

PANEL PACKET

August 2026



Employment Training Panel



PANEL NOTICE/AGENDA

MEETING TIME/PLACE

Friday, August 21, 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/88557813300>

Passcode: 989524

Webinar ID: 885 5781 3300

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 August Panel Meeting Agenda
- Action to Approve July Panel Meeting Minutes

Executive Report

- Legislative/Budget/Other

Jessica Grimes
Tara Armstrong
Kumani Armstrong/
Michael Cable
Laura Campbell

Review, *Public Comment and Action on Proposals

Heather Miguel/
Jana Lazarewicz

Panel Date: August 21, 2026

Presentation: 2024-25 Annual Report and 2024-27 Phase II
Strategic Plan

Selene Mujica

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, August 17, 2026, although the Panel may still change the order at the meeting. In regards to those items indicated below as an Amendment, please note that the dollar amount only reflects the proposed amendment amount, and not the total funding amount for the contract. Funding proposals are reviewed by the Panel on a case-by-case basis, and any action on a funding proposal shall not be binding on any other funding proposal.

4th Watch Educational Services dba Machinist Career

College (Amendment)-----	\$0
AGC Construction Education Foundation -----	\$899,562
Applied Materials, Inc. (Critical Proposal) -----	\$898,800
Ascend Healthcare, LLC-----	\$162,960
Browning Contractors, Inc.-----	\$398,580
Central Valley Training Center, Inc.-----	\$532,800
East County Economic Development Council-----	\$876,960
KB Delta, Inc.-----	\$203,000
Montage Medical Group -----	\$350,000
Person Centered Services, Inc.-----	\$241,920
Pharmavite LLC-----	\$242,788
Quantumscape Battery, Inc. dba QuantumScape-----	\$531,552
Studio Arts, Ltd.-----	\$282,870
Sturdi-Quick Building Systems -----	\$598,425
The Orange County Hispanic Chamber of Commerce-----	\$259,966
Universal Health Services of Rancho Springs, Inc. dba Southwest Healthcare Rancho Springs and Inland Valley Hospital -----	\$560,000
Vellutini Corporation dba Royal Electric Company-----	\$624,400

Panel Date: August 21, 2026

PROPOSALS APPROVED
BY DELEGATION ORDER FOR 07/07/26 – 08/10/26

≤ \$75,000	Approved Date	Approved Amount
Ectron Corporation	08/05/26	\$9,800
PacWest Instrument Labs, Inc.	08/05/26	\$74,340
Pliant Therapeutics, Inc.	08/05/26	\$63,000



State of California—Labor and Workforce Development Agency

Employment Training Panel

TABLE OF CONTENTS

Panel Meeting of August 21, 2026

PRELIMINARY MATTERS

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

OTHER MATTERS

PowerPoint Presentation on 2024-25 Annual Report and 2024-27 Phase
II Strategic Plan

REVIEW AND ACTION ON PROPOSALS

Critical Proposals **Tab**

Applied Materials, Inc. ----- 1

Proposals for Single-Employer Contractors **Tab**

Ascend Healthcare, LLC ----- 2
Browning Contractors, Inc. ----- 3
Central Valley Training Center, Inc. ----- 4
KB Delta, Inc. ----- 5
Montage Medical Group ----- 6
Person Centered Services, Inc. ----- 7
Pharmavite LLC ----- 8

Proposals for Single-Employer Contractors (Continued) **Tab**

Quantumscape Battery, Inc. dba Quantumscape-----	9
Universal Health Services of Rancho Springs, Inc. dba Southwest Healthcare	
Rancho Springs and Inland Valley Hospital-----	10
Velluntini Corporation dba Royal Electric Company-----	11

Proposals for Multiple-Employer Contractors **Tab**

AGC Construction Education Foundation-----	12
East County Economic Development Council -----	13
Studio Arts, Ltd. -----	14
Sturdi-Quick Building Systems -----	15
The Orange County Hispanic Chamber of Commerce -----	16

Amendment **Tab**

4th Watch Educational Services dba Machinist Career College -----	17
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SUMMARY OF DELEGATION ORDERS

Delegation Orders

Tab

Ectron Corporation
PacWest Instrumental Labs, Inc.
Pliant Therapeutics, Inc.



M e m o r a n d u m

To: Panel Members

Date August 21, 2026

From: Jessica Grimes
Executive Director

Subject: **Directions to Meeting Sites**

The Employment Training Panel will meet on **Friday, August 21, 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: August 21, 2026

From: Jessica Grimes
Executive Director

Subject: **Future Meeting Sites**

<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>Long Beach Civic Center 411 W. Ocean Blvd. Long Beach, CA 90802 Friday 9:30 AM - 3:30 PM</i>



**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL**

Friday, July 17, 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, July 17, 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
Jennifer Fothergill
Mike Greenlee
Douglas Tracy
Absent-Emily Desai

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 JULY PANEL MEETING AGENDA

The July Panel Meeting Agenda was reviewed.

ACTION Member Newsom moved to approve the July Panel Meeting Agenda. 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
Gretchen Newsom – aye
Jennifer Fothergill – aye
Mike Greenlee – aye
Douglas Tracy – aye

ACTION TO APPROVE MAY 2026 PANEL MEETING MINUTES

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

ACTION: Member Newsom moved to approve the May 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, 6 to 0.

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

EXECUTIVE REPORT

As we convene for the first panel meeting of the 2026–27 fiscal year, I’m eager to build upon our achievements and expand our impact in the year ahead.

We are entering a year filled with exciting opportunities as we continue with the California Energy Commission’s Electric Vehicle Infrastructure Training Program (EVITP) and the Social Entrepreneurs for Economic Development (SEED 3) microgrants, and Paid Family Leave funds. These programs represent the longstanding tradition of ETP’s interagency partnerships to support more businesses retraining and upskilling employees and is made possible thanks to the dedication of ETP staff.

Through these efforts, we aim to cultivate a skilled, future-ready workforce, where careers not only offer upward mobility, but also foster tangible wage growth. In alignment with Governor Newsom’s California Jobs First Economic Blueprint, we are committed to effectively addressing regional workforce needs, ensuring equitable access to training, empowering communities, fostering sustainable economic growth, advancing equity, and driving resilient job creation across the state.

Before turning to today’s proposals, I’d like to provide a brief budget update. Although the FY 2026-27 Budget Act has been enacted, the Department of Finance has not yet published the detailed budget schedules applicable to ETP. Accordingly, the FY 2026-27 contract funding allocations remain tentative and are based on the best information currently available. The tentative contract allocations total approximately \$114.3 million and have been posted on the ETP website. Staff will review the Department of Finance’s published budget details upon release and will bring forward any necessary updates to the panel.

Proposal Highlights

Now, for today's panel, we have 23 proposals submitted for review. If approved, ETP will award approximately \$10.8 million dollars:

- 39% fall within the priority industry sector of manufacturing,
- 53% represent small businesses,
- 61% are from repeat contractors, and
- 39 are from new contractors.

An additional 13 delegations, totaling \$476,952, have been reviewed and approved.

The proposals will be presented for review and action by Heather Miguel.

Presentations

None

Conclusion

That concludes my portion of the executive report. I will now hand it over to Michael Cable to continue the executive report. Thank you all!

LEGISLATIVE REPORT

We are currently in 2025-2026, second year of legislature. The legislature is currently in recess. They come back August 3rd.

SB 1059, known as the Employment Training Panel bill, did get put into the suspense file. It got out of the assembly appropriations and was put in the suspense file. What that means is that it will be lingering until the legislature returns August 3rd. There will be a suspense date that will take place on that suspense date we will find out whether it will essentially die in committee. So, we will be tracking that.

We remain agnostic publicly facing on this. It is called the Employment Training Panel bill because it makes changes to our enabling legislation.

TECHNOLOGY REPORT

Gen AI tool across the organization. Last year, ETP performed risk management activities, worked with our state partners and completed the necessary Gen AI assessments. Over the last several months, ETP has successfully conducted our internal pilot program. The Microsoft Copilot Gen AI tool, which included internal communications education for responsible use. Additional security and privacy testing and training and hands on practice for those pilot users. We are ready to launch the full organizational rollout next week. We will run it for several weeks through guided structured activities and weekly meeting checks to ensure availability for those who wish to learn more about it.

Under Cal E program, we are improving our Cal E program eligibility process by including and using ACES data or employer data directly within our ETP system. Reducing the need for access to EDD systems to pool the information manually.

Under Cal E grants as Doctor Grimes, our director has discussed our electric vehicle infrastructure training program or EVITP was launched for that grant.

Lastly, CWDB, who is inside our Ca-E-Force launched a Workforce Accelerator Fund 14.

REPORT OF THE CHIEF DEPUTY DIRECTOR

Today's Panel Meeting will fund 23 projects for approximately \$10.8 million dollars. In addition to the projects listed on today's panel agenda, there are 13 delegation orders that were approved in June for Fiscal Year 25–26, totaling 4 hundred 76 thousand, 9 hundred 52 dollars (\$476,952).

Delegation Orders are Proposals capped at 75 thousand dollars and approved under delegated authority by the Director on a continuous flow basis.

Demand

We have 265 applications in demand:
143 applications are currently in development.
55 applications are in eligibility review.
And 55 submitted applications are pending review.

Closed Contracts Highlights

I'd like to share an overview of our accomplishments for Fiscal Year 25–26. ETP successfully closed 316 contracts totaling \$74.7 million.

Of these contracts there were:
137 Single Employer Contracts
34 Multiple Employer Contracts
85 Apprenticeship contracts
55 Small Businesses represented
And 5 critical proposals

These outcomes reflect continued impact across various sectors and business sizes.
Announcement

The Employment Training Panel, in collaboration with the California Energy Commission, is pleased to announce the release of the Solicitation for Proposals (SFP) for the Electric Vehicle Infrastructure Training Program (EVITP) Fund 2.0. This grant opportunity is now available for applications until July 31st and provides up to \$2.7 million in funds to support the training and certification of electricians responsible for installing electric vehicle charging equipment statewide. More information can be found by visiting the ETP webpage.

POLICY COMMITTEE REPORT

ETP Policy Committee met on Thursday, June 25th with attendees both in person and over Zoom. The Policy Committee welcomed Mike Greenless as our new member.

The meeting had three discussion items on the agenda, not action items. The first was the seasonal worker guidelines, which are being replaced by a simpler, more streamlined seasonal worker information sheet. We also discussed the legislative and regulatory origins of ETP's priority industries. As this was a first installment that will have multiple discussions on ETPs priority industries and the priority industry designation process.

We revisited the topic of affiliates and the single with affiliates contractor category, reviewing the origin of this contractor type and the issue that arises with its use. The first installment in a series of multiple conversations committee will have on this item.

ACTION ON PROPOSALS

Single Employer Contracts

Tab No. 1: Applied Medical Resources Corporation

Panel had a question regarding the comprehensive benefits package that covers up to 30% for medical, dental and vision and what that means.

Samantha Wang explained that it is not just for medical, it is for the total fringe benefits, which includes a retirement plan, disability benefits, training reimbursement, bonuses and everything else. The company applied medical covers 80%. Dental and vision are paid by the employees.

ACTION: Member Smiles moved to approve Applied Medical Resources Corporation in the amount of \$497,000. 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

Gretchen Newsom – aye

Jennifer Fothergill – aye

Mike Greenlee – aye

Douglas Tracy – aye

Tab No. 2: Cognizant Technology Solutions U.S. Corporation

Panel asked regarding AI what guardrails are being put into place to protect the jobs of the workers so that they are not training themselves out of a job.

Amy Dietz replied their philosophy around AI enablement and training is to give associates as much access to these tools as possible and training in support of that so they can upskill. We have rolled out a new architecture to help associates see the progression they need to make.

ACTION: Member Smiles moved to approve Cognizant Technology Solutions U.S. Corporation in the amount of \$490,000. 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
Gretchen Newsom – aye
Jennifer Fothergill – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 3: Euroline Steel Windows

Panel asked about the AI training to support engineering production planning and operational efficiency and what the training is.

Vanessa Allen explained they have a new ERP system launching that is embedded with AI along with other system software for design engineers that will support the drafters to create a better extender for our drawings.

ACTION: Member Newsom moved to approve Euroline Steel Windows in the amount of \$247,520. 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
Gretchen Newsom – aye
Jennifer Fothergill – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 4: Pacific Steel Group, LLC

Panel stated that it was a critical proposal, and it is noted that the wage increases are approximately 1 to 3%. What is the wage progression?

Mark Olson responded that the 3% is on an annual basis, a cost-of-living adjustment. Wage progression for employees that train into upper levels of the line of progression averages about 5% increase for each step through the line.

Panel asked if it was the same for fabricators.

Mark Olson replied yes. Having the fabrication at the same site as the steel manufacturing facility is a great opportunity for fabricators to move from the fabrication shop into the steel manufacturing facility where there are more career opportunities.

Panel asked for clarification so there is a cola increase and an increase in the training they have gone through.

Mark Olson stated yes. So, the steel manufacturing people start in the utility position at \$24.25 an hour and as they train and move into the permanent vacancy in the line of progression, they will get a subsequent increase averaging 5% for each opportunity.

ACTION: Member Smiles moved to approve Pacific Steel Group, LLC in the amount of \$742,560. 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
Gretchen Newsom – aye
Jennifer Fothergill – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 5: Redwood Beverage Group, LLC

Panel commented about productive lab, showing 25 hours for nearly 90% of the employees and asked for an explanation of what type of training they go through. Is it a side-by-side OJT training on a live product?

Representative John explained there is some basic training then you go to classroom training, then you go to the floor we want to focus on specific things that you will do on a day-to-day basis. As you gain more experience there is a potential for cross training. Yes, the classroom is a classroom setting.

ACTION: Member Newsom moved to approve Redwood Beverage Group, LLC. in the amount of \$254,800. 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
Gretchen Newsom – aye
Jennifer Fothergill – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 6: Reser's Fine Foods, inc. dba Fresh Creative Foods

Panel asked for elaboration on how this has been right sized and how things have changed.

Patricia Duenas Padilla explained they did not use a consultant last time and she entered things incorrectly, lesson learned.

ACTION: Member Smiles moved to approve Reser's Fine Foods, inc. dba Fresh Creative Foods in the amount of \$81,152. 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
Gretchen Newsom – aye
Jennifer Fothergill – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 7: Robeert Bosch Semiconductor, LLC

Panel stated concern around the semi fab operators and wage progression, there are 60 being compensated between \$20.01 and \$25 an hour.

Scott Olson explained that they have a compressed work week shift and there is daily overtime in their hourly rate, which is higher than shown. ETP did not allow it to be included. Progression wise there is an annual salary increase of around 3%. There is always a step increase opportunity. So, operator one to operator 2 to operator 3, it is a 10% increase on average. This training will support the idea that they would move from operator one to an operator two.

Panel asked for clarification, so the wage progression is tied to training, it is not waiting until a position is open. It is real progression almost like an apprentice mode, but that is not an apprentice currently.

Scott Olson replied that is correct.

Panel asked about the significant amount of Productive Lab being proposed. What are the specifics of this training and how is it structured? Panel is also concerned about the 1 to 3 training.

Scott Olson explained that semiconductor devices are manufactured in a clean room environment. Inside the clean room are hundreds of specialized tools that cost hundreds of millions of dollars. The environment simply cannot be replicated outside of that environment. So, the training must occur in the manufacturing space and the 1 to 3 is a more efficient use of that training resource.

ACTION: Member Smiles moved to approve Robert Bosch Semiconductor, LLC in the amount of \$896,000. Member Newsom 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
Jennifer Fothergill – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 8: Ryzlink Corp. dba Chuwa America

Panel asked about AI and protecting the workers and maintaining their jobs.

Representative Robbie replied each week new models are deployed so there is a constant evolution in training.

ACTION: Member Smiles moved to approve Ryzlink Corp. dba Chuwa America in the amount of \$604,800. 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
Gretchen Newsom – aye
Jennifer Fothergill – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 9: San Diego Compressed Airpower, LLC dba Advanced Air & Vacuum

Panel commented that in the proposal the company provides health benefits, medical, dental, vision, paid time off, vacations, sick time, holidays, retirement planning and life insurance. What does that equate to in dollars and cents?

Randy Landing stated they covered 50% of the cost and 3% matching IRA is offered; the employee covers the rest of the cost. They do offer tuition support and different certifications as technicians are looking to advance.

ACTION: Member Newsom moved to approve San Diego Compressed Airpower, LLC dba Advanced Air & Vacuum in the amount of \$84,000. 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
Gretchen Newsom – aye
Jennifer Fothergill – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 10: Skyline Commercial Interiors, Inx. Db a Skyline Construction

No comments or questions.

ACTION: Member Smiles moved to approve Skyline Commercial Interiors, Inx. db a Skyline Construction in the amount of \$210,000. Member Newsom 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
Jennifer Fothergill – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 11: Sully-Miller Contracting Company

Member Smiles recused himself.

Panel had questions regarding the non-union workers regarding the up to \$474 for employer cost, health insurance, vision and dental based on the employee's coverage and plan. It sounds like a stipend. What if you have multiple dependents or kids.

Early Munguia state they cover up to 87% of the cost and \$474 would be the maximum.

ACTION: Member Newsom moved to approve Sully-Miller Contracting Company in the amount of \$563,360. Member Tracy Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 5 to 0.

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

Tab No. 12: Terran Orbital Corporation

No comments or questions.

ACTION: Member Smiles moved to approve Terran Orbital Corporation in the amount of \$197,400. 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
Gretchen Newsom – aye
Jennifer Fothergill – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 13: Timberworks Construction, LLC

Panel noted the lower post retention wage for construction, instead of \$33 and hour \$24.67, was proposed because of out-of-state competition; can you elaborate on that?

Gary Pedrucci explained that essentially, they were told to provide the competitors that could come in from out of state and bid against them and take jobs. They found six in Nevada, Arizona and some as far as the Midwest, that for larger jobs will send crews to do work in California. After speaking with a large Northern California builder an addition 4 names were added that bid against them.

Panel expressed concern with the bulk of the framing staff and the 300 that are being proposed to be compensated at \$20.01 to \$25.00 per hour and what wage progression looks like.

Gary Pedrucci said progression is based on experience, longevity with the company and the training programs they have in place. They move from role to role depending on progression. The 20-25 is because the number is \$24.67 with a \$0.33 wiggle room.

ACTION: Member Smiles moved to approve Timberworks Construction, LLC in the amount of \$592,900. 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
Gretchen Newsom – aye
Jennifer Fothergill – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 14: Universal Health Services of Rancho Springs, inc. dba Southwest Healthcare Rancho Spring and Inland Valley Hospital

Withdrawn

Tab No. 15: Wonderful Pistachios & Almonds, LLC

Panel asked about wage progression for production associates, specifically the 35 being compensated for less than \$20 an hour, what does training look like?

Lola Ramirez stated that they come in under the \$20 and are evaluated six months later and are moved into the higher rates.

Panel asked for clarification that those 35 are likely to be compensated at the end of the contract.

Lola Ramirez replied absolutely.

ACTION: Member Newsom moved to approve Wonderful Pistachios & Almonds, LLC in the amount of \$427,560. 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

Jennifer Fothergill – aye

Mike Greenlee – aye

Douglas Tracy – aye

MULTIPLE EMPLOYER CONTRACTS

Tab No. 16: American Education Systems Corp. dba American College of healthcare and Technology

Panel asked if there was pressure on these employees to continue training at cost after ETP training.

Barry Maliki stated no.

Panel asked about the audit findings found and what is in place to prevent these findings again.

Barry Maliki explained that the bulk of that was reporting eh roster to ETP as far as the number of hours. They now have a person in charge of that.

ACTION: Member Smiles moved to approve American Education Systems Corp. dba American College of healthcare and Technology in the amount of \$838,600. 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
Gretchen Newsom – aye
Jennifer Fothergill – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 17: First Software USA dba Oxford Institute of Technology

Panel asked if the training is all about the employers and trainees and then it is concluded, there is no pipeline of tuition paying students.

