibrillator (AED) for Professional Rescuers
- Communication/ Documentation
- Confidentiality and Patient Privacy (HIPAA Training)
- Critical Care and Intensive Care Unit (ICU) Protocols
- Effective Communication in Healthcare
- Electrocardiogram (ECG) Interpretation Basics
- Emergency Procedures
- EMS System Overview and Operations
- Equipment Skills
- Handling Biohazardous Materials Safely
- Infection Control and Prevention Guidelines
- Infectious Disease Management in Healthcare Settings
- Interpersonal Skills
- Introduction to Epidemiology and Disease Spread
- Introduction to Medical Diagnostics and Procedures
- Introduction to Medical Terminology
- Legal and Ethical Considerations in Healthcare
- Managing EMS Training and Certification Programs
- Medical Computer Skills
- Medical Ethics in Healthcare and EMS
- Medical Legal Considerations for EMS Providers

- Medical Support During High-Risk Operations
- Medical Technician
- Observation and Charting
- Pathophysiology Overview: Diseases and Conditions
- Patient Assessment and Documentation Skills
- Patient Care Management and Documentation Best Practices
- Patient Packaging and Transport in Rescue Situations
- Pediatric Advanced Life Support (PALS) Certification
- Personal Protective Equipment (PPE) Usage and Safety
- Pharmacology Basics: Medication Types and Dosages
- Pre-Hospital Care Protocols and Procedures
- Principles of Patient Care and Safety
- Professionalism and Compassion in Patient Care
- Understanding Laboratory Tests and Results
- Safe Patient Handling
- Safe, Secure, Environment
- Understanding Medical Abbreviations and Acronyms
- Vital Signs
- Wound Care

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
T&R Communications, Inc.

Contract Number: ET26-0320

Delegation $\leq$ \$75,000 Single Employer

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee SB < 100 SET	Industry Sector(s):	Information	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Alameda, Sacramento	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☒ Yes ☐ No International Brotherhood of Electrical Workers - IBEW Local 340			
Number of Employees in:	CA: 43	U.S.: 72	Worldwide: 72	
<u>Turnover Rate:</u>	5%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$84,035

Total ETP Funding
\$45,752

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate SB < 100 SET Retrainee	43	8-200	0-30	38	\$1,064	\$33.64

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$33.64 (SET Modified Statewide Wage).

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

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

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

Job Number 1: \$2.50

Fringe Benefits: T&R Communications, Inc. (T&R) offers health benefits which include vision, dental and medical care for all employees. The Company also offers 50% paid health care benefits for family members of employees.

T&R also offers life insurance and pays 100% for disability and term life insurance for its employees.

T&R provides a 401(k) plan with a company match up of 2%-5% as well as paid time off and sick time.

Wage Progression: Wage progression and promotions for office staff will be determined by performance evaluations. Annual wage increases range from 3%-5%. Field Employees are covered by a Collective Bargaining Agreement, which covers wage progression as determined by agreement with the respective union.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, SET, Retrainee					

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
Administrative	\$31.14 - \$44.01	3	0	0	3
Sound & Communications Journeymen	\$40.00 - \$71.48	29	0	0	29
Project Management	\$42.26 - \$72.11	4	0	0	4
Field Manager	\$60.00 - \$60.00	1	0	0	1
Sales and Engineering	\$49.38 - \$74.51	6	0	0	6

Introduction

Founded in 2009 and headquartered in Sacramento, T&R specializes in the design and installation of low voltage equipment and cabling. Customers include General Contractors and Private Property Owners. Training will take place at the Company's two locations in Sacramento and Hayward, California. This will be the Company's second ETP project and second in the last five years.

ETP Priority 10200(b)

T&R is a growing business that provides high-wage, high-skilled jobs, a key ETP funding priority. This project will meet ETP priorities by supporting new and growing businesses with high-wage jobs in California and train employees in new technologies and methods. In addition, since their last ETP contract T&R has increased their number of full time employees.

Veterans Program

Veterans are welcome to apply to open positions at T&R. The Company is not seeking a separate Veteran job number at this time.

Union Support

The Sound and Communications Journeymen in this proposal are represented by International Brotherhood of Electrical Workers, Local 340. Union support letters are included with the proposal for review

Project Details

T&R's previous ETP project focused on the implementation and integration of software systems designed to improve human resources functions, job costing, equipment tracking, and quality control processes. In addition, the project also emphasized certification-based training to ensure compliance with OSHA and other regulatory requirements while preparing employees to work with emerging technologies.

Building on those efforts, T&R's next proposed training project will focus on integrating advanced technologies that improve field efficiency, streamline operations, and strengthen workforce capabilities. As industry standards and customer expectations continue to evolve, T&R must continuously adopt new technologies and provide comprehensive employee training to maintain its competitive position within the telecommunications industry.

This proposed training will include advanced instruction in Audio-Visual technologies, security systems, construction methodologies, and engineering theory/planning/design. Employees will also receive manufacturer-specific certification to support increasingly complex project environments.

This training initiative will ensure employees are equipped to troubleshoot issues efficiently, optimize system performance in the field, and support high-quality installations across multiple project types. In addition, the integration of new technologies and cross-functional training will improve operational consistency, increase workforce self-sufficiency between locations, and enhance the Company's ability to respond to evolving customer and industry demands.

Training Plan

Training will be delivered via Class/Lab, E-Learning, and Computer-Based Training delivery methods. Training will include:

Business Skills: This training will be delivered to all staff. Training will include Behavior Style Strategies, Customer Relationship Management, and Organizational Structure Development.

Commercial Skills: This training will be delivered to all staff. Training will include Blueprint Reading, Construction Cost Awareness and Production, and Contractual Risk Transfer.

Computer Skills: This training will be delivered to all staff. Training will include BIM - Building Information Modeling, Computer-Aided Design Software, and Revit Architecture Fundamentals.

Continuous Improvement Skills: This training will be delivered to all staff. Training will include Cross Training, Effective Meetings for Leaders, and Process Capability.

Certified Safety Training

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

Computer-Based Training (CBT)

CBT will be provided to supplement class/lab which is a more convenient means of delivering basic training. Trainees will receive between 0-30 hours of CBT.

Alternate Recordkeeping

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

Special Employment Training

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

➤ Wage and Retention Modifications

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$41.00 to \$33.64). The Company requests this modification.

Impact/Outcome

With the support of ETP funding, T&R Communications will expand and enhance its training curriculum in critical technical and operational areas identified as essential to workforce development and long-term business growth. The proposed training will strengthen employee engagement and retention by providing clear pathways for skill advancement, professional development, and promotional opportunities within the organization.

Commitment to Training

T&R has an annual training budget of \$60,000 (\$30,000 for each location). Training includes certified safety training and onboarding.

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

➤ Training Infrastructure

This project will be overseen by a dedicated Project Manager, who will gather training rosters for review. Training will be delivered by internal subject matter experts as well as Health and Safety Institute and outside training vendors as needed. In addition, the Company has retained an administrative subcontractor who will assist with project administration.

Prior Projects

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

Contract No.	Term	Approved Amount	Approved Estimated No. Trainees	No. Retained	Payment Earned \$ %
ET22-0345	06/16/22 - 06/15/24	\$56,350	49	30	\$43,620 (77%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Carrasco LLP, Innovative Tax Solutions	Sacramento, CA	\$1,553

Administrative	Carrasco LLP, Innovative Tax Solutions	Sacramento, CA	13% of Earned Amount
-----------------------	--	----------------	-------------------------

Secondary Subcontractor(s)

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Sierra Consulting Services	Cameron Park, CA	\$3,624
Administrative	N/A	-	-

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Business Skills

- Business Communication
- Business Fundamentals
- Business Writing
- Behavior Style Strategies
- Conflict Resolution
- Creative Marketing
- Customer Relationship Management
- Customer Service
- Communication Styles
- Company Culture Development
- Cost Control
- Dealing with Difficult People
- Develop Employee Accountability
- Employee Coaching
- Employee Engagement
- Essential Skills for New Supervisor
- Financial Analysis
- Interpersonal Communications
- Leadership
- Marketing/Sales Techniques & Strategy
- Negotiating
- Operational Skills
- Organizational Structure Development
- Planning and Organization
- Product Knowledge
- Retaining Customers
- Relationship Building
- Strategic Planning
- Time Management

Commercial Skills

- Audio Visual Technologies
- Blueprint Reading
- Bonds
- Building Systems
- Change Order Negotiations
- Construction Contract Administration
- Construction Cost Awareness and Production
- Construction Job Site Logistics/Sequencing
- Construction Methodologies
- Construction Overview

- Construction Team Support
- Contract Documents and Construction Law
- Contractual Risk Transfer
- Dimmers
- Electrical Equipment
- Electrical Installation
- Electrical Programming
- Electricity Overview
- Energy & Environmental Design for Green Building
- Energy Systems
- Engineering Theory/Planning/Design
- Environment Impact Planning
- Equipment Operation
- Estimating
- Foreman's Advantage
- Forklift/Scissor Lift
- How to Complete a Work Authorization
- LED Systems
- LEED Building Codes/Design
- LEED Building Fundamentals
- Lien Law and Remedies
- Lighting Installations
- Lock out/Tag Out
- Managing Subcontractors
- Personal Protection Equipment
- Planning and Scheduling
- Product Knowledge
- Project Management
- Security Systems
- Switches
- Telecommunication Equipment
- Telecommunication Overview
- Unit Cost Tracking
- Work Order Processing