Kashish Nizami explained they do not charge anything from the employers, it is part in kind contributions.

Panel asked about the delivery method and is there preparation to take the industry certifications? Is it prepping them for the curriculum to pass the exam?

Kashi Nizami stated our teams work with them if they have a training room, we send our instructor there and some work remotely. Everything is live instructor led. They focus on practical implementation. If they want to proceed, we can guide them on how to get certified. Different companies have different requirements we can provide practice questions if they ask.

ACTION: Member Smiles moved to approve First Software USA dba Oxford Institute of Technology in the amount of \$633,480. 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
Gretchen Newsom – aye
Jennifer Fothergill – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 18: Good for Others Foundation

No comments or questions.

ACTION: Member Smiles moved to approve Good for Others Foundation in the amount of \$597,624. Member Newsom 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
Jennifer Fothergill – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 19: Key Code Media, Inc. dba Key Code Education

Panel asked for elaboration on lessons learned and how thing is going to be done going forward to achieve 100%.

Veronica Warner said that with the California Film and TV tax credit program we are more optimistic. Productions are up, location on location shoots are up, new film and television series are up, and we are expanding our classes to include broadcast and live event training which has seen consistent growth.

ACTION: Member Newsom moved to approve Key Code Media, Inc. dba Key Code Education in the amount of \$64,484. 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
Gretchen Newsom – aye
Jennifer Fothergill – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 20: Los Angeles Pacific College

Panel asked about their performance levels previously in the 80% range, now they are asking for over double of prior contracts. Why so much more?

Myra Moreno explained they believe the COVID pandemic and economic challenges affected previous contracts. They are improving marketing strategies and recruitments and are anticipating 100% potential earnings.

Panel expressed concern with the higher amount and the most payment earned in past performance was about \$170,000. A recommendation was made to reduce the amount for

up to \$200,00. Staff were asked for clarification on the difference between number retained versus number of trainees in prior contracts.

Staff responded that the number of trainees estimated is the projected number that the proposal puts forth. The number of retained are the total number of placements to date. So, 16 have been placed.

ACTION: Member Newsom moved to approve Los Angeles Pacific College in the reduced amount of up to \$200,000. 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
Gretchen Newsom – aye
Jennifer Fothergill – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 21: Oceanside Chamber of Commerce

Panel asked if employers are members of Chamber of Commerce.

Scott Ashton stated that most are but not all our but we have relationships in which we serve businesses.

ACTION: Member Newsom moved to approve Oceanside Chamber of Commerce in the amount of \$514,556. 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
Gretchen Newsom – aye
Jennifer Fothergill – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 22: Rancho Santiago Community College District

No comments or questions.

ACTION: Member Smiles moved to approve Rancho Santiago Community College District in the amount of \$440,852. 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
Gretchen Newsom – aye
Jennifer Fothergill – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 23: Workforce Development Corporation of Southeast Los Angeles County, Inc.

No comments or questions.

ACTION: Member Newsom moved to approve Workforce Development Corporation of Southeast Los Angeles County, Inc. in the amount of \$899,181. 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
Gretchen Newsom – aye
Jennifer Fothergill – aye
Mike Greenlee – aye
Douglas Tracy – aye

AMENDMENT

Tab No. 24: El Classificado dba El Classificado/ED Hispanic Media

Amendment requesting moving the budget from the inside sales representatives to the outside sales representatives.

Panel member Newsom explained that being an advocate of labor and workers she cannot support the concept of compensating somebody potentially less than California's minimum wage. Trainees and workers should receive a stable income that can be relied upon. The outside sales reps have an actual wage range of \$7.50 per hour up to \$15 and hopefully they get their commission. Hopefully that exceeds this wage range and ultimately hopefully meets the post retention wage of \$23.56 an hour this is troubling.

Chair Bettencourt asked staff if it is an alternate retention or 90-day retention.

Staff replied 90-day retention.

Chair Bettencourt stated that the hard part is the base wage, but they are coming through with a minimum of \$24.00 an hour. To qualify to be trained under this they must meet that \$24.00 or not receive reimbursement.

Member Newsom explained that this is creating a compensation structure that allows workers to be compensated at potentially only \$7.50 an hour or they do not include them in the contract.

Chair Bettencourt stated that it seems the sales world is driven by compensation and incentive or bonuses and they go into this job knowing their income is going to be minimum. I struggle with commission, but I look at success in a contract they still must meet the retention wage or they don't get funding.

Member Newsom stated that they should at least meet the minimum California wage of compensation and build on commission after you meet that minimum.

Representative Rosa stated that this structure is something that the sales reps want. The lowest range in 2025 was \$24.26 and the maximum of 133. Given that the California labor Code excludes these persons and they are earning that amount of money.

Director Grimes explained that their prior contract, did disclose the minutes reflect from January 2026 Panel that they had been impacted by the Altadena fire, and they are trying to come back and upscale some folks. It is an important context. Secondly, their proposal stated in the December 2025 Panel, 47 were listed as inside sales. So, the net effect is going to be 9 of the original 47.

Member Fothergill questioned within their organization is the career progression to start at the inside sales and then progress to the outside sales? Or is it the reverse?

Representative Rosa stated that is not a requirement that a person that is an outside sales rep needs to start with the inside sales position.

Chair Bettencourt asked if there were car allowances, fuel cards or anything in the benefits package to support them in with travel costs?

Representative Rosa replied that the outside sales rep occupation implies that they are more than 50% out and allowance for car are given. Health benefits are included, same as other employees. They can submit their expenses for reimbursement.

Chair Bettencourt asked about the retention in this role?

Representative Rosa stated that most of the outside sales have been with the company for 5 years.

Member Greenlee replied that he has a hard time with the minimum wage being so low. If the lowest guy is already over the minimum wage if you set your minimum sales guys at the minimum and kept their commission, they are still out there working and making over minimum wage. If they don't sell work with them one on one to train them better and get them producing. The \$7.50 base has no safety net.

Representative Rosa explained they do earn more than the minimum wage for the first month they are in training and development and this is for a certain number of months

then we switch the structure, so they earn commission and we assign zones with sales that are going to exceed those minimums.

Member Greenlee stated that is the point. If they are being guaranteed those commissions over minimum wage, set the safety net at minimum wage and let them earn over it not a \$7.50 wage.

Representative Rosa explained that if they change the commission they would lose them to better opportunities.

Chair Bettencourt commented that this sounds like it is an industry trend and the determination needs to be made as to whether we should allow this occupation at this wage.

Chair Fothergill asked what prompted the request for this amendment.

Staff explained that during the development of the proposal commission-based wages were being looked at closely and it was close to the Panel deadline, so it was removed. The company reached out to staff to include these outside sales staff.

Member Newsom asked if they had to make that wage (\$23.56) the entire contract or is there a possibility that the employee does not make enough that week or doesn't make enough commission and they got nothing or very little and then they come back and get a commission the following week?

Staff answered that they are under a 90 retention, earnings are based on their last date of training and the 90 days preceding. But yes, it is possible.

Director Grimes stated the reason we have the post retention wage is the understanding that ostensibly training should happen within the first 21 months and then allow for those last three months for the retention period. Then we have a contract with EDD in which labor market information data provides us with the quarterly wage file that provides an aggregate level for every trainee that we receive. Staff from our fiscal department then look at that and can back into what it means in terms of hourly wage and if those 90 days do not square then that person does not receive reimbursement.

Fiscal staff added that there are two layers. First the minimum wage is met and entered if it is not met, they are disqualified and then the hourly wage they provided, which is a calculation and based on that hourly rate times full time we make sure they are working full time during that retention.

Member Newsom asked if in this case the minimum wage is \$7.50 or the post retention wage?

Staff responded that it is the post retention contractual wage.

ACTION: Member Smiles moved to approve the panel amendment El Classificado dba El Classificado/ED Hispanic Media. Member Fothergill Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 5 to 1.

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

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 about the diversity of the applications. He shared the news that after three months in the hospital Michael Hill was back home and on his way to full recovery. He wants to continue his work at Foothill; he cares about workers and his work at the Panel.

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
Gretchen Newsom – aye
Rick Smiles – aye
Jennifer Fothergill – aye
Mike Greenlee – aye
Douglas Tracy – aye

Chair Bettencourt Adjourned the meeting at 11:53 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.



MEMORANDUM

To: Panel Members August 11, 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 08/03/2026: In committee: Referred to APPR. suspense file.

- [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 08/03/2026: In committee: Referred to APPR. suspense file.

- [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 08/03/2026: In committee: Referred to APPR. suspense file.

- [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 08/03/2026: In committee: Referred to APPR. suspense file.

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 08/05/2026: August 5 set for first hearing. Placed on suspense file.

- [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.

THE EMPLOYMENT TRAINING PANEL

STRATEGIC PLAN 2024-27 PHASE II & ANNUAL REPORT 2024-25

RESEARCH ANALYTICS DIVISION
August 21, 2026



STRATEGIC PLAN

2024-27
PHASE II

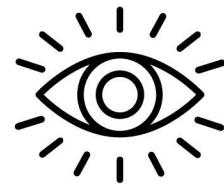
RESEARCH ANALYTICS DIVISION
August 21, 2026





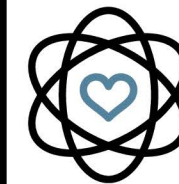
MISSION

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



VISION

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



VALUES

COMMUNICATION

EMPATHY

INTEGRITY

TRUST

RESPECT

ACCOUNTABILITY

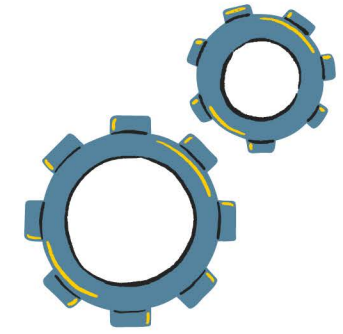
GOALS & OBJECTIVES



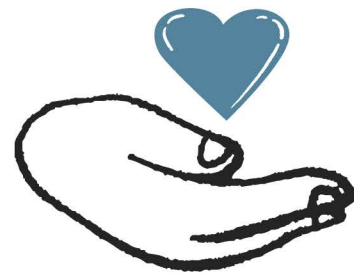
**Support California's
workforce with
sustainable jobs and
strong career pathways**



**Contribute to
California's growth**



**Commitment to
innovation in
technology and data**



**Support small
businesses through
private-public
partnerships**



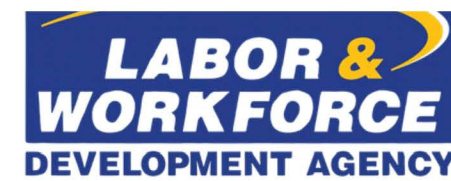
**Communication &
engagement in
internal operations**

STRATEGIC PARTNERSHIPS

Legislatively Mandated Partners



Administrative and Budgetary Partners



Other Key Partners



PRIORITY INDUSTRIES

INDUSTRY SECTORS

- Accommodation and Food Services
- Agriculture, Forestry, Fishing and Hunting
- Arts, Entertainment, and Recreation
- Construction
- Finance and Insurance
- Health Care and Social Assistance
- Information
- Manufacturing
- Mining, Quarrying, and Oil and Gas Extraction
- Other Services (except Public Administration)
- Professional, Scientific, and Technical Services
- Retail Trade
- Transportation and Warehousing
- Utilities
- Wholesale Trading



LABOR FORCES & KEY FOCUSES



PILOTS AND GUIDELINES

- **Certified Nursing Assistance (CNA) to Licensed Vocational Nurse (LVN)**
- **Certified Safety Training**
- **Justice-Involved/Opportunity Youth**
- **Medical Skills Training (MST)**
- **Rapid Employment Strategies Pilot on Natural Disasters (RESPOND)**
- **Seasonal Worker**
- **Temporary to Permanent**
- **Veterans**



ALTERNATIVE FUNDS

- **Electric Vehicle Infrastructure Training Program**
- **Healthcare Workforce Advancement Fund Program**
- **Paid Family Leave Small Business Grant 4**
- **Social Entrepreneurs for Economic Development 3.0**
- **Workforce Literacy Pilot Program**



OTHER FOCUS AREAS

- **Agriculture Initiative**
- **Apprenticeship**
- **Entrepreneurial (Multiple Employer Contract only)**
- **Critical Proposals**
- **High Unemployment Areas**
- **Small Businesses**

INCENTIVES & SPECIAL PROGRAMS



Apprenticeships

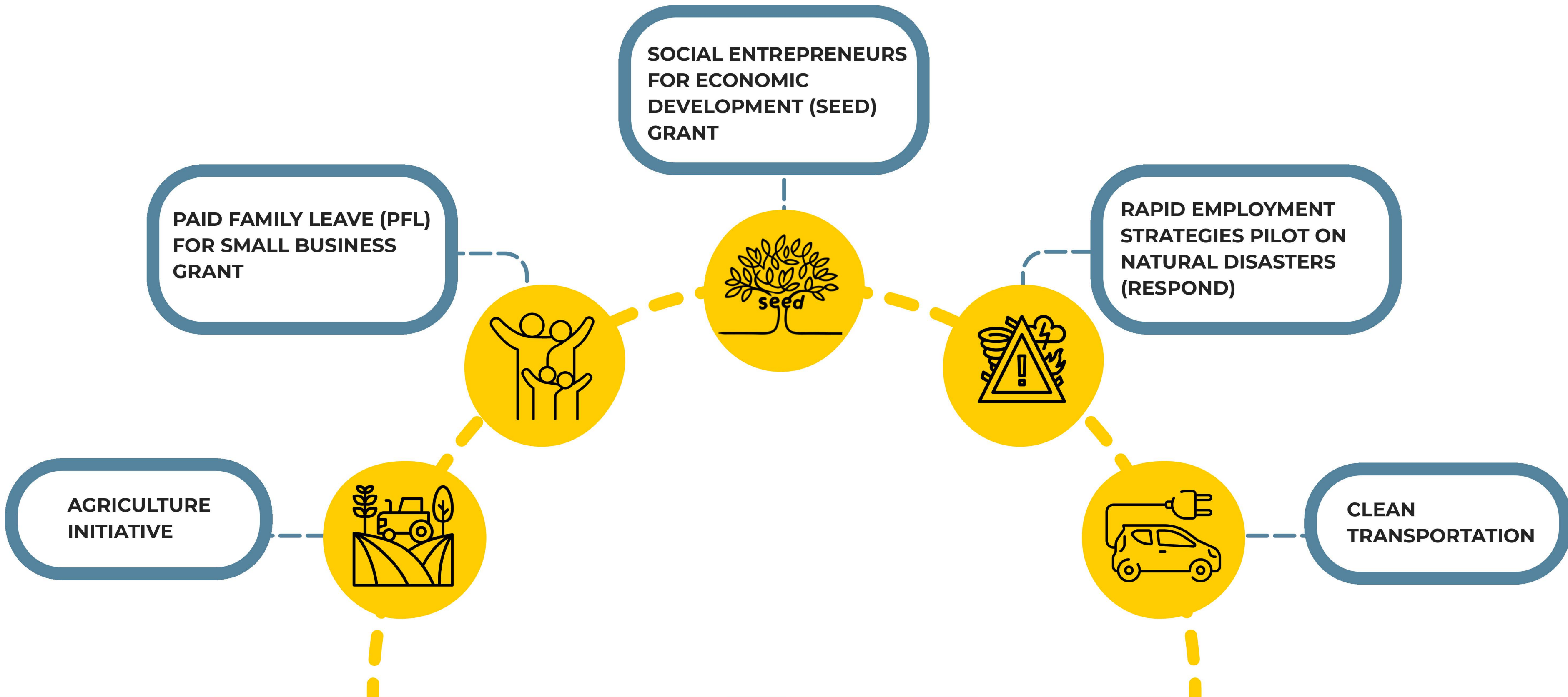


**Workforce Literacy
Pilot Program**



**Healthcare Workforce
Advancement Funds
(HWAF) Program**

KEY STRATEGIES & INITIATIVES



MODERNIZING WORKFORCE STRATEGIES

01

SECURITY

02

**ARTIFICIAL
INTELLIGENCE**

03

**CONTRACT
MANAGEMENT
SYSTEM**





QUESTIONS?