Computer Skills

- BIM-Building Information Modeling
- Bluebeam
- Computer-Aided Design Software
- Intermediate and Advanced Microsoft Office
- Plangrid
- Projections
- Revit Architecture Fundamentals
- Sage 300
- Social Media-LinkedIn
- Suretrack
- TEAMS
- Website Maintenance

Continuous Improvement Skills

- Cross Training
- Coaching Procedures
- Communication Skills
- Creating a Quality Organization
- Change Management
- Decision Making
- Effective Meetings for Leaders
- How to Coach and Mentor
- Meeting Management
- Process Improvement
- Production Scheduling
- Production Operations/Workflow
- Process Improvement
- Project Management
- Problem Solving and Decision Making
- Process Capability
- Supervisor Skills
- Team Building
- Time Management

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Computer-Based Training

Trainees may receive any of the following:

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- Caught In or Between (30 Minutes)
- Cranes, Derricks, Hoists, Elevators & Conveyors (30 minutes)
- Electrocution (1 hour)
- Excavations (30 minutes)
- Falls (1.5 hours)
- Health Hazards in Construction (30 minutes)
- Introduction to OSHA (1 hour)
- Materials Handling, Storage, Use and Disposal (30 minutes)
- Personal Protective and Lifesaving Equipment (30 minutes)
- Scaffolds (30 minutes)
- Stairways and Ladders (30 minutes)
- Struck-By (1 hour)
- Tools Hand and Power (30 minutes)

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- Asbestos Awareness (30 minutes)
- Asbestos for Supervisors (2 hours)
- Caught-in or Between (1.5 hours)
- Confined Spaces (30 minutes)
- Cranes, Derricks, Hoists, Elevators and Conveyors (30 minutes)
- Electrical Safety (2 hours)
- Ergonomics (30 minutes)
- Excavations (30 minutes)
- Fall Prevention (1.5 hours)
- Fire Protection and Prevention (30 minutes)
- Foundations for Safety Leadership (2.5 hours)
- Hand and Power Tool Safety (1 Hour)
- Hazard Communication (30 minutes)
- Hazardous Materials (30 minutes)
- Health Hazards in Construction (2 hours)
- Introduction to OSHA (1 hour)
- Lead Awareness (30 minutes)
- Lead Exposure (30 minutes)
- Managing Safety and Health (2 hours)
- Materials Handling, Use and Disposal (30 minutes)
- Motor Vehicles (30 minutes)
- Personal Protective Equipment (2 hours)
- Rollover Protective Structures, Signs, Signals and Barricades (30 minutes)
- Safety and Health Programs (30 minutes)
- Scaffolds (30 minutes)
- Silica Exposure (30 minutes)
- Stairways and Ladders (1 hour)
- Steel Erection (30 minutes)
- Struck-by (1 hour)
- Welding and Cutting (30 minutes)



April 15, 2026

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand T&R Communications, Inc. is requesting ETP funding. The proposed training plan for the specified members has our support. The approximate number of trainees from the following occupations will be participating in this project: 29 Current Employees and potentially up to 5 new hires (over the next 2 years) in Sound and Communications Journeyman

(Exhibit language must be included in the Union letter of support)

Exhibit E

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

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

Sincerely,

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

IBEW Local 340
Robert D. Ward
Business Manager/Financial Secretary



Training Proposal for:
VDX dba VDX Veterinary Diagnostics and Preclinical Research Services

Contract Number: ET26-0318

Delegation $\leq$ \$75,000 Single Employer

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Retrainee SB < 100	Industry Sector(s):	Professional, Scientific, and Technical Services	
		Priority Industry:	☐ Yes ☒ No	
Counties Served:	Yolo	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:		CA: 29	U.S.: 29	Worldwide: 29
<u>Turnover Rate:</u>		4%		
<u>Managers/Supervisors:</u> (% of total trainees)		N/A		

Funding Detail

In-Kind Contribution
\$63,610

Total ETP Funding
\$40,600

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	SB < 100 Retrainee	29	8-200	0-0	50	\$1,400	\$24.67

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$24.67 for Yolo County.