ANNUAL REPORT

2024-25

RESEARCH ANALYTICS DIVISION
August 21, 2026



1982

ETP
Created



2005

\$1 Billion
Funding

650K
Trainees

65K
Businesses



2010



\$28 Million
Alternative
Funding



2015



1 Million
Workers
Trained



2020



\$1.7 Billion
Funding

1.3 Million
Trainees

91K
Businesses



2025
OUTLOOK

OVER
\$2B
TRAINING FUNDED

1.6M
WORKERS TRAINED

104K
BUSINESSES SERVED

FY 2024-25 HIGHLIGHTS

SOCIAL ENTREPRENEURS FOR
ECONOMIC DEVELOPMENT
(SEED) 2.5 GRANT

\$1M

DISBURSED TO

5

SEED 2.5
RECIPIENTS

MANUFACTURING SUCCESS

\$22.7M

IN APPROVED FUNDING
ESTIMATED TO TRAIN

23K

TRAINEES

PRIORITY INDUSTRIES



Manufacturing

\$22.7 Million

517 Businesses

23K Trainees



Construction

\$16.5 Million

1,245 Businesses

10K Trainees



Health Care & Social Assistance

\$7.4 Million

72 Businesses

5.3K Trainees

ANNUAL PERFORMANCE

TRAINEE PLACEMENT



CORE AND ALT FUNDS ALLOCATIONS



CONTRACT MANAGEMENT



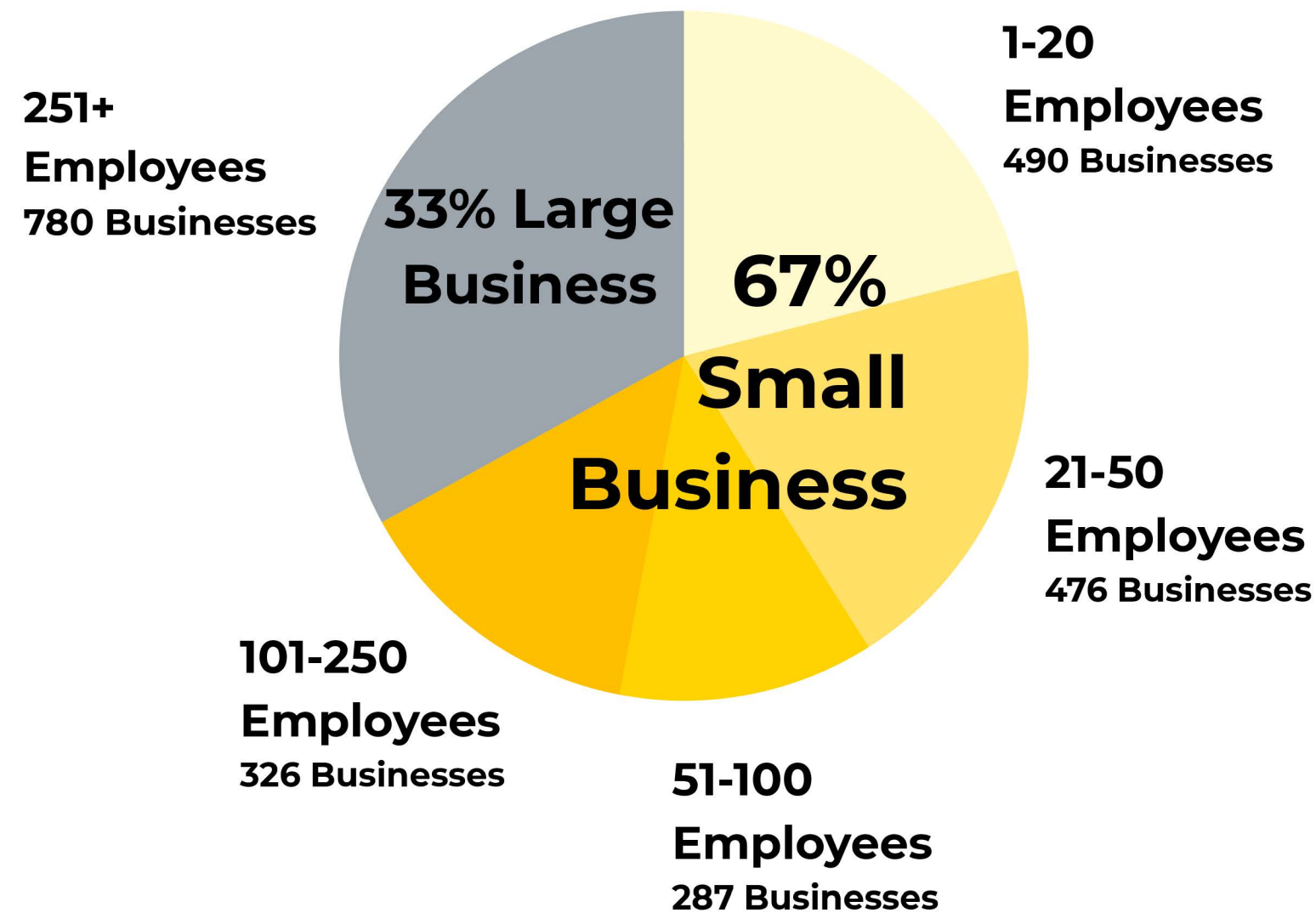
● Approved ● Active ● Closed

FY 24-25



SMALL BUSINESS

Contracts by Business Size



Small Business Contracts



1.5K
BUSINESSES



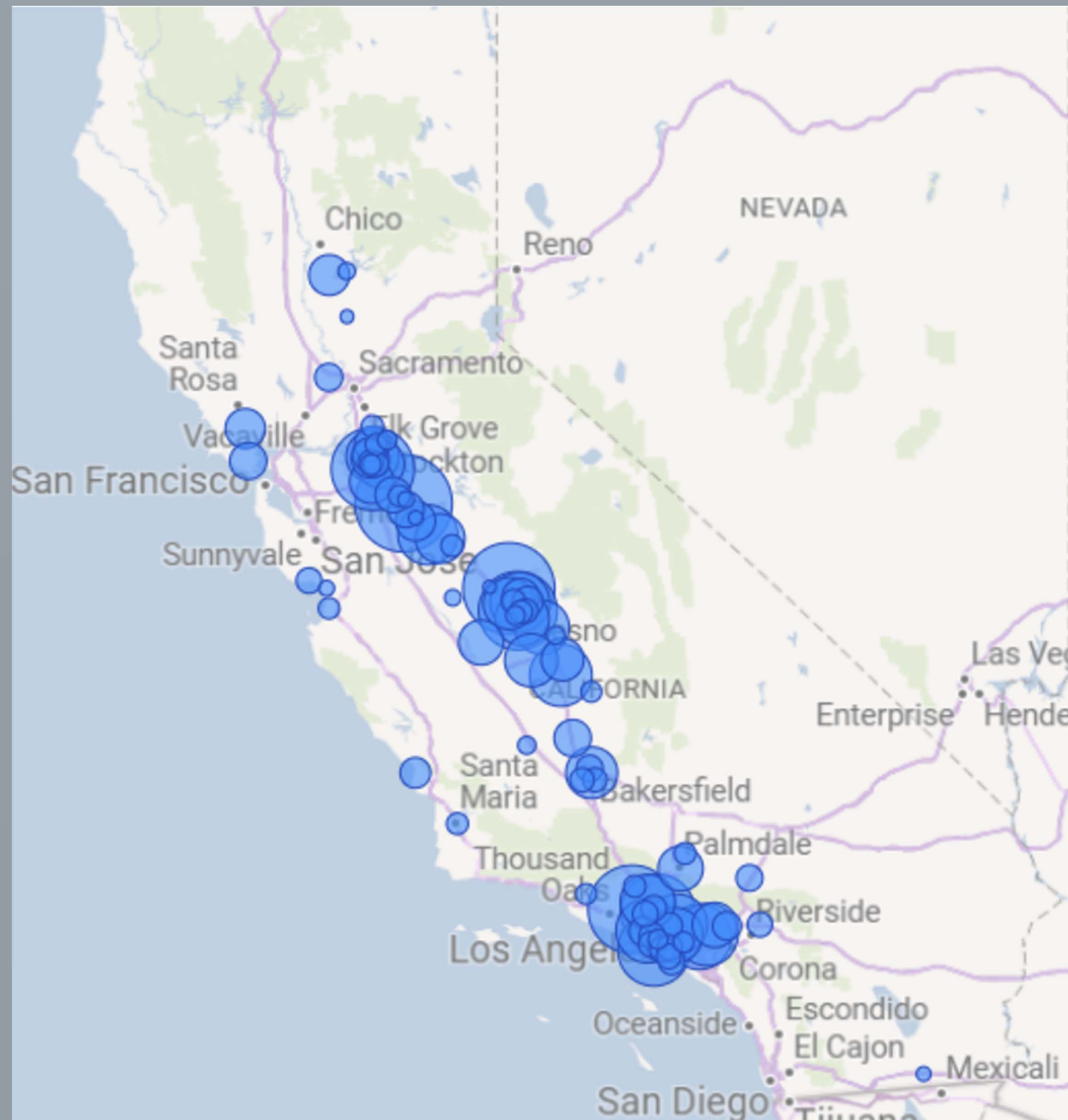
19.6K
TRAINEES



\$29.3M
DOLLARS EARNED

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

HIGH UNEMPLOYMENT AREAS (HUA)



\$18.9M

APPROVED TO
TRAIN



15.8K

WORKERS



5.4%

INCREASE FROM
PREVIOUS FY

APPRENTICESHIPS



\$23M

**IN APPROVED
FUNDING
ESTIMATED TO
TRAIN**

18K

**TRAINEES IN
APPRENTICESHIPS**

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

THE CREATION OF NEW JOBS



\$2.3M

**IN FUNDING
FOR THE CREATION**

581

NEW JOBS

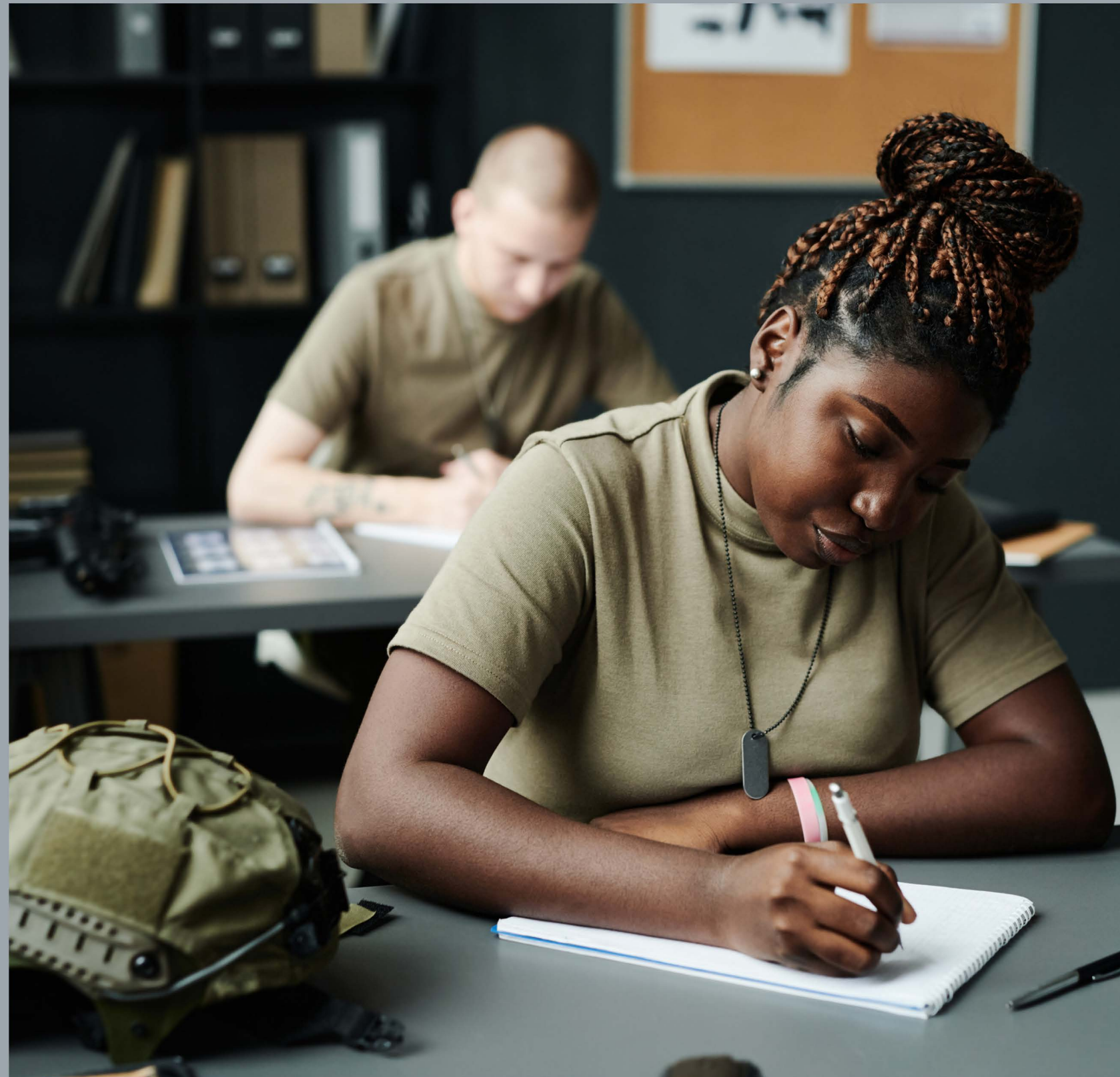
JUSTICE-INVOLVED/OPPORTUNITY YOUTH

*FORMERLY EX-OFFENDER AND AT-RISK YOUTH TRAINING PROGRAM



APPROVED
\$516K
IN FUNDING
ESTIMATED TO TRAIN
132
TRAINEES

VETERANS TRAINING PROGRAM



APPROVED
\$45K
IN FUNDING
ESTIMATED TO TRAIN
29
VETERANS

AGRICULTURE INITIATIVE



\$3M

IN APPROVED FUNDING
ESTIMATED TO TRAIN

3.4K

TRAINEES

WAGE PROGRESSION

\$39.76/HR

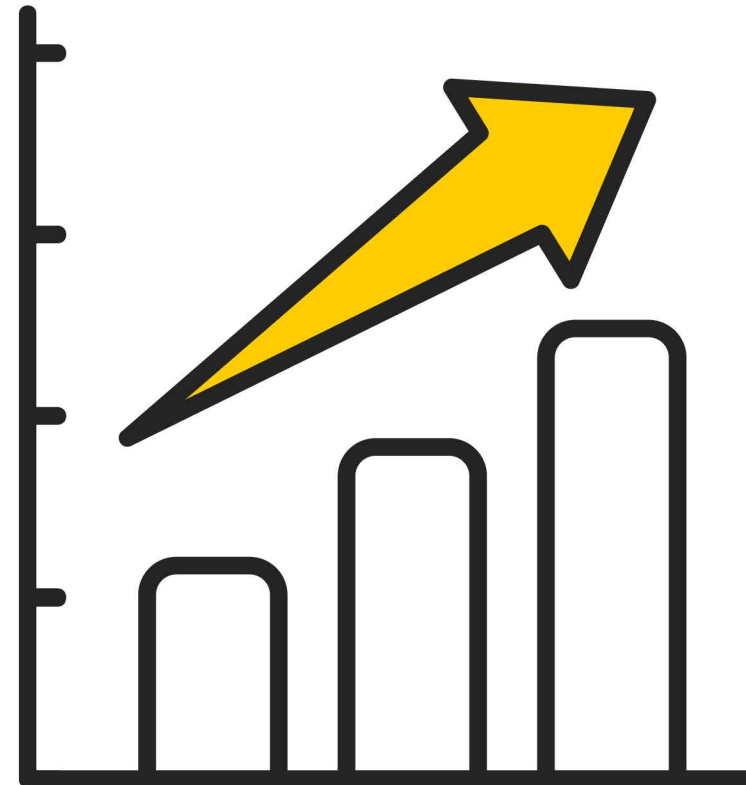
RETRAINEE AVERAGE
POST-RETENTION WAGE

12% INCREASE
FROM PRIOR
FISCAL YEAR

\$23.24/HR

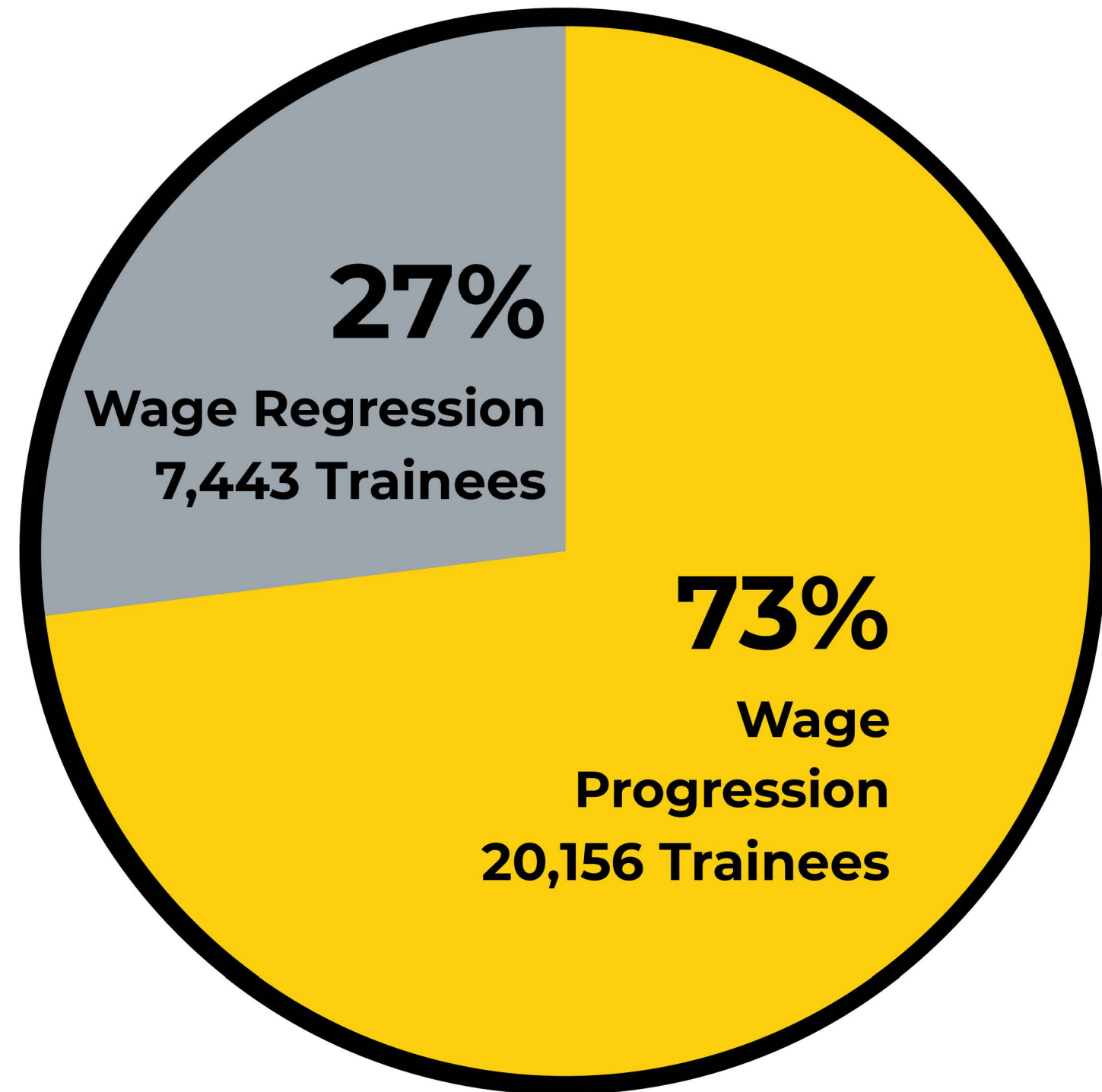
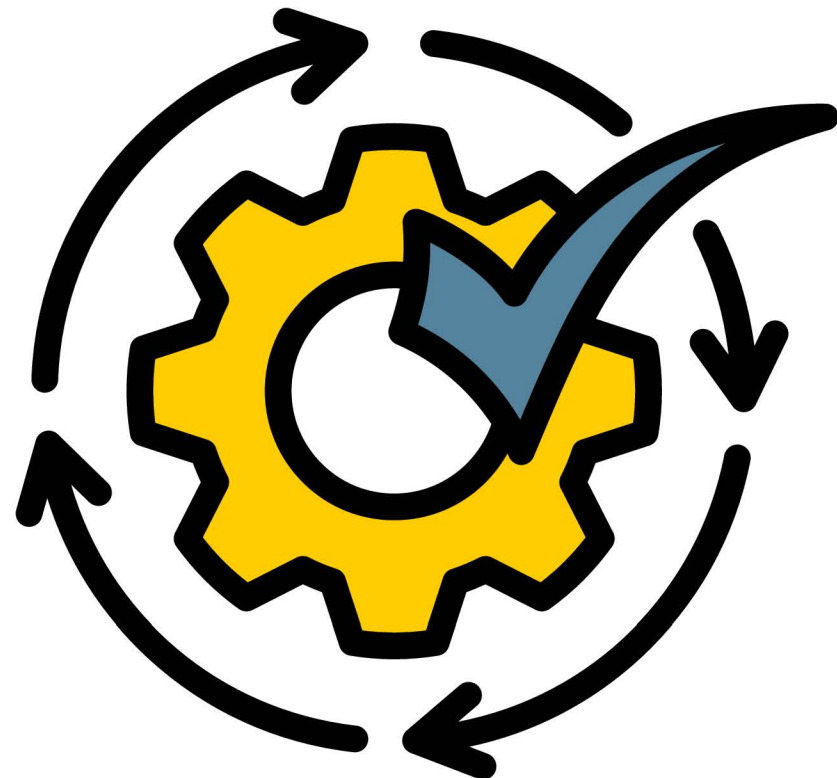
NEW HIRE AVERAGE
POST-RETENTION WAGE

27% INCREASE
FROM PRIOR
FISCAL YEAR



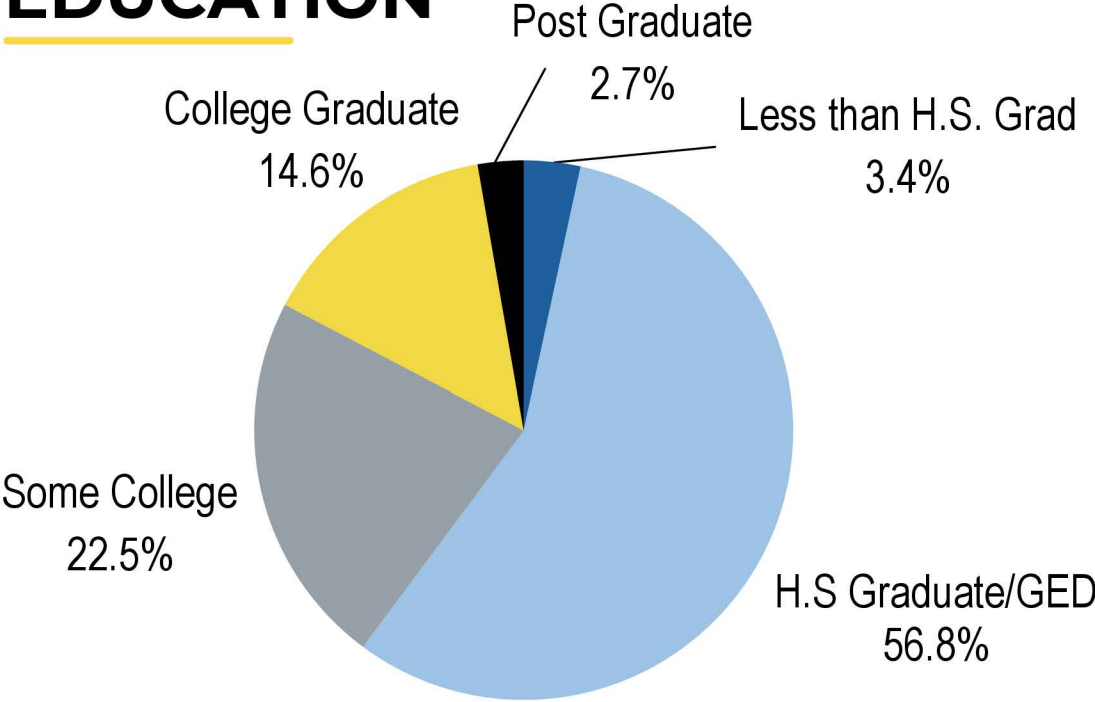
PROGRAM EFFECTIVENESS

WAGE OVERVIEW OF 27,599 TRAINEES IN FY 2022-23

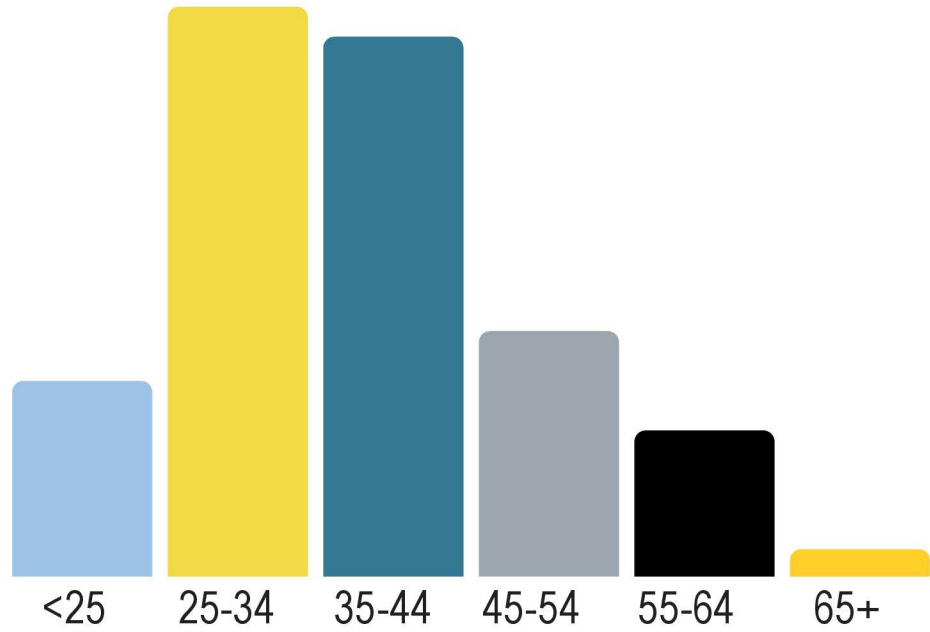


TRAINEE DEMOGRAPHICS

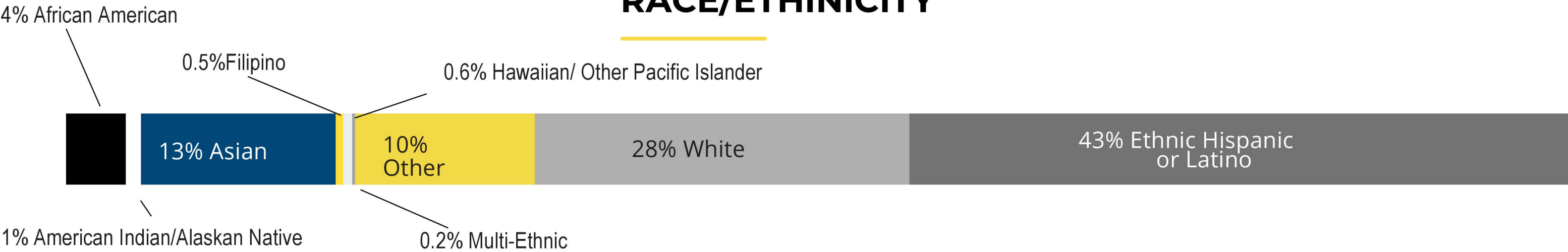
EDUCATION



AGE



RACE/ETHNICITY



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

HENDERSON FARMS, INC.



"WE NOW HAVE MORE EMPLOYEES ABLE TO DO A **WIDER VARIETY OF TASKS** AND WITH TRAINING IN SOME OF THE NECESSARY **LEADERSHIP/COMMUNICATION SKILLS**...TRAINING MORE EMPLOYEES...HAS HELPED THEM BECOME **MORE CONFIDENT** AND **INCREASE THEIR VALUE** LEADING TO **BETTER PAY AND POSITIONS.**"

-JONNALEE DUNN, GROWTH & DEVELOPMENT MANAGER

\$60K
APPROVED TO TRAIN
AN ESTIMATED
50
TRAINEES



TTM TECHNOLOGIES NORTH AMERICA, LLC



\$498K
APPROVED TO TRAIN
AN ESTIMATED
735
TRAINEES

"ANDREW STARTED AS AN **ENTRY-LEVEL MACHINE OPERATOR**...THANKS TO OAP, HE RECEIVED HANDS-ON INSTRUCTION, MENTORSHIP, AND A CERTIFICATION... **WITHIN 6 WEEKS**, ANDREW WAS **PROMOTED TO THE NEXT LEVEL**, EARNING HIMSELF **MORE MONEY WHILE TAKING ON MORE COMPLEX TASKS.**"

"ETP FUNDING HAS HAD A **POSITIVE IMPACT** IN SUPPORTING THE GROWTH OF OUR CALIFORNIA WORKFORCE, AS WELL AS ENABLING US TO **REMAIN COMPETITIVE IN THE MARKET**...**INVEST IN DEVELOPING OUR EMPLOYEES** IN DIVERSE SKILL AREAS...**LEADERSHIP DEVELOPMENT**, AND MORE."

-JESSICA PERALES, HR MANAGER



QUESTIONS?



Critical Proposal for:
Applied Materials, Inc.
Contract Number: ET27-0132

Panel Meeting of: August 21, 2026

Project Profile

Contract Attributes:	Critical Proposal Priority Rate Retrainee	Industry Sector(s):	Manufacturing	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Santa Clara	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 5,500	U.S.: 16,000	Worldwide: 35,000	
<u>Turnover Rate:</u>	5%			
<u>Managers/Supervisors:</u> (% of total trainees)	7%			

Funding Detail

In-Kind Contribution
\$1,893,000

Total ETP Funding
\$898,800

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	535	8-200	0-60	60	\$1,680	\$39.00

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

Published Minimum Hourly Wage by County:

Job Number 1: \$26.91 per hour 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: Applied Materials, Inc. provides an average employer-paid fringe benefit cost estimated at approximately 22% of an employee's salary. Health-related benefits, including medical, dental, vision, and wellness programs, account for approximately 10%, while the remaining 12% reflects other employer-paid benefits such as disability insurance, paid vacation, sick leave, holidays, workers' compensation, 401(k) contributions with company match. Benefit packages include health, dental, vision, retirement, disability, leave, wellness, employee assistance, and voluntary benefit programs.

Wage Progression: Applied Materials, Inc. provides employees with the opportunity for annual wage or salary increases, typically ranging from 1% to 4%, based on individual performance, business conditions, and the Company's merit budget. Annual performance reviews generally include employee self-assessments, manager evaluations, productivity measures, goal attainment, and role-specific benchmarks, with results reviewed across teams to promote consistency and fairness. Applied Materials also supports workforce development through structured job ladders that provide defined pathways for skill development, advancement, and increased responsibility.

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					
Administrator	\$39.00 - \$70.00	40	0	0	40
Technician	\$39.00 - \$70.00	120	0	0	120
Engineer	\$42.00 - \$82.00	335	0	0	335
Manager	\$48.00 - \$96.00	40	0	0	40

Critical Proposal

Applied Materials, Inc. (Applied Materials) is designated as a “Critical Proposal” recommended by the Governor’s Office of Business and Economic Development. Applied Materials is expected to make gross, incremental capital investments of up to \$4 billion over seven years to develop its Equipment and Process Innovation and Commercialization Center (EPIC), known as the EPIC Center, in Silicon Valley. The Company also expects the new innovation center to serve as the nexus for more than \$25 billion in company research and development investments during its first 10 years of operation. Beyond its technology impact, the project is expected to generate substantial economic benefits, including employment for up to 1,500 construction workers during the building phase, the creation of up to 2,000 new engineering jobs in Silicon Valley, and the potential to support another 11,000 jobs in related industries. The Company is in the process of building the world's most advanced facility for semiconductor process technology and manufacturing equipment research and development in Silicon Valley. The EPIC Center is scheduled to open at the end of 2026. Training under this proposal will provide staff with extensive training on technical skills to adhere to the rapid changes in the semiconductor manufacturing industry.

Introduction

Founded in 1967 and headquartered in Santa Clara, Applied Materials (www.appliedmaterials.com) develops, produces, and sells a broad range of semiconductor chip manufacturing equipment including pattern transfer into device structures, transistor and interconnect fabrication, metrology, and packaging technologies. Customers include semiconductor manufacturers such as Intel, TSMC, Samsung, Texas Instruments, AMD, Panasonic, and Yingli. ETP training will be delivered at its facilities in Santa Clara and Sunnyvale. This will be Applied Materials' tenth ETP Contract, and fourth in the last five years.

ETP Priority 10200(b)

Applied Materials supports expansion within California through the creation of new jobs tied to advanced manufacturing functions. Applied Materials' new EPIC Center will strengthen the Company's in-state operational footprint by building the world's largest and most advanced facility for collaborative semiconductor process technology and manufacturing equipment research and development. The Company 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

Although there is not a separate Veterans' Job Number, Applied Materials has a targeted strategy for recruiting veterans and transitioning service members into technical, operational, engineering, field support, and leadership roles. Applied Materials supports veteran recruitment through its dedicated U.S. Veterans careers platform, Talent Network, and participation in military-focused recruiting events, including Transition Assistance Program events, Recruit Military events, and Hiring Our Heroes career fairs.

Project Details

In prior projects, Applied Materials provided training on advancements in the semiconductor manufacturing processes. Under this proposal, the Company has invested over \$4B on its new EPIC Center, which is set to open end of 2026. Applied Materials is a global leader in materials engineering solutions that form the foundation of virtually every new semiconductor and advanced display produced worldwide. The technologies developed at the EPIC Center will be essential to advancing artificial intelligence and accelerating the commercialization of next-

generation semiconductor chips. Training will cover emerging technologies and advanced equipment including quantum computer technologies, DRAM and advanced packaging equipment, advanced metrology equipment, and E-Beam wafer-fabrication process control systems.

Applied Materials also plans to train employees in artificial intelligence technologies and their practical application to improve workflow efficiency, semiconductor research, product development, and manufacturing operations. The proposed curriculum will focus on enhancing individual and team productivity through AI-assisted data analytics, project management, and the effective use of tools such as Microsoft Copilot, Claude, and ChatGPT. Training will also include advanced applications of AI, including digital-twin development, AI-assisted product prototyping, and other engineering and design tools. By equipping employees with these skills, Applied Materials expects to increase productivity, accelerate innovation, improve manufacturing efficiency, and support the Company's continued growth and investment in California.

Within the next two years, Applied Materials plans to increase its California workforce by at least 285 full-time positions.

Training Plan

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

Computer Skills: Training will be offered to all occupation and will focus on the Company's internal software. Training topics include Advanced eBusiness Applications in Manufacturing, Computational Fluid Dynamics for Industrial Applications, and Materials and Logistics Optimization Software.

Continuous Improvement Skills: Training will be offered to all occupations and will focus on increasing efficiencies within the Company. Training topics include Change Management Essentials, Design for Excellence in Manufacturing, and Lean Manufacturing Principles and Practices.

Hazardous Materials: Training will be offered to Engineers, Managers, and Technicians and will focus on handling hazardous materials. Training topics include Restriction of Hazardous Substance (RoHS), Stormwater Discharge Management, and Risk Management and Waste Management.

Manufacturing Skills: Training will be offered to Engineers, Managers, and Technicians and will focus on advanced semiconductor manufacturing processes. Training topics include Battery Cell Engineering, Design, and Characterization, High-Vacuum Systems and Industrial Applications, and Semiconductor Quality Control and Process Assurance.

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. These courses cover a variety of topics relevant to modern manufacturing, business intelligence, and digital transformation. They support skill development in areas such as process automation, data analytics, cybersecurity, and quality control, equipping employees with a comprehensive understanding of current technologies and methodologies. These on-demand courses are designed to fit within a busy work schedule while enabling employees to gain valuable, applicable skills.

Electronic Recordkeeping/LMS

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

Commitment to Training

Applied Materials invests over \$2M annually for all its locations in California on training including orientation, workplace compliance, and general safety training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Senior Human Resources Manager, with the assistance of the internal corporate training department, will be responsible for overseeing all aspects of the project including project administration, verifying training hours, and enrolling trainees. Training will be coordinated by the facility training supervisor with one training coordinator at each facility. Training will be provided by in-house subject matter experts and external vendors as necessary. Additionally, the Company has hired 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 \$ %
ET25-0225	01/27/25 - 01/26/27	\$849,800	607	1,545	\$849,800 (100%)
ET24-0144	07/24/23 - 07/23/25	\$749,455	665	890	\$749,455 (100%)
ET22-0154	11/22/21 - 11/21/23	\$498,640	318	659	\$498,640 (100%)

ET22-0154: (Expansion Funds)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Herrera & Company	Stockton, CA	\$18,750
Administrative	Herrera & Company	Stockton, 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

- Advanced Desktop Productivity Tools
- Advanced eBusiness Applications in Manufacturing
- Advanced Manufacturing Control Systems
- Agile Project Management for Manufacturing
- AI and Machine Learning Applications in Manufacturing
- Business Intelligence and Data Reporting Tools
- Business Systems Integration and Processing
- Cloud Computing for Manufacturing Operations
- Computational Fluid Dynamics for Industrial Applications
- Cybersecurity Essentials for Manufacturing Environments
- Database Management and SQL Fundamentals
- Data-Driven Decision Making in Manufacturing
- Design Thinking for Product Innovation
- Enterprise Resource Planning (ERP) Systems Implementation
- Human-Computer Interaction (HCI) in Industrial Design
- Industrial Internet of Things Integration and Applications
- Lean Production Planning and Scheduling
- Machine Vision and Image Processing
- Management and Manufacturing Control Systems
- Materials and Logistics Optimization Software
- Mobile Application Development for Industrial Use
- Network Architecture and Communication Protocols
- Predictive Maintenance and Condition Monitoring
- Process Automation with Robotic Process Automation (RPA)
- Production Planning and Resource Scheduling
- Project Management Software for Industrial Applications
- Quality Assurance and Software Testing for Manufacturing
- Quantum Computing for Future Manufacturing
- Risk Management in Digital Manufacturing
- Software Quality Assurance and Testing Fundamentals
- Supply Chain Analytics and Optimization
- User Interface (UI) and User Experience (UX) Design for Industrial Applications
- Virtual and Augmented Reality in Manufacturing
- Workforce Optimization and Scheduling Software

Continuous Improvement Skills

- Advanced Product Quality
- Advanced Project Management Skills
- Advanced Statistical Analysis for Quality Control
- American Production and Inventory Control Society (APICS) Certification
- Business Continuity and Risk Management Strategies

- Business Excellence Systems Training
- CAPA (Corrective and Preventive Action) Implementation
- Change Management Essentials
- Competitive Market Analysis and Insights
- Conflict Resolution and Mediation Techniques
- Continuous Innovation (Machine Learning, Big Data & Digitization)
- Cross-Functional Collaboration Methods
- Cybersecurity Awareness for Industrial Environments
- Data Visualization and Reporting Techniques
- Design Control
- Design For Manufacturing
- Design of Experiments
- Design Tools and Best Practices
- Design for Excellence in Manufacturing
- Digital Marketing and Outreach Strategies
- Effective Decision-Making in Manufacturing
- Emotional Intelligence and Leadership Development
- Geometric Dimensioning and Tolerance
- Leadership and Coaching Skills
- Lean Manufacturing Principles and Practices
- Problem Solving Tools and Techniques
- Root Cause Analysis
- Six Sigma / 5S Methodologies
- Starr Technical Training Program
- Statistical Process Control
- Strategic Thinking and Planning for Biotech
- Supply Chain Optimization and Efficiency
- Teambuilding
- Technical Information Mapping
- Technical Qualifications and Industry Certifications
- Technology Forecasting and Roadmapping
- Test Method Validation

Hazardous Materials Skills

- Chemical Hygiene and Safety for Laboratories
- Hazardous Waste
- Restriction of Hazardous Substances (RoHS)
- Risk Management and Waste Management
- Stormwater Discharge Management
- Waste Management

Manufacturing Skills

- 300 mm Endura Slit Valve Actuator Replacement Procedure
- Advanced Product Management Methods
- Ampoule Depressurization Using Compressed Gas Association (CGA) Software Routine
- Analytics Trace Data Reports Simulation
- Applied Computational Electromagnetics

- Applied Global Services (AGS) Dashboard Operational Analytics
- Attributes Import and Comparison for Chemical Vapor Deposition (CVD) Chambers
- Battery Cell Engineering, Design, and Characterization
- Buffer Purge Mass Flow Controller (MFC) Replacement Valve
- Center of Excellence Leverage and Re-Use Guidelines
- Chamber and Process Matching
- Chamber Handoff Calibration
- Cleanroom Operations, Safety, and Compliance
- Computational Materials Science and Engineering
- Computer Hardware (HW) Introduction Engineer-Level Certification
- Control Systems for Semiconductor Manufacturing Equipment
- Corporate Logistics Strategy
- Corporate Supply Chain Strategy
- Create a Service Case in Customer Relationship Management (CRM)
- Customer Management Report Training
- Debugging Skills and Unknown Risk Identification Best-Known Methods (BKMs) in Product Development
- Design for Excellence
- Digital Twin Technologies for Advanced Manufacturing
- DRAM Memory
- Dynamic Systems Modeling, Simulation, and Control
- E-Beam Wafer Fabrication Process Control System
- Endura Mainframe (MF) Slit Valve Door and Actuator Cleaning Procedure
- Factory Interface 300 mm Loadport Functional Description
- Failure Analysis, Reliability, and Product Validation
- Fundamentals of Radio Frequency (RF) Technology and Applications
- Gas Plug Installation Procedure
- High-Vacuum Systems and Industrial Applications
- High-Value Problem (HVP) Decomposition
- How to Configure Gas Panels / Next-Generation Mass Flow Controller (MFC) Configuration
- How to Perform an E-Clean Procedure
- Integrated Circuit Fabrication and Process Technology
- Intellectual Property Protection in the Field
- Introduction to Actionable Insight Accelerator (AIx) Dashboard
- Introduction to Auto Capacitance Tuner
- Introduction to Electromagnets on Physical Vapor Deposition (PVD) Systems
- Introduction to Physical Vapor Deposition (PVD) Shutter Disks
- Introduction to Product Configuration Management (PCM)
- Introduction to Product Management Methodology (PMM)
- Introduction to Quality Design Methodology (QDM) for Engineers
- Introduction to Technical Configuration Management (TCM)
- Laser-Based Processing for Semiconductor Manufacturing
- Loadport Nozzle and Nozzle Sensor Troubleshooting
- Magnet-to-Target Spacing Calibration
- Mainframe Alternating Current (AC) Box Ground Cable
- Manufacturing Data Analytics and Process Optimization