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

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

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

Job Number 1: \$2.17

Fringe Benefits: VDX dba VDX Veterinary Diagnostics and Preclinical Research Services (VDX) offers the following fringe benefits and additional compensation: Bonuses (which are discretionary and based on performance) up to an additional 10% of an employee's base wage; health benefits, with the Company paying up to 90% for medical for employee and 20% family. The Company also provide optional dental and vision coverage but does not pay into it. VDX offers life insurance and disability insurance, paying 100% for long term disability insurance and term life insurance policies for employees. Retirement by way of a 401(k) is also offered to employees. There is also a profit-sharing plan that depends upon company performance of up to 9%. Finally, the Company offers 2 weeks of paid vacation that accrues immediately. An employee can earn up to 3 weeks after 3 years of service with VDX as well as 6 days of sick time and 8 holiday days per year.

Wage Progression: Merit increases are based on annual performance reviews with increases ranging from approximately 3% to 15% based on performance.

At the base level position in the Operations Department, employees are able to test for promotions. An employee can test up from general worker to Lab Technician 1 within 1 year of service with the Company, increasing pay from a wage range of \$25.75-\$28.84 to \$32.96-\$37.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Retrainee					
Administration	\$25.50 - \$28.84	1	0	0	1
Research Staff	\$26.00 - \$30.00	1	0	0	1
Histology Staff	\$22.50 - \$36.00	5	0	2	3
Clinical Staff	\$22.50 - \$44.50	13	0	3	10
Pathologist	\$69.44 - \$105.36	7	0	0	7
Owners	N/A	2	0	0	2

Introduction

Founded in 2001 and located in Davis, VDX (www.vdxpathology.com) specializes in veterinary pathology and laboratory services, providing high-quality diagnostic services which includes biopsy, cytology, and advanced cancer diagnostics for small animal veterinarians. The Company also offers comprehensive industrial pathology support to medical device companies, assisting with regulatory submissions and Food and Drug Administration (FDA) approval processes through expert histopathological evaluations.

Training will take place at the Company's headquarters in Davis. This will be the Company's second ETP project and second in the last five years.

ETP Priority 10200(b)

This project will further ETP funding priorities by training employees in new technologies and methods unique to the industry. This will ensure high skills which will lead to increased, higher wages.

Veterans Program

VDX is not seeking a separate Veteran Job Number at this time. However, Veterans are welcomed to apply to open positions.

Project Details

Building on the success of its previous ETP project, VDX is implementing a comprehensive training initiative focused on advanced technology integration, software modernization, leadership development, and regulatory compliance. While prior training emphasized new equipment implementation, software upgrades, and compliance requirements, the current project is designed to further strengthen workforce capabilities in response to growing demand for the Company's veterinary diagnostic and pathology services.

As customer demand continues to increase, VDX must rapidly upskill employees on advanced laboratory technologies and automated processes to maintain the highest standards of quality, accuracy, and efficiency. Training will support the implementation of upgraded histology equipment, Digital Cytology systems, and project management software (Monday.com). These investments will improve workflow efficiency, enhance diagnostic accuracy, reduce operational

fatigue through automation, and enable the Company to expand capacity without compromising turnaround times or service quality.

In addition to technical training, VDX is making a significant investment in leadership development across the organization. The Company is planning for a specialized leadership development program where employees will participate in practical training focused on communication, delegation, collaboration, and team building. These programs are designed to strengthen organizational effectiveness, support employee advancement, and prepare staff for increased responsibilities as the Company continues to grow. By combining advanced technical training with leadership development, VDX will build a highly skilled workforce capable of supporting operational excellence, maintaining regulatory compliance, and driving long-term business growth.

Training Plan

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

Business Skills: This training will be offered to all staff. Training will include Business Fundamentals, Leadership Skills, and Strategic Planning.

Commercial Skills: This training will be offered to all staff. Training will include Microtomy, Staining and Tissue Processing and Fixation.

Computer Skills: This training will be offered to all staff. Training will include Artificial Intelligence (AI) Transcription, Microsoft Office (Intermediate and Advanced), QuickBooks, and Transcription Software.

Continuous Improvement Skills: This training will be offered to all staff. Training will include Communication Skills, Production Operations/ Workflow, and Team Building.

Hazardous Materials Skills: This training will be offered to Histology Staff, Pathologist, Administration, Clinical Staff, and Research Staff. Training will include Alcohol and Xylene Handling, Formalin Handling, and Hazardous Chemical Cleaning/ Handling.

Impact/Outcome

The training provided in this training project will equip employees with advanced technical, operational, and leadership competencies that enhance diagnostic accuracy, improve workflow efficiency, and support effective organizational management. The training will also create clear pathways for career advancement, increase workforce retention, and ensure VDX maintains a highly skilled team capable of supporting innovation.

Commitment to Training

VDX has an annual training budget of \$50,000. Training includes onboarding as well as equipment training specific to VDX.

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

➤ Training Infrastructure

This project will be overseen by the Human Resource (HR) Administrator. Training Implementation will be overseen by the Laboratory Director, who will also collaborate with senior pathologists across the Company to ensure that all training requirements are met and that certifications for trainees remain up to date. In addition, the Company has retained an administrative subcontractor to assist with project administration.

Prior Projects

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

Contract No.	Term	Approved Amount	Approved Estimated No. Trainees	No. Retained	Payment Earned \$ %
ET24-0142	08/08/23 - 08/07/25	\$41,860	34	31	\$41,860 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Sierra Consulting Services, Inc.	Cameron Park, CA	\$4,000
Administrative	Sierra Consulting Services, Inc.	Cameron Park, CA	13% of Earned Amount

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

Self-Attestations

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

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

The Applicant has self-certified under penalty of perjury under the laws of the State of California that at the time of submission of this application, to the best of my knowledge, information, and/or belief, that the applicant does not have a final determination, order, judgment, or award

issued against them for violations of labor law that remain unabated or unsatisfied following the period during which an appeal may be made. UIC section 10205(e)(2)(C)

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

Trainees may receive any of the following:

Business Skills

- Business Fundamentals
- Customer Service Skills
- Employee Coaching
- Employee Engagement
- Leadership Skills
- Marketing/Sales Techniques & Strategy
- Operational Skills
- Organizational Structure Development
- Photo Editing
- Planning and Organizing
- Product Knowledge
- Project Methodology
- Project Requirements Analysis and Specifications
- Strategic Planning
- Time Management

Commercial Skills

- Biopsy
- Clinical Sample Processing
- Cytology
- Digital Cytology Systems
- Digital Scanner/Slide Scanning
- Equipment Operation
- Flow Cytometry
- Good Laboratory Practices (GLP)
- Ground Section
- Handling and Disposal of Biological Specimens
- Histology Equipment
- Immunohistochemistry (IHC)
- Immunostainer
- Microtomy
- Morphometry
- Pathology
- Pathology Report Writing
- Polymerase Chain Reaction Antigen Receptor
- Quality Assurance (QA)
- Clonality Testing (PCR/PARR)
- Recycler Training
- Research Training
- Sharps (needle handling, glass slides)
- Staining
- Tissue Processing and Fixation

Computer Skills

- Artificial Intelligence (AI) Transcription
- Customer Relationship Management (CRM)
- Laboratory Information Management
- Microsoft Office (Intermediate and Advanced)
- Monday.com Software
- QuickBooks
- Transcription Software

Continuous Improvement Skills

- Communication Skills
- Cross Training
- Process Improvement
- Production Operations/Workflow
- Production Scheduling
- Project Requirements Analysis and Specifications
- Team Building

Hazardous Materials Skills

- Alcohol and Xylene Handling
- Decal Preparation and Handling
- Formalin Handling
- Hazardous Chemical Cleaning/Handling
- Hazardous Materials Handling
- Sharps Disposal
- Waste Disposal



Training Proposal for:
Vera Therapeutics, Inc.

Contract Number: ET26-0314

Delegation $\leq$ \$75,000 Single Employer

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Professional, Scientific, and Technical Services	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	San Mateo	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 200	U.S.: 225	Worldwide: 225	
<u>Turnover Rate:</u>	1%			
<u>Managers/Supervisors:</u> (% of total trainees)	16%			

Funding Detail

In-Kind Contribution
\$270,000

Total ETP Funding
\$29,400

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Retrainee	42	8-200	0-0	25	\$700	\$50.00

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$26.91 for San Mateo County

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

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

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

Job Number 1: \$0.00

Fringe Benefits: The Company fully funds an employee benefits package equal to 30% of base salary. This includes paid time off (vacation, sick leave, and holidays), medical and dental insurance, life and disability coverage, employee assistance programs (such as mental health and parental counseling), and 401K contributions.