- Materials Characterization and Analytical Techniques
- Microfabrication, Micromachining, and Precision Manufacturing
- Optical Materials and Photonic Properties
- Packaging Equipment
- Pedestal Leveling on Metal Atomic Layer Deposition/Chemical Vapor Deposition (ALD/CVD) Chambers
- Physical Vapor Deposition (PVD) Process Overview
- Precision Workmanship Web-Based Training (WBT) Recertification
- Priced Options/Non-Standard Requests
- Process Modeling, Simulation, and Design Optimization
- Producer GT 300 mm Precision Chamber Engineer
- Robot Band Tensioning Procedure
- Robotics, Automation, and Intelligent Manufacturing Systems
- Rumelt's Good Strategy Overview
- Semiconductor Quality Control and Process Assurance
- Service Customer Relationship Management (CRM) Overview for Field Personnel
- Sinfonia S7 Dock Sensor Verification and Adjustment
- Statistical Analysis and Design of Experiments
- Supplier Engagement Tactics
- Supplier Qualification and Control
- Thin Film Deposition, Etching, and Surface Engineering
- Trillium Small Particle Troubleshooting Guide
- Troubleshooting Vacuum in Semiconductor Equipment Industry
- Vacuum Fundamentals

Computer-Based Training

Trainees may receive any of the following:

Computer Skills

- Advanced Desktop Productivity Tools (1 hr)
- Advanced eBusiness Applications and Systems Integration (1 hr)
- Advanced Manufacturing Control Systems and Management (0.5 hr)
- Advanced Manufacturing Lab Techniques (0.5 hr)
- Agile Development and Project Management for Manufacturing (1 hr)
- Artificial Intelligence and Machine Learning Applications in Manufacturing (1 hr)
- Blockchain Technology for Supply Chain Management (0.5 hr)
- Business Intelligence, Data Visualization, and Reporting Tools (0.5 hr)
- Cloud Computing Infrastructure and Services for Manufacturing Operations (1 hr)
- Computational Fluid Dynamics for Industrial Applications (1 hr)
- Computational Thinking for Problem Solving (4 hrs)
- Cybersecurity for Industrial and Manufacturing Systems (0.5 hr)
- Data Analytics and Data-Driven Decision Making for Manufacturing (0.5 hr)
- Data Privacy Compliance and Best Practices (1 hr)

- Database Management and Structured Query Language Fundamentals (0.5 hr)
- Design Thinking for Product Innovation (0.5 hr)
- DevOps Essentials for Manufacturing (1 hr)
- Digital Transformation in Manufacturing (1.5 hr)
- Enterprise Resource Planning Systems Implementation, Navigation, and Usage (0.5 hr)
- Human-Computer Interaction and User Interface (1 hr)
- Industrial Internet of Things and Smart Manufacturing Integration (0.5 hr)
- Machine Vision and Image Processing (0.5 hr)
- Materials, Logistics, and Supply Chain Optimization Software (0.5 hr)
- Mobile Application Development for Industrial Use (0.5 hr)
- Network Architecture and Communication Protocols (0.5 hr)
- Predictive Maintenance and Condition Monitoring (1 hr)
- Process Automation with Robotic Process Automation (1 hr)
- Production Planning, Resource Scheduling, and Workforce Optimization Software (0.5 hr)
- Project Management Software for Industrial Applications (0.5 hr)
- Quality Control, Assurance, and Software Testing for Manufacturing (0.5 hr)
- Quantum Computing for Future Manufacturing (1 hr)
- Risk Management in Digital Manufacturing (0.5 hr)
- Supervisory Control and Data Acquisition Systems and Control (0.5 hr)
- Virtual and Augmented Reality in Manufacturing (0.5 hr)

Continuous Improvement Skills

- Advanced Team Leadership (0.5 hr)
- Agile Project Management Essentials (1.5 hr)
- Business Data Analysis and Interpretation (1.5 hr)
- Change Management and Organizational Adaptation (1 hr)
- Conflict Resolution and Management for Leaders (1 hr)
- Continuous Improvement Strategies (1.5 hr)
- Crisis Management and Response (1 hr)
- Critical Thinking for Managers (0.5 hr)
- Customer Experience Management (4 hrs)
- Data-Driven Decision Making (0.5 hr)
- Digital Marketing Fundamentals (1 hr)
- Effective Communication for Managers (1 hr)
- Emotional Intelligence in the Workplace (1 hr)
- Finance for Non-Financial Managers (1 hr)
- Financial Forecasting and Analysis (1 hr)
- Global Negotiations (0.5 hr)
- Innovation and Product Development (1 hr)
- Inventory Management Principles (1 hr)
- Leadership Skills for Managers (1 hr)
- Lean Six Sigma Basics (1 hr)
- Lean Manufacturing Principles (1 hr)
- Operations and Supply Chain Management (0.5 hr)
- Performance Management, Coaching, and Appraisals (2 hrs)

- Personal Productivity and Time Management (1.5 hr)
- Risk Assessment and Mitigation (1 hr)
- Situational Leadership (1 hr)
- Strategic Planning and Execution (0.5 hr)
- Talent Management and Competency Skill Assessment (0.5 hr)
- Team Building and Collaboration Strategies (1 hr)
- Virtual Team Management (1 hr)



Training Proposal for:
Ascend Healthcare, LLC

Contract Number: ET27-0125

Panel Meeting of: August 21, 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:	Los Angeles	Repeat Contractor:	☐ Yes ☒ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 99	U.S.: 99	Worldwide: 99	
<u>Turnover Rate:</u>	10%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$200,000

Total ETP Funding
\$162,960

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	97	8-200	0-0	60	\$1,680	\$33.64

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:	
Job Number 1:	\$33.64 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
Fringe Benefits:	Ascend Healthcare, LLC offers ten paid holidays per year for all full-time staff. The Company also offers Health Savings Accounts, Flexible Spending Accounts, Accident Insurance, Critical Illness Coverage, Hospitalization Coverage, Life & Disability Insurance, and Legal Shield Services. Staff also have access to an Employee Assistance Program at no cost to them. Once staff complete two years of employment, staff can earn up to 80 hours of paid vacation per year and up to 96 hours of paid vacation per year after more than two years with the Company. All staff can accrue up to 48 hours of paid sick leave to use annually, and the Company pays three days of bereavement leave per year.
Wage Progression:	Ascend Healthcare, LLC offers cost of living raises, which are provided annually. Wage increases are offered based on performance evaluations performed annually and range from 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 - Priority Rate, SET, Retrainee					
Therapy Staff	\$31.14 - \$50.00	33	0	0	33
Administration	\$31.14 - \$50.00	26	0	0	26
Clinical Support	\$31.14 - \$50.00	20	0	0	20
Nursing	\$31.14 - \$50.00	18	0	0	18

Introduction

Founded in 2016 and headquartered in Los Angeles, Ascend Healthcare, LLC (Ascend) (www.ascendhc.com) provides specialized behavioral health and addiction treatment services

for adolescents ages 12 to 17. Operating multiple treatment facilities throughout Los Angeles County, Ascend is focused on delivering high-quality clinical care and therapeutic support to an underserved population. Training will be delivered across Ascend's 13 facilities in Los Angeles County and their headquarters in Culver City. This will be Ascend's first ETP Contract.

ETP Priority 10200(b)

The proposed training project aligns with ETP priorities by supporting the development of high-skill, high-wage jobs within California's Health Care and Social Assistance industry. Through advanced workforce training, Ascend will strengthen employee competencies, improve retention, and establish structured career pathways that support long-term professional growth. The project will provide specialized training in clinical, operational, and technology-based practices that enhance service delivery and improve workforce stability in an industry that traditionally experiences high turnover. These efforts will strengthen California's healthcare workforce while improving access to high-quality behavioral health services for adolescents and their families.

Veterans Program

Veterans are encouraged to apply to open positions within the Company. Ascend is not seeking a separate Veteran Job Number at this time.

Project Details

Ascend is experiencing significant growth driven by increased demand for behavioral health and addiction treatment services. To meet this demand, the Company is expanding its operations through the addition of new facilities throughout Los Angeles County. This growth requires the recruitment, onboarding, and training of a substantial number of new employees while ensuring existing staff continue to develop the skills necessary to maintain high standards of patient care and operational excellence.

The proposed training project will focus on strengthening clinical, administrative, operational, and technology-based competencies across the workforce. Employees will receive training in behavioral psychology interventions, claims management, project management, communication skills, and revenue management. Training will also support proficiency in key software platforms, including Kipu Electric Medical Records, Kipu Customer Relationship Management, and CollaborateMD. These programs will ensure employees are equipped to provide consistent, high-quality services, support efficient facility operations, and adapt to the evolving needs of the behavioral healthcare industry.

Through this comprehensive training project, Ascend will develop a skilled and adaptable workforce capable of supporting continued expansion while maintaining the quality, effectiveness, and reputation of its treatment programs.

Training Plan

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 Analytics, Communication Skills, Project Management, and Revenue Management.

Commercial Skills: This training will be offered to all staff. Training will include 12-Step Programming, Claims Management, and Dialectical Behavior Therapy.

Computer Skills: This training will be offered to all staff. Training will include CollaborateMD, Kipu Customer Relationship Management (CRM), and Slack (Online Platform).

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.

Professional Employer Organization

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

Impact/Outcome

ETP-funded training will support Ascend's continued expansion and workforce development efforts by ensuring employees possess the skills necessary to deliver high-quality behavioral health services in a rapidly growing organization. The Company projects to open multiple new facilities within the next two years. The addition of these new facilities will require hiring up to 20 new employees per facility.

As Ascend expands its network of treatment facilities, the training project will support the successful development of newly hired staff while strengthening retention and advancement opportunities for incumbent workers. These efforts will create a sustainable pipeline of highly skilled healthcare professionals, support organizational growth, and expand access to critical behavioral health services for adolescents throughout California.

Commitment to Training

Ascend has an annual training budget of \$250,000 for the facilities that will participate in this project. Training includes onboarding for all new staff as Ascend continues to expand to serve an underserved population.

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 the Operations and Clinical Staff. Ten internal trainers will oversee training implementation. Titles for internal trainers include Director of Culture, Executive Clinical Director, Director of Clinical Operations, Clinical Psychologist, and the Director of Nursing. In addition, Ascend has retained an administrative subcontractor to assist with project administration.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Propel Consulting Group	El Dorado Hills, CA	\$3,500
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

- Analytics
- Budgeting & Financial Planning
- Collaboration
- Communication Skills
- Confidentiality & Ethical Decision Making
- Innovation
- Leadership Training
- Legal Compliance
- Marketing
- Productivity
- Project Management
- Reporting
- Reporting and Analytics
- Revenue Management
- Sales & Marketing
- Scheduling

Commercial Skills

- 12-Step Programming
- Attachment-Based Family Therapy
- Behavioral Psychology Interventions
- Claims Management
- Control Management
- Dialectical Behavior Therapy
- Ecopsychology
- Ethical Standards
- Health Insurance Portability and Accountability Act (HIPPA) Compliance
- Nonviolent Crisis Intervention
- Patient Charting and Documentation
- Regulatory & Compliance

Computer Skills

- CollaborateMD
- G Suite
- Kipu Customer Relationship Management (CRM)
- Kipu Electric Medical Records (EMR)
- Microsoft Office (Intermediate/Advanced)
- Relias Modules
- Slack (Online Platform)



Training Proposal for: Browning Contractors, Inc.

Contract Number: ET27-0127

Panel Meeting of: August 21, 2026

Project Profile

Contract Attributes:	HUA Priority Rate Retrainee SET	Industry Sector(s):	Construction	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Fresno	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 234	U.S.: 234	Worldwide: 234	
<u>Turnover Rate:</u>	10%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$465,750

Total ETP Funding
\$398,580

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate HUA SET Retrainee	219	8-200	0-0	65	\$1,820	\$20.00

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:	
Job Number 1:	(HUA) \$18.50 for Fresno County
Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: ☐ Yes ☒ No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$0.00
Fringe Benefits:	The Company provides employee health benefits (medical, dental, and vision) and ten paid holidays. Vacation is accrued weekly and employees can generate up to 25 days of paid vacation depending on years of service and position/title. The Company also offers \$25,000 for Life & Accidental Disability Insurance.
Wage Progression:	The Company is establishing twice-yearly performance evaluations to give employees clear feedback, provide coaching opportunities, and support improvement ahead of annual pay increases scheduled to occur in April. Average annual increases have been around 5%. Wage increases are based on performance and cost of living. Increases can also occur outside of the annual evaluation window for employees that successfully upskill.

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					
Wire Puller	\$20.00 - \$35.00	12	1	4	7
Laborer	\$20.00 - \$40.00	74	4	50	20
Driver	\$20.50 - \$40.00	15	0	9	6
Yard Crew	\$26.00 - \$35.00	5	0	0	5
Concrete Finisher	\$25.01 - \$40.00	2	0	0	2
Mechanic	\$26.00 - \$40.00	5	0	0	5
Pipe Layer	\$22.00 - \$45.00	14	0	5	9
Operator	\$27.00 - \$40.00	34	0	0	34
Welder	\$28.50 - \$40.00	1	0	0	1
Administration Staff	\$21.50 - \$50.00	27	0	4	23

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
Foreman	\$32.50 - \$55.00	30	0	0	30

Introduction

Founded in 1999 and headquartered in Fresno, Browning Contractors, Inc. (BCI) (www.bcifresno.com) is a utility construction contractor specializing in the installation and maintenance of wet utilities, dry utilities, street lighting, fiber optic systems, and wire pulling for public and private infrastructure projects. The Company serves public agencies, municipalities, commercial developers, and residential clients throughout Central California. Training under this proposal will be delivered at the Company's facility in Fresno. This will be BCI's second ETP Contract and second within the past five years.

ETP Priority 10200(b)

The proposed training project supports ETP priorities by strengthening California's construction workforce through investment in advanced technology, technical skill development, and enhancing leadership capabilities. BCI continues to modernize its operations by implementing digital construction management, workforce planning, and safety technologies that improve productivity, communication, and project execution. The project also supports the continued growth of California's critical infrastructure industry.

Veterans Program

BCI works with local hiring programs to find viable candidates and encourages veterans to apply for employment opportunities with the Company.

Project Details

BCI's first ETP Contract focused heavily on training related to new safety measures and business practices intended to help the Company reset operations due to the impact of the COVID-19 pandemic. The Company is now experiencing positive growth and looking to equip its workforce with the skills to meet customer demand.

BCI's continued growth has increased the need for skilled employees and consistent training as the Company takes on more public works projects. Over the past year, BCI has expanded into new service areas and added several major customers, including Brown Construction, Quiring, Westco Builders, Millie and Severson, Whiting-Turner, CM52, and Waterton Hotel Management. This growth is driving the need to strengthen capabilities to meet customer expectations and handle larger, more complex projects.

To support this growth, BCI is investing in new technology such as Heavy Construction Systems Specialists construction management software, BambooHR, and SiteDocs safety platform. These tools are designed to streamline processes, improve communication, and integrate operations from estimating through project completion. Each system requires comprehensive training across departments to ensure effective use in estimating, project management, dispatching, equipment oversight, workforce planning, and safety compliance.

The proposed training project will equip staff with the knowledge and skills needed to improve productivity, support technology adoption, strengthen jobsite safety, and successfully manage increasingly complex utility construction projects. By expanding technical expertise and leadership capabilities, the training project will improve operational performance, promote employee retention, create opportunities for career advancement, and position the Company for continued long-term 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 include Customer Service, Effective Communication, and Project Management.

Commercial Skills: Training will be offered to all occupations except Administration Staff and include Daily Reports & Field Documentation, Excavation & Trenching, and Power Tool Operation.

Computer Skills: Training will be offered to all occupations and include Bluebeam Revu, ExakTime (Time Tracking), and SiteDocs.

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. This training will be offered to all occupations except Administration Staff.

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 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.

High Unemployment Area

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

These trainees qualify for the ETP Minimum Wage rather than the Statewide Average Hourly Wage. The Panel may modify the ETP Minimum Wage for these trainees by up to 25% if post-retention wages exceed the start-of-training wages. BCI requests a wage modification from \$33.64 per hour to \$24.67 per hour for trainees in Job Number 1.

BCI requests an additional wage modification for trainees in Job Number 1 from \$24.67 per hour to \$20.00 per hour. Approximately 114 trainees across all occupations except Foreman will need this wage modification.

Commitment to Training

BCI has an annual training budget of approximately \$500,000, and its ongoing training includes company orientation, basic safety training, anti-harassment 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

BCI's Senior Accountant will oversee the administration of this project. The Company's Construction Manager, Project Manager, Assistant Project Manager, Job Site Superintendent, and Human Resources personnel will coordinate the scheduling, tracking, and documentation of training. BCI has identified approximately 30 in-house trainers who will provide training. 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 \$ %
ET24-0166	08/28/23 - 08/27/25	\$244,720	266	221	\$238,237 (97%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Propel Consulting Group	El Dorado Hills, CA	\$7,500
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

- Adapting to Procedure Changes
- Budgeting
- Business Development Techniques
- Business/Human Resources Documentation
- Coaching
- Construction Best Practices (Quality Standards, Project Efficiencies, Recordkeeping, Time Management)
- Customer Service
- Effective Communication
- Financial Management
- Financial Reporting
- Frontline Leadership Skills
- Handling Customer Complaints
- Internal Accounting Procedures
- Interpersonal Skills
- Letter/Email Writing
- Problem Solving & Decision Making
- Process Implementations
- Project Management
- Scheduling
- Standard & Reporting Requirement

Commercial Skills

- 3M Respiratory Equipment Operation
- 811 Call Before you Dig
- Backhoe Operator
- Bobcat/Mini Excavator Operation
- Crane Safety
- Crystalline Silica
- Daily Reports & Field Documentation
- Driver's Safety
- Electrical Safety
- Excavation & Trenching
- Excavator Operator
- Forklift Operation
- Gas Power Tools
- Heavy Equipment Operator
- Ladder Safety
- Loader Operator
- Pallet Jack Operation
- Power Tool Operation

- Preventive Equipment Maintenance
- Quality Control Inspections
- Rigging and Material Handling
- Slip, Trip, and Fall
- Traffic Control
- Veriforce Evaluation

Computer Skills

- BambooHR Training & Inventory
- Bluebeam Revu
- ExakTime (Time Tracking)
- Foundation Software-Accounting/Billing
- Heavy Construction Systems Specialists (HCSS) Construction Software
- Microsoft Excel (Intermediate/Advanced)
- Benefits & Risk Management Services (BRMS) Software
- SiteDocs
- Tablet and Mobile Field Applications

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



Training Proposal for:
Central Valley Training Center, Inc.

Contract Number: ET27-0128

Panel Meeting of: August 21, 2026

Project Profile

Contract Attributes:	HUA Retrainee SET	Industry Sector(s):	Health Care and Social Assistance	
		Priority Industry:	☐ Yes ☒ No	
Counties Served:	Calaveras, Fresno, Merced, San Joaquin, Stanislaus, Tulare	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 438	U.S.: 438	Worldwide: 438	
<u>Turnover Rate:</u>	6%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$824,286

Total ETP Funding
\$532,800

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	HUA SET Retrainee	139	8-200	0-49	60	\$1,440	\$24.67
2	HUA SET Retrainee	231	8-200	0-49	60	\$1,440	\$24.67

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

Published Minimum Hourly Wage by County:

Job Number 1: (HUA) \$18.50 for Calaveras, Fresno, Merced, San Joaquin, Stanislaus, and Tulare counties.

Job Number 2: (HUA) \$18.50 for Calaveras, Fresno, Merced, San Joaquin, Stanislaus, and Tulare counties.