Wage Progression: The Company conducts talent reviews twice a year (January and June) to assess employees for promotions, which typically come with a 10–15% base salary increase. Separately, annual merit increases are reviewed between January and March to keep salaries competitive. Merit increases usually apply to all employees and average around 3% of base salary.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Business Operations	\$50.00 - \$150.00	8	0	0	8
Research & Development Staff	\$50.00 - \$150.00	10	0	0	10
Managers	\$60.00 - \$150.00	7	0	0	7

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
Commercial Staff	\$60.00 - \$150.00	17	0	0	17

Introduction

Founded in 2016 and headquartered in Brisbane, Vera Therapeutics, Inc. (Vera) (www.veratx.com) is a biotechnology firm focused on developing innovative treatments for immunologic and rare diseases. The Company's pipeline includes advanced therapies designed to address critical unmet medical needs. As Vera transitions from a clinical-stage organization to a commercial enterprise, workforce training is essential to ensure employees possess the specialized technical, operational, and commercial skills required to support product development and market readiness. The Company's customer base includes patients, healthcare providers, and healthcare systems supporting access to their drugs, therapies and treatments. Training will take place at their Brisbane location. This is Vera's second ETP Contract and second in the past five years.

ETP Priority 10200(b)

The proposed training aligns with ETP priorities by supporting the development and commercialization of innovative medical therapies from California, contributing to domestic distribution and potential global market expansion. As a high-growth biopharmaceutical organization, Vera provides high-wage employment opportunities requiring advanced technical expertise and specialized skills. Through targeted training, employees will strengthen competencies in research, development, and commercial operations, supporting workforce expansion and long-term economic growth.

Veterans Program

Vera does not have a formal veteran recruitment program but hires for certain roles, such as business operations and administration, from diverse backgrounds, including candidates without life sciences experience. The Company considers itself a diverse organization and actively recruits talent from a broad and varied range of sources.

Project Details

Vera's first training project focused on business and commercial skills training on products that were in the later-development stage. As the Company grew, the training was intended to provide their staff with the knowledge to manage business strategies, execution, finances, and understand what is required to achieve product development.

This training project will support Vera as they continue rapidly advancing their product pipeline toward commercialization, requiring a shift in workforce capabilities from research and clinical development to include commercial, operational, and leadership functions. This transition demands comprehensive training to prepare employees for new responsibilities in marketing communication, market access/strategy, and business planning. Trainees will be trained to effectively communicate product value, engage healthcare providers and systems, manage payer relationships, and support patient access. In addition, management skills will strengthen leadership capabilities to guide teams in a commercial environment and drive team optimization.

Vera grew from 50 to 200 employees in California over the last three years. The Company plans to add significantly more employees in California in the next two years. With support from ETP, Vera will implement a structured training program to ensure consistent performance and successful product launches.

Training Plan

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

Business Skills: Training will be offered to all occupations to ensure staff gain foundational business skills that support strong commercial practices. Training topics will include Finance, Budget & Resource Management, Business Process & Improvement, Presentation Skills, and Effective Communication.

Commercial Skills: Training will be offered to Commercial Staff, Business Operations and Managers. Training will strengthen skills in analyzing, segmenting, and planning while building capabilities to develop effective customer and patient marketing and educational materials. Training topics will include Marketing Communication, Market Access/Strategy, Account Planning & Management, Selling Excellence, and Medical Science Territory Planning & Analysis.

Management Skills: Training will be offered to Managers to strengthen best practices in people leadership, drive consistent leadership standards, and support achievement of organizational goals. Training topics will include Managing Others, Leading Large Teams & Leading Through Others, and Team Optimization.

Alternate Recordkeeping

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

Commitment to Training

Vera's annual training budget is approximately \$100,000 and its ongoing training includes company orientation, required basic safety training and any mandated training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Vera's Chief People Officer will oversee project administration, supported by the Senior Human Resources Specialist and an Administrative Assistant. This team will coordinate training schedules, manage training delivery and documentation, and ensure ETP requirements are met. Training will be delivered by in-house subject matter experts, with external vendors engaged as needed

Prior Projects

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

Contract No.	Term	Approved Amount	Approved Estimated No. Trainees	No. Retained	Payment Earned \$ %
ET23-0379	06/12/23 - 06/11/25	\$140,760	72	0	\$0 (0%)

Based on ETP Systems, 0 reimbursable hours were tracked for \$0 (0% of approved amount). Vera's previous ETP contract performance was an anomaly, impacted by the Company's early-stage focus on research and clinical development, combined with limited staffing and organizational capacity, which constrained training delivery.

Since that time, Vera has lowered its turnover rate by 7%, significantly expanded its workforce from 50 to 200 employees, strengthened its Human Resources department, and added management roles to support training coordination and execution. The Company has also transitioned from minimal training activities to structured, ongoing training programs aligned with business needs. With enhanced staffing, improved training infrastructure, and a stronger focus on leadership and workforce development, Vera is well-positioned to achieve significantly improved training outcomes and overall training project performance. The project has been right-sized to align with current training needs.