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

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

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

Job Number 1: \$1.57

Job Number 2: \$0.99

Fringe Benefits: The Company contributes approximately \$11,300 in annual benefits per employee. Benefits include healthcare, paid vacation, sick time, paid holidays, workers' compensation, and life insurance.

Wage Progression: All employees will receive a minimum annual wage increase of 2.5%, in addition to any Cost of Living Adjustments (COLAs) implemented based on market conditions. The Company offers multiple opportunities for career advancement, always prioritizing internal candidates over external ones.

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					
Medical Advisor	\$31.50 - \$31.50	1	0	0	1
Lead Instructor	\$27.00 - \$40.00	50	0	0	50
Administrative Staff	\$23.10 - \$50.00	28	0	1	27
Program Operations	\$23.10 - \$50.00	55	0	10	45
Behavioral Analyst	\$44.00 - \$50.00	5	0	0	5
JOB NUMBER 2 - HUA, SET, Retrainee					
Instructor II	\$23.68 - \$28.00	175	0	109	66

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
Job Coach	\$23.68 - \$50.00	56	0	13	43

Introduction

Founded in 1982 and headquartered in Stockton, Central Valley Training Center, Inc. (CVTC) (www.cvtcinc.com) provides behavioral management and community-based support services for individuals with intellectual and developmental disabilities throughout California's Central Valley. As one of the state's earliest providers of day programs, CVTC is committed to delivering person-centered services that promote independence, skill development, and improved quality of life for the individuals it serves. Training under this proposal will be conducted at the Company's eleven facilities located in Stockton (4), Fresno (2), Visalia (1), Modesto (1), Merced (1), Tracy (1), and Valley Springs (1). This will be CVTC's fifth ETP Contract, and the fourth in the last five years.

ETP Priority 10200(b)

The proposed training project supports ETP priorities by strengthening California's healthcare and social assistance workforce through comprehensive employee training, career development, and technology adoption. CVTC provides employment opportunities for new and incumbent workers while investing in the skills necessary to meet increasing demand for high-quality community-based services. The project emphasizes workforce development through structured career pathways, mentorship, promotion from within, and specialized technical training that prepares employees for greater responsibilities. In addition, training in emerging technologies, behavioral support practices, regulatory compliance, and person-centered care will improve operational effectiveness, support long-term employee retention, and enhance services for individuals with intellectual and developmental disabilities.

Veterans Program

CVTC 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

CVTC's previous ETP contract relied heavily on short, generalized training sessions, whereas the proposed project brings a more focused and personalized training approach. This proposal places emphasis on targeted training designed to meet precise job requirements and prepare employees for critical situations. The proposed training also places greater importance on engaging, role-specific development opportunities that support career growth, motivation, retention, and job satisfaction.

CVTC is preparing for expansion into new geographic areas and markets over the next two years. This growth requires training both new employees and existing staff who may move into positions at new locations. Consistent training is essential for maintaining quality, ensuring compliance, and supporting smooth operations across all sites.

As part of this expansion, CVTC has restructured its organization by creating new positions and shifting responsibilities. Employees need training to understand evolving roles, adjust to new reporting structures, and develop the skills required for more specialized or collaborative work. Cross-training, upskilling, and reskilling are necessary to help staff adapt effectively. Additionally, the company plans to launch new teams, making it critical to onboard new hires efficiently and equip current employees for expanded responsibilities to support performance, engagement, and retention.

CVTC is also implementing new strategies, technologies, and compliance requirements that require comprehensive training. New software platforms like Paycom and LeadR require instruction on workflows, data entry, system integration, and troubleshooting. Regulatory updates and industry standards create further training needs, including new programs such as Implicit Bias Training, Behavior Intervention Plans, Behavior Tracking, and Registered Behavior Technician (RBT) Training. These efforts ensure employees remain compliant, productive, and fully prepared for organizational changes.

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 include Customer Service, Long-Term Strategic Team Planning, and Project Management.

Commercial Skills: Training will be offered to all occupations, and topics include Behavior Intervention Plan (BIP) Training, Positive Behavior Support, and Social Effectiveness Training.

Computer Skills: Training will be offered to all occupations, and topics include LeadR Platform, Paycom, and Therap.

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 0-49 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.

High Unemployment Area

All trainees work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by 25%. The Company's location in Calaveras, Fresno, Merced, San Joaquin, Stanislaus, and Tulare counties are in an HUA.

➤ Wage and Retention Modifications

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. CVTC requests a wage modification from \$44.85 per hour to \$24.67 per hour for trainees in Job Numbers 1 and 2. Approximately 345 Administration Staff, Instructor II, Job Coach, Lead Instructor, Medical Advisor, and Program Operations trainees will need this wage modification.

Full-Time Work Week

Full-Time employment for purposes of ETP retention means at least 35 hours a week for 90 consecutive days. The Panel may approve less than 35 hours a week if said work week is customary for the industry or occupation.

CVTC is requesting a decrease in the full-time employment hours from 35 hours per week to 34 hours per week for the Instructor II and Job Coach trainees in Job Number 2. The Company considers these employees full-time and eligible for benefits at 34 hours per week.

Commitment to Training

CVTC has an annual training budget of approximately \$70,000 per facility, 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 Chief Quality, Compliance & Clinical Officer will oversee the administration of this project. Human Resources personnel, the Training Coordinator, and Program Directors at each location will coordinate the scheduling, delivery, and documentation of training across all facilities. CVTC has identified eight in-house trainers who will provide training. The Company has also retained the services of an administrative subcontractor to assist with the administration of this project.

Prior AB118 Performance or COVID Performance

CVTC had a prior ETP Contract (ET21-0229) under the COVID Pilot program, with a term of 12/14/2020 to 12/13/2022. The Company earned \$160,000 (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 \$ %
ET23-0221	12/19/22 - 12/18/24	\$319,400	363	288	\$319,400 (100%)
ET21-0145-000	09/08/20 - 09/07/22	\$138,600	231	281	\$115,880 (84%)

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	12% 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

- Artificial Intelligence (AI) Literacy
- Budget Management
- Communication Skills
- Confidentiality & Professionalism
- Conflict Management
- Customer Service
- Data Literacy/Interpretation
- Financial Management & Reporting
- Frontline Leadership
- Goal Setting & Measurements
- Investigation Training
- Long-Term Strategic Team Planning
- Policy Review
- Presentation Skills
- Problem Solving & Decision Making
- Productivity Maximization & Measurement Tools
- Project Management
- Report Writing
- Time Management

Commercial Skills

- ABC's of Participant Rights
- Behavior Intervention Plan (BIP) Training
- Behavioral Support
- Behavior Tracking
- Classroom Management
- Data Collection
- Diet Matrix
- Documentation & Confidentiality
- Implicit Bias Training
- Medication Training
- Mentorship Training
- Nonviolent Crisis Intervention Initial
- Nonviolent Crisis Intervention Refresher
- Person Centered Training
- Positive Behavior Support
- Restricted Health Care Plan (RHCP) Training
- Social Effectiveness Training
- Team Leader Training

Computer Skills

- LeadR Platform
- Microsoft Office (Intermediate/Advanced)
- Paycom
- Therap

Computer-Based Training

Trainees may receive any of the following:

Commercial Skills

- Bloodborne Pathogens (1.5 hrs.)
- Crisis Intervention in Mental Health (0.5 hrs.)
- Defensive Driving (0.75 hrs.)
- Health Insurance Portability and Accountability Act (HIPAA) Basics (0.17 hrs.)
- Introduction to Infection Control (0.5 hrs.)
- Identifying and Reporting Neglect & Abuse (0.25 hrs.)
- Medication Management in Behavioral Health Settings (0.33 hrs.)
- Cultural Competency and Disability Awareness (0.25 hrs.)
- Standards for Treatment and Services for Persons with Intellectual and Developmental Disabilities (IDD) (0.25 hrs.)
- Cultural Competencies for Healthcare Professionals (0.25 hrs.)
- The Rights of the Individual and Person Centered Care Across the Continuum (0.33 hrs.)
- Effective Problem Solving with Challenging Behavior (0.75 hrs.)
- Transmission-Based Precautions (0.5 hrs.)
- Documentation Standards For Medical Records (0.75 hrs.)
- Dealing with Adverse Behaviors (0.5 hrs.)
- Water Safety Training (1.0 hrs.)
- 40-Hour Registered Behavior Technician (RBT) Training
 - Introduction to Applied Behavior Analysis (2.0 hrs.)
 - Preparing for Service Delivery (1.0 hrs.)
 - Data Collection and Graphing (3.0 hrs.)
 - Assisting with Behavior Assessments (3.0 hrs.)
 - Behavior-Change Interventions
 - Teaching New Behaviors (4.08 hrs.)
 - Prompting, Shaping, and Chaining (2.53 hrs.)
 - Antecedent Interventions (3.17 hrs.)
 - Differential Reinforcement (4.10 hrs.)
 - Behavior Reduction (2.75 hrs.)
 - Generalization and Maintenance (3.37 hrs.)
 - Service Delivery Documentation and Reporting (3.0 hrs.)
 - Ethics and Professionalism
 - Ethical Responsibility (2.10 hrs.)
 - Professional Responsibility (2.90 hrs.)
 - Next Steps in the Certification Process (1.0 hrs.)
 - Two Unallocated Hours for any Section (2.0 hrs.)



Training Proposal for:

KB Delta, Inc.

Contract Number: ET27-0135

Panel Meeting of: August 21, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Los Angeles	Repeat Contractor:	☐ Yes ☒ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 150	U.S.: 150	Worldwide: 150	
<u>Turnover Rate:</u>	6%			
<u>Managers/Supervisors:</u> (% of total trainees)	6%			

Funding Detail

In-Kind Contribution
\$225,155

Total ETP Funding
\$203,000

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	145	8-200	0-0	50	\$1,400	\$24.79

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

Published Minimum Hourly Wage by County:

Job Number 1: \$24.79 per hour for Los Angeles County.

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

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

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

Job Number 1: \$2.50

Fringe Benefits: KB Delta, Inc. provides a comprehensive range of benefits to its employees. These benefits include comprehensive medical, vision, and dental, life insurance plans, short term disability, financial planning, and 401(k) plans totaling to 30% of employee pay.

Wage Progression: Reviews are conducted after 90 days and then as needed. Reviews are intended to provide feedback on performance and course correction. Wage increases and promotions are held annually based on the performance reviews, and the review includes a breakdown of the employee's total compensation, which is typically a 5-6% 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, Retrainee					
Administration Staff	\$22.29 - \$45.00	30	0	2	28
Production Staff	\$22.29 - \$48.00	65	0	5	60
Engineers	\$22.29 - \$50.00	40	0	5	35
Managers & Supervisors	\$22.30 - \$55.00	10	0	2	8

Introduction

Founded in 1982 and headquartered in Torrance, KB Delta, Inc. (KB Delta) (www.kbdelta.com) is a compressor valve parts manufacturer providing quality parts to industrial employers and maintenance professionals within the compressor and manufacturing sectors. The Company serves a global client base that includes natural gas, air compression, and refrigeration industries. KB Delta's in-house injection molding machines, exclusive molds, metallic laser cutters, Computer Numerical Control (CNC) machines, and proprietary equipment allow the Company to provide durable, abrasion resistant, and stress-free components.

This will be KB Delta's first ETP contract. Training will take place at the Company's sole location in Torrance.

ETP Priority 10200(b)

The proposed training aligns with ETP priorities by supporting training in new technologies and methods, upskilling the Company's workforce to operate advanced manufacturing systems used in producing Original Equipment Manufacturer (OEM) quality compressor valve parts. With state-of-the-art laser-cutting equipment, specialized thermoplastic molding, automated machining, and proprietary production processes, employees must stay current with evolving precision-manufacturing techniques. Training ensures the Company maintains tight tolerance, material performance standards, and production efficiency required to remain competitive in California's manufacturing sector.

Veterans Program

KB Delta partners with the Veterans Administration to recruit and hire Veterans. However, there are currently no Veterans employed.

Project Details

The compressor-parts manufacturing industry is evolving rapidly, requiring KB Delta's workforce to continually update its skills to keep pace with new technologies, quality standards, materials, and production methods. As one of the largest compressor valve parts manufacturers in North America, the Company is investing in more sophisticated manufacturing equipment and processes, and needs employees trained to maximize the capabilities of this technology. Training will focus on advanced machining, laser cutting, digital production controls, precision inspection, quality assurance, injection molding, material handling, and thermoplastic performance. Employees will also receive training in CAD interpretation, custom-specification development, and collaborative design to support the growing demand for custom springs, valve parts, and customer-specific solutions.

KB Delta anticipates hiring four to six additional employees over the next two years to meet increased workload demands. The proposed training will improve employee productivity, efficiency, product quality, and the Company's ability to maintain fast shipping and adequate inventory levels. Training in inventory control, workflow optimization, and order fulfillment will support these goals, while expanded management training will strengthen day-to-day operations and employee management. As customers increasingly require OEM-interchangeable components with tighter tolerances and greater durability, developing these skills will help KB Delta maintain its high-quality standards, meet evolving customer expectations, and remain competitive in the compressor-parts manufacturing industry.

Training Plan

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

Business Skills: This training will be offered to all occupations and will include course topics such as Credit & Collection Skills, Customer Relations, Inventory Control, Project Management, and Time Management.

Computer Skills: This training will be offered to all occupations and will include course topics such as 3D CAD, Adobe, MasterCAM, Microsoft Project, and Report Generation.

Continuous Improvement Skills: This training will be offered to all occupations and will include course topics such as Change Management, Performance Improvement, and Process/Quality Improvement.

Manufacturing Skills: This training will be offered to Engineers and Production Staff, and will include course topics such as Inspection Techniques, Inventory Control-Cycle Counting, Quality Control, and Warehouse 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.

KB Delta is requesting up to 12 hours of PL-Manufacturing Skills training for 20 Engineers and 50 Production Staff with a 1:1 trainer-to-trainee ratio. The PL training will allow KB Delta to lower costs, reduce complexity of manufacturing, and give more efficiency in moving the projects production. This will be a vital component in the Company's formula for success. Trainees will be working under the direct and constant supervision of a trainer. Training will include the cause and effect of each piece of equipment and the selected piece of material. As training is completed, they will be documented, reviewed and discussed.

The emphasis will be on topics such as Equipment Operations/Maintenance, Materials Handling and Storage, Production Shop Operational Procedures, and Tool Identification. Trainees will not be expected to produce at the same output level as experienced workers. Quantity will not be a concern for trainees until training is completed.

Trainers are fully qualified in the specific area of training. Trainers are typically internal subject matter experts, including lead employees or supervisors with extensive experience in the processes and equipment being used for training. Trainers from certified schools are to be determined and may be used as needed. Trainers will examine and review work to determine if the trainee has obtained the skills required and/or will be able to meet the requirements of the job.

Alternate Recordkeeping

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

Commitment to Training

KB Delta has an annual training budget of \$100,000. The Company's current training consists of CNC and Injection Molding Machines training, basic technical training, safety training, and human resources 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 Vice President of Finance and Accounting and the Vice President of Human Resources will be overseeing the training project. The Company has retained a third-party administrator to assist with ETP administrative requirements. Training will be provided by in-house experts and vendors if necessary.

Subcontractors

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

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

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Business Skills

- Accounting/Auditing
- Coaching
- Communication
- Credit & Collection Skills
- Customer Relations
- Goal Setting
- Inventory Control
- Leadership
- Project Management
- Time Management
- Writing

Computer Skills

- 3D CAD (Three-Dimensional Computer-Aided Design)
- Adobe
- Auto CAD Office 365
- Made2Manage
- Excel (Intermediate/Advanced)
- MasterCAM
- Microsoft Project
- Report Generation

Continuous Improvement Skills

- Change Management
- Performance Improvement
- Process/Quality Improvement

Manufacturing Skills

- Equipment Operations/Maintenance
- Inspection Techniques
- Inventory Control-Cycle Counting
- Leadership Energy Environmental Design (LEED)
- Manufacturing Techniques
- Production/ Manufacturing Techniques
- Product/Service Knowledge
- Quality Control
- Shop Drawings- CAD drawings
- Warehouse Procedures (Shipping, Receiving, Order Picking/Packing)

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

Trainees may receive any of the following:

Manufacturing Skills

- Equipment Operations/Maintenance
- Materials Handling and Storage
- Production Shop Operational Procedures
- Tool Identification



Training Proposal for:
Montage Medical Group

Contract Number: ET27-0137

Panel Meeting of: August 21, 2026

Project Profile

Contract Attributes:	HUA Priority Rate Retrainee SET	Industry Sector(s):	Health Care and Social Assistance	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Monterey	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 300	U.S.: 365	Worldwide: 365	
<u>Turnover Rate:</u>	4%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$700,547

Total ETP Funding
\$350,000

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 HUA SET Retrainee	250	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 per hour for Monterey County
Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: ☒ Yes ☐ No	
Health Benefits may be used to meet the Post-Retention Wage as follows:	
Job Number 1:	\$0.83
Fringe Benefits:	Montage Medical Group provides a comprehensive fringe benefits package to eligible employees as part of its total compensation program. The Company covers 91% of employee Health and Dental insurance, 24% of Vision insurance, and 100% 401k employer match of the first 4% of employee contributions. The Company also provides life insurance, short/long-term disability insurance, paid holidays, paid time off and paid sick leave.
Wage Progression:	Montage Medical Group has a development pathways program that supports employee career progression and employee retention with defined pathways to career and wage progression. Employees may receive approximately 2-6% wage increases annually. 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, HUA, SET, Retrainee					
Front Office	\$23.84 - \$39.42	50	0	10	40
Licensed Vocational Nurse / Medical Assistant	\$24.41 - \$46.74	90	0	10	80
Care Coordination	\$24.41 - \$49.59	40	0	1	39
Back Office	\$31.79 - \$61.15	10	0	0	10
Other Clinical Care	\$26.12 - \$90.10	20	0	0	20
Frontline Management	\$31.79 - \$87.71	20	0	0	20
Registered Nurse (RN)	\$62.16 - \$87.17	20	0	0	20

Introduction

Founded in 2009 and headquartered in Monterey, Montage Medical Group (Montage Medical) (www.montagehealth.org) is a health care provider emphasizing in prevention and wellness that provides a variety of hard to find medical specialists including Bariatric Surgery, Neurology, and Interventional Cardiology. Training will be for Montage Medical's eleven locations throughout Monterey County. This is Montage Medical's second ETP project and the second in the last five years.

ETP Priority 10200(b)

Montage Medical provides opportunities for new entrants into the workforce, new-hire healthcare workers, and career pathways for clinical and administrative staff. Montage Medical provides high-wage jobs in Monterey County which is considered a high unemployment area.

Veterans Program

Montage Medical does not actively recruit Veterans, however, the Company does employ Veterans.

Project Details

In the previous project, Montage Medical focused on upskilling new employees. Under this proposal, Montage Medical has implemented a training plan focused on the Company's newly expanded 50,000 square feet medical office building. The new medical office building will support multi-specialty services including general surgery, cardiology, urology, and new specialties including breast and oncology surgery. Montage Medical has invested over \$1.4M on new equipment including ultrasound equipment, scope cleaners, lasers, and sleep apnea device programmers. The Company has also expanded its services to include vascular surgery, radiation oncology, plastic surgery, oncological surgery, and geriatric medicine. Training under this proposal will ensure staff are properly trained on new services and proper documentation, processing, and reporting.

Montage Medical anticipates hiring 50 additional employees within the next two years to support the expansion. The Company will continue training on its Jumpstart Academy, which provides new employees specific training in specialized fields and is key to transitioning new employees to the healthcare workforce.

Training Plan

Training will be delivered via Classroom/Laboratory, E-Learning and Preceptor/Didactic Medical Skills in the following:

Business Skills: Training will be offered to all occupations focused on patient intake and customer service. Training topics include Billing and Coding Requirements, Customer Service Guidelines and Process, and Patient Work Queues.

Computer Skills: Training will be offered to all occupations focused on internal software. Training topics include MyChart Activation, Cisco Finesse, and Hyland OnBase Software.

Continuous Improvement Skills: Training will be offered to all occupations focused on improving workflow processes. Training topics include Kanban System, Performing Quality Controls, and Department Collaboration Tactics & Improvements.

Management Skills: Training will be offered to Frontline Management focused on improving supervisory skills. Training topics include Supervisor Skills: Leadership and Supervisor Skills: Team Development.

Medical Skills (Didactic): Training will be offered to Licensed Vocational Nurses / Medical Assistants, Registered Nurses (RNs), Other Clinical Care, and Frontline Management. Trainees will receive training that is pertinent to their main job functions. Training topics include Bloodborne Pathogens, Medication Management Procedures, Needle and Sharps Safety, and Collaborative Care Services.

Medical Skills (Preceptor): Training will be offered to Licensed Vocational Nurses / Medical Assistants, Registered Nurses (RNs), Other Clinical Care, and Frontline Management. Training topics include Common Conditions and Symptoms, Specialty Specific Workflows, Sterile Technique, and Commonly Ordered Tests and Procedures. Trainer to trainee ratio will be no more than 1:10 to ensure trainees receive the attention to detail while in the field. The trainees will observe a qualified mentor or other practitioner in a productive work environment then the trainee will perform the skills under the trainer's close supervision.

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.

High Unemployment Area

All trainees work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by 25%. The Company's locations in Monterey County are in an HUA.

These trainees qualify for the ETP Minimum Wage rather than the Statewide Average Hourly Wage. The Panel may modify the ETP Minimum Wage for these trainees by up to 25% if post-retention wages exceed the start-of-training wages. The Company is requesting a wage modification from \$33.64 to \$24.67 for trainees in Job Number 1.

Approximately 235 Care Coordination, Front Office, Licensed Vocational Nurse / Medical Assistant, and Other Clinical Care will need this wage modification.

Commitment to Training

Montage Medical invests \$64k annually per location on training including general safety, new hire orientation, and compliance training. ETP funds will not displace the existing financial

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

➤ Training Infrastructure

The Executive Director with the assistance of the Human Resources/Training Manager will oversee all aspects of the training project. Two full-time certified trainers will assist with scheduling training, roster collection, and roster review. Training will be provided by in-house subject matter experts and external vendors as necessary. The Company has also retained a third party administrator 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 \$ %
ET24-0245	10/30/23 - 10/29/25	\$335,616	228	252	\$265,273 (79%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Dunton Consulting, Inc	Monterey, CA	\$4,000
Administrative	Dunton Consulting, Inc	Monterey, 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

- ADP Timecard Processing
- Appointment Requests
- Back Office: Payroll, Office Workflows, Schedule
- Back Office: Primary Care
- Back Office: Specialty Care
- Billing and Coding Requirements
- Call Center: Fast Pass, Ticket Scheduling
- Call Center: In Basket Routing
- Call Center: Policies and Procedures
- Call Center: Provider-to-Provider
- Call Center: System Screener
- Cash Handling Procedures
- Catheter Appointment vs Procedure
- Creating Addendums
- Crucial Accountability
- Customer Service Guidelines and Process
- Discharge Process
- Document Sorting
- eFax Processing
- End Of Day / No Show Process
- Formularies
- Front Office: Primary Care
- Front Office: Specialty Care
- Hunt Group Call Escalation
- HX Portal – Patient Safety Reporting
- Inbasket Messages
- Incident Reporting
- Insurance Basics and Documentation
- Invoice Approvals and Processing
- Jumpstart Academy
- Language Line Process
- Legal Documents Workflow
- Locating Prescription Information
- Medical Refill Request Processing
- Medical Terminology
- Paging Procedures
- Patient Experience
- Patient Work Queues
- Prior Authorization
- QAPI, or Quality Assurance and Performance Improvement
- Referral and Diagnostics

- Referral Authorization Form (RAF) Requests
- Registration Procedures
- Relative Policy, Consent to Treat Minor
- Scanning Basics
- Scheduling Basics
- Sending Scheduling Tickets
- Service Recovery
- Supply Chain management
- Telephone Basics
- Transcribing Process
- Updating Patient Records

Computer Skills

- Benefit Audit and Reporting
- Break-the-Glass
- Chart Navigation
- Cisco Finesse
- Epic: Basics
- Epic: Documentation
- Epic: Obstetrics Medical Assistant Training
- Epic: Reporting in Epic 100
- Epic: Upgrades
- Epic: Worklists
- Episode Documentation
- HealthStream Assignments
- Human Experience Portal Urology
- Hyland OnBase Software
- Imaging Workflow
- InBasket Basics
- Message Routing (Pools, Priority, Etc.)
- Microsoft Excel: Intermediate
- Microsoft OneNote: Intermediate
- Microsoft Outlook/Exchange: Intermediate
- Microsoft PowerPoint: Intermediate
- Microsoft Teams: Intermediate
- Microsoft Word: Intermediate
- MyChart Activation
- Patient Form Processing
- Provider Dragon Voice Transcription
- Surgery Scheduler Training

Continuous Improvement Skills

- Adding Documentation to Existing Encounters
- Call Center: Agent Efficiency
- Check-In/Out and Asset Verification System Documents
- COVID / FLU Charging
- Department Collaboration Tactics & Improvements
- Engagement Action Planning

- Five Behaviors: Creating Powerful, Customized Teams
- Improvement: Recognition and Communication
- Influencing Up and Across
- Insurance Basics
- Pre-charting
- Registration Basics
- Coaching for Performance
- Performing Quality Controls
- Kanban System

Management Skills (Managers/Supervisors/Leads Only)

- Ambulatory Clinic Manager Training
- Supervisor Skills: Leadership
- Supervisor Skills: Team Development

Medical Skills (Didactic)

- Airborne & Droplet Disease (ADD) Transmission
- Administering Vaccines
- Advanced Care Planning Training
- Ambulatory Manager Training
- Automated External Defibrillator Training
- Auto Clave
- Bio Hazard
- Blood Pressure Readings
- Bloodborne Pathogens
- Calling Patients to Discuss Lab Results
- Checking-In and Reassessments
- Chemical Safety
- Code Policy
- Collaborative Care Services
- Collaborative Care Services: Care Coordination
- Collaborative Care Services: Episode / Task Efficiency
- Confidentiality & HIPAA Compliance
- Creating a New Chart
- Dexcom Training
- Diabetes Care Visit
- EKG Troubleshoot
- E-Kit Standardization
- Elder or Adult Abuse Reporting
- Geriatric Medicine
- Hepatobiliary
- Hunt Groups
- Identifying and Stocking Supplies
- Injections
- Interventional Neurodiology
- Kidney Stone Treatment
- Lasers
- Medical Assistant Responsibilities

- Medication Administration Documentation (MAR)
- Medication Management Procedures
- Mini Mental State Exam (MMSE)
- Mobility Training
- Natera Updates
- Needle and Sharps Safety
- Obstetrics Medical Assistant Training
- Oncology
- Patient Experience
- Patient Expressing Suicidal Ideation
- Pelvic Chaperone
- Plastic Surgery
- Pre-Visit Planning
- Radiation
- Reporting to Work & Back Safety
- Rooming Patients
- Scanning Basics
- Scheduling: Basics
- Scheduling: Queues
- Scope Cleaners
- Sleep Apnea Devices
- Specialty Specific Workflow
- Ultrasound Devices
- Urology Training
- Vascular Surgery
- Worklists

Medical Skills (Preceptor)

- Activities of Daily Living Screening
- Advanced Cardiac Life Support (ACLS)
- Anxiety Screening
- Assisting with Procedures
- Basic Life Support (BLS)
- Clinic Administered Immunization Documentation and Procedures
- Clinic Administered Medication Documentation and Procedures
- Clinic IV Procedures
- Clinical Advice Documentation
- Common Conditions and Symptoms
- Commonly Ordered Tests and Procedures
- CPR Training
- Daily Providers Huddles
- Depression Screenings
- EKG Training
- Emergency Response Procedures
- Exam Room Turnover Procedures
- Fall Risk Screening
- Human Body System Review
- InBasket Clinical Training

- Interventional Cardiology
- Lab Draws and Phlebotomy
- Medical Assistant Visit Documentation
- Medicare Annual Wellness Visits
- Medication Reconciliation
- Mental Health First AID Training
- Mini Mental Screenings
- Montreal Cognitive Assessment Screenings
- Orthostatic Vitals Procedures
- Patient Flow: Procedures
- Patient Flow: Transitional Care Management
- Pre-Visit Planning
- Procedure: Chaperone Documentation
- Procedure: Set-up / Identifying Instruments
- Procedure: Tray Setup
- Reconciling Retina Vues
- RetinaVue Camera Training
- Specialty Specific Workflows
- Standard Orders
- Standard Protocols
- Standard Vital Procedures
- Staying Healthy Assessments
- Sterile Technique
- Urgent Symptom Triage



Training Proposal for:
Person Centered Services, Inc.

Contract Number: ET27-0136

Panel Meeting of: August 21, 2026

Project Profile

Contract Attributes:	HUA Retrainee SET	Industry Sector(s):	Health Care and Social Assistance	
		Priority Industry:	☐ Yes ☒ No	
Counties Served:	San Joaquin	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 200	U.S.: 200	Worldwide: 200	
<u>Turnover Rate:</u>	2%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$368,500

Total ETP Funding
\$241,920

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	HUA SET Retrainee	168	8-200	0-0	60	\$1,440	\$18.50

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

Published Minimum Hourly Wage by County:	
Job Number 1:	\$18.50 (HUA) for San Joaquin 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:	\$1.50
Fringe Benefits:	PCS offers a range of benefits to all of its employees. These benefits include 11 paid holidays per year, health, dental and vision insurance, and 3 weeks of paid vacation per year.
Wage Progression:	PCS provides annual wage/salary increases ranging from 5% to 8%. Increases are dependent upon annual funding through California Department of Developmental Services (DDS) and additional contracted services paid for through Regional Center Services. When funding is available for wage/salary increases, the decisions take into account current cost of living and an employee's performance throughout the year. When vacant or new positions become available, existing employees are encouraged to apply as the Company prefers to hire internally.

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					
Clerical Staff	\$17.00 - \$25.00	5	4	1	0
Direct Service Staff	\$17.00 - \$30.00	120	1	98	21
IT Staff	\$20.01 - \$30.00	3	0	1	2
Team Leads	\$20.01 - \$40.00	14	0	5	9
Program Managers	\$25.00 - \$40.00	13	0	1	12
Administration	\$25.00 - \$50.00	13	0	2	11

Introduction

Founded in 1993 and headquartered in Stockton, Person Centered Services, Inc. (PCS) (www.personcenteredservices.com) provides comprehensive support services, care coordination, and transitional care for individuals with intellectual and developmental disabilities

and those recovering from substance use disorders. Through person-centered programs and community-based services, the Company is committed to helping individuals achieve greater independence while delivering high-quality care that meets evolving regulatory and service standards. Training under this proposal will be delivered at PCS's Stockton locations. This will be PCS's fourth ETP Contract and its third within the last five years.

ETP Priority 10200(b)

The proposed training project supports ETP priorities by investing in frontline workers and strengthening California's healthcare and social assistance workforce through comprehensive skills development and technology adoption. PCS provides career opportunities for individuals with limited experience while delivering ongoing training that supports professional growth, regulatory compliance, and wage progression. The project emphasizes the use of technology, person-centered service delivery, and modern operational practices that improve organizational effectiveness and client outcomes. By expanding employee skills the project promotes long-term career advancement and supports the delivery of high-quality community-based care.

Veterans Program

While Veterans are encouraged to apply to open positions at PCS, the Company is not seeking a separate Veteran Job Number at this time.

Project Details

The healthcare and community support services industry continues to evolve as organizations respond to changing regulatory requirements, expanding technology, and increasing demand for high-quality, person-centered care. The previous proposal focused on designing, implementing, and modifying the customer's plan to ensure the Company can properly deliver the program to customers. Staff were therefore trained to effectively do their jobs while working with individuals with physical and intellectual disabilities while maintaining a level of safety. PCS's service programs have been redesigned to facilitate remote services and technology training while ensuring legal compliance and state/federal mandates.

Building upon previous training projects, training under this proposal will focus on improving day-to-day operations, expanding organizational capacity, and supporting continued growth through enhanced employee skills. Training will strengthen competencies in leadership, communication, regulatory compliance, documentation process, trauma-informed care, and person-centered planning while expanding the use of technology applications that improve timekeeping, scheduling, and financial management.

The proposed training will enable employees to better respond to changing client needs, implement evolving regulatory requirements, and utilize technology to improve operational efficiency and service quality. By enhancing workforce capabilities, the Company will strengthen employee performance, improve client outcomes, and increase organizational effectiveness.

Training Plan

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

Business Skills: This training will be delivered to all occupations. Training topics will include Budget and Finance, Leadership Skills, and Regulatory Compliance.

Commercial Skills: This training will be delivered to all occupations. Training topics will include Management Skills, Overcoming Behavioral Obstacles, and Verbal/Non-Verbal Communication.

Computer Skills: This training will be delivered to all occupations. Training topics will include Calcium Calendar, QSP/Compass (Software for Timekeeping/Expense Tracking), and QuickBooks Professional.

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

High Unemployment Area

All trainees work in a High Unemployment Area (HUA). This is a region with unemployment exceeding the state average by 25%. The Company's locations in San Joaquin County are in an HUA.

These trainees qualify for the ETP Minimum Wage rather than the Statewide Average Hourly Wage. The Panel may modify the ETP Minimum Wage for these trainees by up to 25% if post-retention wages exceed the start-of-training wages. PCS requests a wage modification from \$44.85 per hour to \$24.67 per hour for trainees in Job Number 1. PCS 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 157 Administration, Clerical Staff, Direct Service Staff, IT Staff, Program Managers, and Team Leads will need the wage modification.

Impact/Outcome

ETP funding will allow PCS to invest in new training opportunities while continuing to cover the cost and not seeking ETP reimbursement for industry-recognized certifications that strengthen both workforce capabilities and service quality. Staff with these enhanced skills and professional knowledge will strengthen client safety and service outcomes while maintaining compliance with industry standards.

Reduced Work Week Hours

Full-time employment for purposes of ETP retention means at least 35 hours a week for 90 consecutive days. The Panel may approve less than 35 hours a week if that workweek is customary for the industry or occupation. PCS is requesting to decrease the full-time employment hours from 35 hours per week to 29 hours per week for its employees. The Company considers employees to be full-time at 29 hours per week and eligible for full-time benefits.

Commitment to Training

PCS has an annual training budget of \$75,000 per location. Training includes onboarding and driver safety training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

This project will be overseen by the Director of Day Programs and the Director of Curriculum. The Directors will oversee and assess training needs for all staff as well as training implementation. The HR Manager, Training Coordinator, and Site Supervisors will oversee the day-to-day training implementation at each of the sites that will participate in the project. Training will be provided by in-house experts and outside training vendors as needed. In addition, PCS 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 \$ %
ET24-0187	08/28/23 - 08/27/25	\$100,035	130	117	\$100,035 (100%)
ET21-0159-000	09/01/20 - 08/31/22	\$178,090	204	151	\$108,439 (61%)

ET21-0159: PCS tracked 5,362 valid hours, with earnings of \$108,439 (60%). This project was executed at the start of the COVID-19 pandemic. As such, due to the nature of the services PCS provides to customers, it was difficult to hire and retain trainees as well as conduct training. Since then, the Company has implemented extensive safety measures to ensure the safety of both staff and customers while employees deliver high-quality community-based care and services.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Propel Consulting Group	El Dorado Hills, CA	\$7,500
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

- Budget and Finance
- Coaching/Mentoring
- Communicating Across Culture
- Conflict Resolution
- Critical Incidents
- Customer Service
- Disaster Preparedness
- Leadership Skills
- Presentation Skills
- Professional Development
- Project Proposals
- Regulatory Compliance
- Report Writing
- Risk Management
- Team Building

Commercial Skills

- ABC's of Challenging Behavior
- Accident Investigations/Reporting
- Active Listening Skills
- Avoiding Injuries in the Workplace
- Building Foundational Skills
- Burnout Prevention
- Communication Skills
- Community Resources
- Compassion Fatigue
- Connecting with Support Systems
- Decision Making
- Defensive Driving Tips
- Distracted Driving
- Documentation Process (Assessments, Annuals, Semi-Annuals)
- Driving in Inclement Weather
- Functional Skills
- Good Housekeeping in the Workplace
- Health Insurance Portability and Accountability Act (HIPPA) Compliance
- Home/Community Based Learning
- Illness Prevention
- Individual Behavior Plans
- Individualized Support
- Infection Control
- Informed Choices

- Management Skills
- Mastery of Self Awareness
- My Voice/My Choice
- Overcoming Behavior Obstacles
- Person Centered Thinking/Planning
- Power of Persuasion
- Problem Solving
- Recognition of the Need for Professional Medical Assistance
- Rights and Responsibilities
- Routine Isn't Always Best
- Self-Reliance/Determination/Use of Self-Game Triangle
- Sign Language
- Signs & Symptoms of Illness & Injury
- Signs & Symptoms of Mental Illness
- Stress Management Techniques
- Trauma Informed Care
- Verbal/Non-Verbal Communication

Computer Skills

- Calcium Calendar
- Canva
- Computer Software Skills
- Paycom Timekeeping & Attendance (Intermediate/Advanced)
- Penelope-Consumer Data Base/Timekeeping
- Provider Directory (DDS)
- QSP/Compass (Software for Timekeeping/Expense Tracking)
- QuickBooks Professional
- Technology and Computer Skills



Training Proposal for:

Pharmavite LLC

Contract Number: ET27-0124

Panel Meeting of: August 21, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Los Angeles	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 1,001	U.S.: 2,282	Worldwide: 2,282	
<u>Turnover Rate:</u>	10%			
<u>Managers/Supervisors:</u> (% of total trainees)	19%			

Funding Detail

In-Kind Contribution
\$478,340

Total ETP Funding
\$242,788

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	299	8-200	0-11	29	\$812	\$24.79

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

Published Minimum Hourly Wage by County:

Job Number 1: \$24.79 per hour for Los Angeles County.

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

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

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

Job Number 1: \$2.50

Fringe Benefits: The Company provides access to a comprehensive benefits package, covering up to 80% for medical, dental, and vision. Additional benefits include: Paid vacation, Healthcare/ flexible spending accounts, Hospital Indemnity Plan, 401(k) Account, Critical Illness Plan, Disability Insurance, Identity Theft Protection, Life and AD&D Insurance, Long Term Care Insurance, Employee Assistance Program, MetLife Legal Benefits, Travel assistance, and Tuition Assistance & Professional Development Program.

Wage Progression: The Company's wage progression strategy is grounded in a performance-driven, equitable approach that rewards contribution, growth, and potential. Employees receive annual salary or wage increases through a structured performance review process, allowing for merit-based increases of up to 10%. This is based on both individual performance and business outcomes. The review process occurs annually, with quarterly pulse check-ins for continuous feedback and alignment with goals. This system fosters transparency and ongoing development conversations between employees and managers.

Lastly, The Company is committed to internal mobility and creating pathways for advancement. Any employee, regardless of level or function, is eligible for promotion based on performance, readiness, and organizational need. This approach supports a broader strategy of investing in their staff while ensuring they maintain a high-performing, future-ready workforce.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Operators	\$22.29 - \$29.28	172	0	75	97
Quality Staff	\$26.50 - \$39.09	49	0	0	49

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
Warehouse Staff	\$28.99 - \$37.03	9	0	0	9
Maintenance Staff	\$36.03 - \$50.21	12	0	0	12
Managers/Supervisors	\$42.88 - \$70.33	57	0	0	57

Introduction

Founded in 1971 and headquartered in West Hills, Pharmavite LLC (www.pharmavite.com) (Pharmavite) is a manufacturer of vitamins, herbal supplements and nutritional bars with the purpose to improve health and wellness focusing on complete nutrition through essential nutrients and minerals. The Company was built on the premise of producing the highest quality nutritional products in the country and operates one of the most sophisticated, state-of-the-art research and development facilities in the industry. Pharmavite operates manufacturing and distribution facilities in California located in San Fernando and Valencia. Their products include: NatureMade Vitamin, Mineral and Supplement (VMS), MegaFood premium supplements; Equelle, a non-prescription daily supplement. Serving customers such as Costco, CVS, Walgreens, Amazon, Walmart, Target and Kroger. Training will take place at their three locations in San Fernando and Valencia (2).