Subcontractors

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

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Business Skills

- Finance
- Budget & Resource Management
- Business Planning
- Effective Meetings
- Business Process & Improvement
- Change Management
- Presentation Skills
- Effective Communication

Commercial Skills

- Marketing Communication
- Market Access/Strategy
- Account Planning & Management
- Selling Excellence
- Medical Science Territory Planning & Analysis

Management Skills (Managers/Supervisors/Leads Only)

- Managing Others
- Leading Large Teams & Leading Through Others
- Team Optimization



Training Proposal for:

W CPA Group, LLP

Contract Number: ET26-0315

Delegation $\leq$ \$75,000 Single Employer

Panel Meeting of: July 17, 2026

Project Profile

Contract Attributes:	HUA Priority Rate Retrainee SB < 100 SET	Industry Sector(s):	Professional, Scientific, and Technical Services	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Fresno	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 29	U.S.: 30	Worldwide: 30	
<u>Turnover Rate:</u>	2%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$49,500

Total ETP Funding
\$26,880

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate HUA SB < 100 SET Retrainee	24	8-200	0-0	40	\$1,120	\$20.01

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$18.50 per hour for Fresno County (HUA).

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

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

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

Job Number 1: \$0.00

Fringe Benefits: The Company provides a robust and competitive benefits package to support the health, well-being, and financial security of employees. These fringe benefits are offered in addition to regular wages and are made available to all eligible employees, based on full-time status. The Company offers Employer paid Health, Dental, Vision, and a 401(k) program to its employees at an hourly value of \$4.47 per hour.

Wage Progression: W CPA Group, LLP is committed to fostering employee growth through a structured wage progression strategy that recognizes skill development, performance, and increased responsibilities. The Company has regular benchmarks for wage progression annually at approximately 3-5%, as well as incentive raises determined by the immediate Manager for new certifications and skills cross trained. In all occupational areas, this strategy ensures that employees who commit to skill development and performance excellence have opportunities for advancement and higher compensation.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, HUA, SET, Retrainee					
Junior Staff Accountant	\$20.01 - \$25.00	4	0	4	0
Staff Accountant	\$25.01 - \$30.00	5	0	0	5
Accountant	\$32.00 - \$34.00	2	0	0	2
Administration Staff	\$23.00 - \$56.00	5	0	1	4
Senior Staff Accountant	\$36.00 - \$50.00	4	0	0	4
Accounting Supervisor	\$46.00 - \$52.00	2	0	0	2
Tax Project Manager	\$50.00 - \$65.00	2	0	0	2

Introduction

Founded in 1995 and headquartered in Clovis, W CPA Group, LLP (W CPA) (www.twcpa.com/) is a full service tax and accounting firm that offers financial management, tax services, and agency management services to businesses, professionals, and individual customers throughout Central California. The Company provides a full range of services, including tax preparation and strategic planning, monthly and quarterly accounting, financial statement preparation, payroll processing, bookkeeping, and retirement and estate planning.

This will be W CPA's third ETP Contract and first in the last five years. Training will take place at its sole location in Clovis.

ETP Priority 10200(b)

W CPA aligns with ETP priorities by supporting the creation of high-wage, permanent jobs in a high-unemployment area through the implementation of new technology and operational systems. The Company equips employees with advanced technical and professional skills to operate emerging technologies, improve efficiency, and support long-term growth.

W CPA is committed to workforce development by recruiting local university graduates and providing structured training that develops entry-level employees into skilled professionals, enhancing retention, earnings, and career advancement.

The Company's expansion is expected to strengthen the local economy by creating stable jobs, supporting professional growth, and increasing the region's skilled workforce, aligning with ETP priorities for economic development, workforce modernization, and long-term job sustainability.

Veterans Program

W CPA utilizes veterans services organizations, job fairs and universities to identify and recruit veterans. However, the Company does not currently employ any veterans.

Project Details

Training will focus on advanced software products and updated tax policies. W CPA has recently moved to a new location and has invested in new technology that staff needs training on, as well as new processes and workflow based on the new physical location. There will also be five new hires over the next two years that will need extensive training in software, processes, and industry knowledge.

W CPA is still currently implementing a coordinated suite of modern accounting, tax, and workflow technologies designed to improve efficiency, accuracy, and collaboration across all service areas. These tools include tax compliance and planning platforms such as UltraTax Creative Solutions (CS), Practice CS, Planner CS, and Fixed Assets CS, along with document management through File Cabinet CS, Engagement CS, and Sureprep FileRoom. The Company also relies on productivity tools like advanced levels of Microsoft Office Suite, communication throughout the firm with Microsoft Teams, accounting platforms such as QuickBooks, and financial workflow tools. Secure client communication and document exchange are handled through SafeSend. In addition, research and advisory support tools such as TValue help improve the depth and accuracy of tax planning, consulting, and Chief Financial Officer advisory services. Training employees on these systems is essential to ensure that the Company can fully realize the benefits of the technology. Staff will receive structured training on the appropriate use of each platform, including workflow procedures, data management protocols, and security practices.

With the ever-changing tax world, the Company and its partners are heavily invested in modern technology and will continue to evaluate and implement new innovative applications and systems. The goal of implementing and continuously improving the use of these technologies is to streamline workflows, enhance data accuracy, reduce manual processes, and strengthen collaboration within the Company and with clients. By integrating tax software, document management systems, and financial platforms, W CPA aims to create a more efficient end-to-end process—from client data collection and document storage to tax preparation, planning, and financial advisory services. These systems also help maintain strong compliance standards, ensure secure handling of sensitive client information, and allow the team to respond more quickly and effectively to client needs.

Training Plan

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

Business Skills: This training will be offered to all occupations and will include Account Development, Advanced Customer Service Training, Governmental Agency Liaison, and Payroll and Accounting Principles.

Commercial Skills: This training will be offered to all occupations and will include Accounting and Auditing Best Practices, Financial Statement Preparation and Generation, Estate Planning, Tax Credit Programs, and Tax Planning and Preparation.

Computer Skills: This training will be offered to all occupations and will include Quickbooks, Creative Solutions Accounting, Ultra Tax Creative Solutions, Tax 1099, and Sharefile.

Continuous Improvement Skills: This training will be offered to all occupations and will include Leadership and Teambuilding.

Management Skills: This training will be offered to Tax Project Managers and Accounting Supervisors and will include Coaching and Mentoring and Strategic Planning.

Special Employment Training

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

➤ Wage Modification

For trainees employed in a priority industry, the Panel may modify the wage up to 25% below the statewide average hourly wage (from \$44.85 to \$33.64). The Company requests this modification for trainees in Job Number 1.

High Unemployment Area

Trainees in Job Number 1 work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by 25%. The Company's location in Clovis is in a HUA.

➤ Wage Modification

These trainees qualify for the ETP Minimum Wage rather than the Statewide Average Hourly Wage. The panel may modify the ETP Minimum Wage for these trainees by up to 25% if post-retention wages exceed the start-of-training wages. W CPA requests a wage modification from \$33.64 to \$24.67 per hour for 10 trainees, and an additional wage modification from \$24.67 per hour to \$20.01 per hour for four trainees in Job Number 1.

Approximately 14 trainees among Administration Staff, Staff Accountants, and Junior Staff Accountants will need the wage modification.

Commitment to Training

W CPA has an annual training budget of \$50,000 which includes onboarding, human resources, safety, tax software updates, one-on-one training, and weekly accounting and tax training, which includes California and federal tax updates. ETP funds will not displace the existing financial commitment to training.

➤ Training Infrastructure

The Company's Accountant Partner will oversee the training project, and will receive assistance from the Firm Administrator. The Office Manager and Administrative Assistant will be in charge of coordinating training and collecting the rosters for submission. The Company has also retained the services of an administrative subcontractor to assist with the administration of this project. Training will be provided by internal subject matter experts.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategic Business Solutions, LLC	Visalia, CA	\$2,500
Administrative	Strategic Business Solutions, LLC	Visalia, CA	13% of Earned Amount

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Business Skills

- Account Development
- Advanced Customer Service Training
- Effective Communications
- Social Media Marketing
- Governmental Agency Liaison
- Payroll and Accounting Principles

Commercial Skills

- Accounting and Auditing Best Practices
- Tax Authority Audit
- Tax Regulations
- Tax Compliance
- Business Practice Management Consulting
- Financial Statement Preparation and Generation
- Estate Planning
- Tax Credit Programs
- Tax Planning and Preparation

Computer Skills

- Adobe Acrobat
- Quickbooks
- Practice Creative Solutions (CS)
- Fixed Assets CS
- File Cabinet CS
- Planner CS
- Creative Solutions Accounting
- UltraTax Creative Solutions
- Tax 1099 (Software)
- Snag It
- Sharefile
- Sureprep FileRoom
- Tvalue
- Microsoft 360 Applications (Intermediate/Advanced)
- ChatGPT and Informational Artificial Intelligence Programs
- Engagement CS
- SafeSend

Continuous Improvement Skills

- Leadership
- Teambuilding

Management Skills

- Coaching and Mentoring
- Strategic Planning