This is Pharmavite's fourth ETP Contract and its second in the last five years.

ETP Priority 10200(b)

The Company aligns with ETP priorities by developing workers with the skills needed to operate new technologies and modern manufacturing methods used in today's production processes, while reducing reliance on third-party manufacturing. Through phased training aligned to business demand, employees will be prepared to support increased Softgel and Packaging volume, transitional Tableting operations, and future insourcing of products currently produced by external vendors. These efforts increase California production capacity, reduce external sourcing, and improve supply chain resilience. In addition, it will ensure frontline employees are gaining high value experience and transferable skills that strengthen California's manufacturing workforce.

Veterans Program

Although there is no separate Veterans component in this project, the Company is actively connecting with Veteran organizations and attending recruiting events.

Project Details

In the previous ETP project, the Company focused training on various equipment that provided trainees with technical and hands-on training on assembling, disassembling, cleaning, operating, preventative maintenance, minor repairs, and troubleshooting of machines.

For this project, Pharmavite performed an internal training audit and discovered a few areas within the organization that would benefit from additional training. One area that requires training to maximize product output is the automation awareness and system fluency related to their Technophar and Symetix System Operation, as well as, navigate through their recent 100k

upgrade to their Tracksys software. Another Company training focus is to improve troubleshooting capabilities which requires training in alarm response, root-cause analysis, and corrective action pathways. Additional training on Company standards and compliance of industry regulations will also occur.

In addition, Pharmavite has prioritized worker retention and displacement prevention by cross-training employees affected by operational transitions. For example, the Company initiated the migration of staff from Tableting (compressed pills) activities to Softgel and Packaging production to meet increased consumer demands. Rather than displacing workers, the Company allows cross-training to enable role transitions, skill portability, and continued employment as business needs shift. This engagement will help Pharmavite retain employees and provide a clear path for internal promotion and growth.

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 focus on how each employee contributes to company growth and improving business processes within the organization. Training topics include Advanced Communication Skills, Problem Solving, Decision Making, Time Management, and Conflict Resolution.

Continuous Improvement: This training will be offered to all occupations. The training will improve efficiency in manufacturing and manufacturing support, reduce errors, and increase product quality. Training topics include Root Cause Analysis/ Business Rule Parameters, Kaizen 3P - Production, Preparation, Process, and LEAN Practices.

Manufacturing Skills: This training will be offered to all occupations. Training will ensure that equipment is being used and maintained correctly and meets industry standards. Training topics include Good Manufacturing Practices, Good Documentation Practices, Coating Operation Skills, Inspection Operation Skills, Compounding Operation Skills, Utility Operations Skills, and Manual Packing Operations.

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 0-11 hours of CBT.

Alternate Recordkeeping

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

Commitment to Training

Pharmavite spends approximately \$50,000 annually for training per facility. The Company provides training on OSHA-mandated safety regulations, sexual harassment prevention, new-hire orientations, basic computer skills training, and on-the-job production 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

Two Training and Development Supervisors will oversee the training and administration of this project. They will work with the Training and Development Coordinator and Site Coordinator, as well as, the Operations Managers and Department Leaders in the Valencia and San Fernando facilities to help coordinate training, develop training sessions, deliver training and collect rosters. Rosters will be transmitted to the Training and Development Coordinator to upload training data into the Cal-E-Force system. 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 \$ %
ET24-0285	12/18/23 - 12/17/25	\$410,435	507	371	\$243,142 (59%)

ET24-0285: The lower performance was due to the relocation of their tableting department out of state in early 2025. This resulted in a reduction of their California workforce by approximately half, resulting in limited training. Recently, the Company reacquired the tableting compression machines back to their San Fernando facility and this has led to a significant increase in training for incumbent staff and new employees. Moving forward, Pharmavite has implemented corrective measures to ensure all training is documented and submitted, with ownership residing in the Training Department. As part of this process, submissions are reviewed on a weekly and monthly basis to confirm that we are staying on track to meet funding requirements. In addition, this project has been right-sized to the prior project'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
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

- Advanced Communication Skills
- Presentation Skills
- Problem Solving
- Data and Systems Integration
- Change Management
- Decision Making
- Cost Optimization Strategies
- Leadership
- Providing Service Excellence
- Conflict Resolution and Management
- Meeting Planning and Preparation
- Facilitation Techniques and Best Practices
- Communication Strategies
- Time Management

Continuous Improvement Skills

- Alarm Response
- Root Cause Analysis/ Business Rule Parameters
- Process Improvement Certification - White and Green Belt
- Kaizen 3P – Production, Preparation, Process
- Kaizen 5S - SMED (Single Minute Exchange of Die), Process Flow/Map, Standard Work, Kanban & Heijunka, Total Productive Maintenance (TPM)
- Policy Deployment
- LEAN Practices

Manufacturing Skills

- Manufacturing Best Practices
- Good Manufacturing Practices (GMP)
- Good Documentation Practices (GDP)
- Quality System Processes
- Tableting and Softgel
 - Weighroom Operations Skills
 - Blending Operations Skills
 - Compressing Operations Skills
 - Coating Operations Skills
 - Compounding Operations Skills
 - Encapsulation Operations Skills
 - Gel Making Operations Skills
 - Utility Operations Skills
 - Inspection Operations Skills

- Packaging
 - Utility Operations Skills
 - Unscrambler Operations Skills
 - Cottoner Operations Skills
 - Desiccant Operations Skills
 - Capper Operations Skills
 - Labeler Operations Skills
 - Shrink Wrap Operations Skills
 - Induction Sealer Operations Skills
 - Manual Packing Operations Skills
- Warehouse Operations Skills
- Shipping and Receiving Skills
- Forklift
- Technophar and Symetix System Operation
- Maintenance Operations Skills
- Pump Rebuild and Basket Skills
- Applied Operations Engineering Skills
- Proprietary Manufacturing Methods and Applications
- Value Engineering Skills
- TWI (Training Within Industry) Certification
- Pesticides and Sanitation
- Tracksys Software

Computer-Based Training

Trainees may receive any of the following:

Manufacturing Skills

- Maintenance Training Using TPC
 - Basic Skills for Electrical Troubleshooting (1 Hour)
 - Using Electrical Drawings for Troubleshooting (10 min)
 - Using Electrical Meters to Perform Circuit Measurements(10 min)
 - Developing a Logical, Systematic Approach to Troubleshooting (20 Min)
 - Troubleshooting Control Circuits - Hands-on Exercises (2 Hours)
 - Building a Circuit from a Ladder Diagram (10 min)
 - Control Circuit Industrial Applications (10 min)
 - Control Relay Logic Circuits (10 min)
 - Automatic Motor Control Circuits (10 min)
 - Timer Sequence Circuits (10 min)
 - Control Relays (5 min)
 - Motor Starter Contactors (5 min)
 - Overload Devices (5 min)
 - Solid State Timers (10 min)
 - Limit Switches (5 min)
 - Auxiliary Contact Blocks (10 min)
 - Indicator Lamps (10 min)
 - Push Buttons and Selector Switches (10 min)
 - Circuit Breakers and Fuses (10 min)

- Troubleshooting Motors (1 Hour)
 - Most Common Motor Problems (5 min)
 - Electrical and Mechanical Concerns (5 min)
 - Performing Electrical Tests on a Motor – Hands-On Exercise (10 min)
 - Using the Megohmmeter on a Motor – Hands-on Exercise (10 min)
 - Testing Windings for Shorts, Opens and Ground Faults (10 min)
 - Phase Unbalance (10 min)
 - Phase Rotation Testing (5 min)
 - Forward/Reverse Motor Starters (5 min)
- Troubleshooting Power Distribution (1 Hour)
 - Wye and Delta Systems (20 min)
 - Overcurrent Protection (10 min)
 - Checking and Replacing Fuses (20 min)
 - Branch Circuits (10 min)
- Power Quality Problems (1 Hour)
 - Sources of Power Quality Problems (10 min)
 - Test Equipment for Troubleshooting Power Quality Problems (30 min)
 - Harmonics (10 min)
 - Phase Unbalance (10 min)
- Troubleshooting Lighting Circuits (1 Hour)
 - Lighting Terminology (20 min)
 - Types of Lighting Circuits (20 min)
 - Incandescent Lighting (5 min)
 - Fluorescent Lighting (5 min)
 - HID Lighting (5 min)
 - LED Lighting (5 min)
- Troubleshooting Programmable Logic Controllers (PLCs) (1 Hour)
 - Overview of PLCs (10 min)
 - Components (10 min)
 - Reading PLC Ladder Diagrams (10 min)
 - Status Indicators and Error Codes (10 min)
 - Force and Disable (10 min)
 - Startup Procedures (10 min)
- Troubleshooting Variable Frequency Drives (VFDs) (1Hour)
 - VFD Terminology (20 min)
 - VFD Basic Operation (20 min)
 - Components (10 min)
 - Common Problems and Corrective Action (10 min)
- Electrical Preventative Maintenance (1 Hour)
 - Why Perform Electrical Maintenance (20 min)
 - Overview of an Electrical Maintenance Program (20 min)
 - Building Your Own Walk-Through Inspection Checklist (20 min)



Training Proposal for:
Quantumscape Battery, Inc. dba QuantumScape

Contract Number: ET27-0126

Panel Meeting of: August 21, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Santa Clara	Repeat Contractor:	☒ Yes ☐ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 750	U.S.: 750	Worldwide: 750	
<u>Turnover Rate:</u>	8%			
<u>Managers/Supervisors:</u> (% of total trainees)	0%			

Funding Detail

In-Kind Contribution
\$825,000

Total ETP Funding
\$531,552

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	678	8-200	0-0	28	\$784	\$26.91

***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:	\$0.91
Fringe Benefits:	Quantumscape Battery, Inc. dba QuantumScape offers employees health benefits (health, dental, and vision coverage), education assistance, vacation pay (up to 20 days per year depending on tenure) and time off for maternity leave. Twelve paid holidays per year are also offered as part of the Company's compensation scheme. Retirement benefits include a 401K plan as well.
Wage Progression:	Annual merit increases of up to 4% are offered to employees based on performance reviews. For employees that demonstrate exceptional performance, Quantumscape may also offer mid-year bonuses along with annual raises 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					
Research & Development Technicians	\$26.00 - \$65.00	269	0	0	269
Technical Staff	\$38.00 - \$65.00	329	0	0	329
Administrative Staff	\$35.00 - \$157.00	80	0	0	80

Introduction

Founded in 2010 and headquartered in San Jose, Quantumscape Battery, Inc. dba QuantumScape (QuantumScape) (www.quantumscape.com) manufactures advanced electric batteries. The Company's mission is to revolutionize energy storage with solid-state lithium-metal battery technology in transportation. QuantumScape's next generation batteries are designed to enable greater energy density, faster charging, and enhanced safety to support the transition away from current energy sources towards a lower carbon future. Customers include companies that store electrical power, companies that sell electric vehicles such as Volkswagen, and local electric utilities.

Training will take place at the Company's facility in San Jose. This will be QuantumScape's second ETP Contract and second in the last five years.

ETP Priority 10200(b)

This project will further ETP funding priorities by offering high-skill, high-wage jobs and will also invest in frontline worker training. This project will also train workers in new technologies, promoting retention and expansion of California's manufacturing workforce.

Veterans Program

While QuantumScape actively recruits Veterans, the Company is not seeking a separate Veteran job number at this time.

Project Details

Building on its previous ETP project, which focused on improving battery manufacturing efficiency, QuantumScape's proposed training initiative will support the development and production of next-generation solid-state batteries designed to deliver faster charging capabilities, increased energy density, and greater driving range for electric vehicles. As battery technologies continue to evolve rapidly, ongoing workforce training is essential to ensure employees possess the technical knowledge and operational skills necessary to support innovation and maintain the Company's competitive advantage.

To meet changing customer demands and industry advancements, QuantumScape will provide training in business, computer, and manufacturing skills topics that support the development, testing, and production of advanced battery technologies. This training will strengthen workforce capabilities, improve operational efficiency, and support the successful implementation of new technologies and production methods.

Through this investment in workforce development, QuantumScape will equip employees with the skills required to support continuous innovation, maintain high-quality manufacturing standards, and accelerate the commercialization of advanced energy storage solutions.

Training Plan

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

Business Skills: This training will be offered to Administrative and Technical Staff and will include Accounting Skills, Communication Skills, Leadership Skills, and Management Development Training.

Computer Skills: This training will be offered to all occupations and will include Adobe Acrobat, Data Analytics, and Information Technology Training.

Commercial Skills: This training will be offered to all occupations and include Milestone Standard Operating Procedures (SOPs), Cathode Training, Chemical Industrial Cross Contamination, and Film Productions SOPs.

Electronic Recordkeeping/LMS

Quantumscape has requested to use a Learning Management System (LMS) to for project administration. The LMS, TrainCaster, has been in use since 2015 and is managed by an internal training team at Quantumscape. Records are kept indefinitely. ETP staff has reviewed and approved the system for use for this project.

Impact/Outcome

The proposed training program will enhance employee proficiency in advanced manufacturing technologies, data-driven decision-making, and industry-specific production processes critical to the development of next-generation battery technologies. By strengthening technical, operational, and leadership competencies, employees will be better prepared to support the design, production, and commercialization of innovative energy storage solutions.

Commitment to Training

Quantumscape has an annual training budget of \$1,800,000 which includes onboarding and safety training.

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

➤ Training Infrastructure

This project will be overseen by the Financial Planning & Analysis Manager. A LMS Specialist will oversee day to day training implementation and scheduling. Training will be delivered by in-house experts and vendors if needed. In addition, QuantumScape 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 \$ %
ET24-0322	04/29/24 - 04/28/26	\$499,100	700	602	\$343,028 (69%)

ET24-0322: A final invoice has been submitted and the contract is in the process of being closed out. If all trainees are approved the total earned will be \$436,396.25 (87% performance).

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Training Refund Group	San Jose, CA	\$10,000
Administrative	Training Refund Group	San Jose, 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 Best Practices
- Communication Skills
- Customer Service Skills
- Time Management
- Leadership Skills
- Management Development Training
- Presentation Skills
- Sales Skills

Commercial Skills

- A0 Project Standard Operating Procedures (SOPs)
- A1 Projects Standard Operating Procedures (SOPs)
- Alpha1 Project
- Milestone Standard Operating Procedures (SOPs)
- Alpha2 Project Standard Operating Procedures (SOPs)
- Cathode Training
- Chemical Industrial Cross Contamination
- Emergency Response Team
- Film Productions Standard Operating Procedures (SOPs)

Computer Skills

- Adobe Acrobat
- Accounting Software
- Data Analytics
- Information Technology Training
- Microsoft Suite (Intermediate)
- Office Statistics



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: August 21, 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:
Vellutini Corporation dba Royal Electric Company

Contract Number: ET27-0134

Panel Meeting of: August 21, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee SET	Industry Sector(s):	Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Alameda, Los Angeles, Sacramento	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No LiUNA! Southern California District Council of Laborers Operating Engineers Local 3		
Number of Employees in:	CA: 602	U.S.: 625	Worldwide: 625
<u>Turnover Rate:</u>	5%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

Funding Detail

In-Kind Contribution
\$952,879

Total ETP Funding
\$624,400

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 SET Retrainee	446	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 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
Fringe Benefits:	Velluntini Corporation dba Royal Electric Company provides \$0-cost medical, dental, and vision coverage as part of its commitment to supporting employee health and well-being. The Company offers a discretionary 401(k) match that is reviewed annually, and over the past five years, the Company has contributed a match equal to 30% of eligible employee contributions.
Wage Progression:	The Company reviews compensation at the end of each fiscal year using current market data to assess market conditions and ensure that pay remains competitive and equitable. Annual wage increases are dependent on the performance of the organization and the employee. Over the past three years, wage increases have been up to 6%.

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					
Shop Staff	\$31.14 - \$45.00	25	0	0	25
Laborers	\$31.14 - \$55.00	26	0	0	26
Prefab Staff	\$31.14 - \$60.00	6	0	0	6
Project Manager	\$31.14 - \$60.00	50	0	0	50
Electrician	\$31.14 - \$60.00	210	0	0	210
Estimator	\$31.14 - \$60.00	26	0	0	26
Operators	\$31.14 - \$60.00	13	0	0	13
Safety Staff	\$35.00 - \$60.00	10	0	0	10
Administration Staff	\$31.14 - \$75.00	80	0	0	80

Introduction

Founded in 1977 and headquartered in Sacramento, Vellutini Corporation dba Royal Electric Company (Royal) (www.royalelect.com) is a leading electrical contractor specializing in design-build electrical systems, airport lighting infrastructure, heavy highway infrastructure, commercial facilities, manufacturing plants, healthcare facilities, educational structures, and multifamily residential construction. The Company serves public agencies and commercial contractors throughout California and across the western United States. Training will take place at Royal's locations in Sacramento, Pleasanton, and Long Beach. This is Royal's fourth ETP Contract, and its third in the last five years.

ETP Priority 10200(b)

The proposed training project supports ETP priorities by strengthening California's construction workforce through advanced technical training, leadership development, and technology adoption. Royal continues to expand its operations while creating high-skill, high-wage employment opportunities that support California's growing infrastructure and commercial construction markets. Developed in collaboration with both Company management and labor representatives, the training also promotes employee advancement, workforce retention, and the long-term competitiveness of California-based construction operations.

Veterans Program

Royal is not seeking a separate Veterans job number; however, the Company encourages Veterans to apply for open positions within the Organization.

Union Support

This proposal has support from two different unions. 26 Laborers are represented by LiUNA! Southern California District Council of Laborers. 13 Operators are represented by Operating Engineers Local 3. Union support letters are included with the proposal for review.

Project Details

Previous training focused on various business functions and process improvement strategies to enhance employee performance across the construction project continuum from bidding to closeout. Training under this proposal not only builds upon the successful components of the previous contract, but also significantly expands the scope of training to support the Company's ongoing market expansion efforts and burgeoning workforce.

Royal has experienced substantial employee growth over the past two years, driven largely by its successful expansion into the Bay Area. This surge in work has brought in many new hires who require training to meet operational standards. Looking ahead, the Company plans to extend its reach into new Southern California markets throughout 2026 and 2027, with a new commercial division leading the effort. These initiatives are expected to increase regional contract volume by 40–50%, creating a need for rapid staffing of additional craft workers and support personnel.

At the same time, Royal is undergoing a strategic digital transformation that includes implementing tools such as Autodesk, SubBase, and Salesforce, and shifting several manual processes to digital platforms. The adoption of a new Human Resources Information System (HRIS) represents one of the Company's most significant operational changes, further increasing training needs. Additionally, organizational growth and digitalization have led to the creation of specialized roles that require employees to develop new skill sets aligned with evolving business functions.

Training Plan

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

Business Skills: Training will be offered to all occupations. Training topics include Communication Skills, Problem Solving & Decision Making, and Project Documentation.

Commercial Skills: Training will be offered to all occupations except Administration Staff. Training topics include Lean Construction, Mobilization/Site Prep, and Project Scheduling.

Computer Skills: Training will be offered to all occupations. Training topics include Autodesk, Bluebeam, and SubBase.

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. This training will be offered to all occupations except Administration Staff.

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). The Company requests this modification.

Commitment to Training

Royal has an annual training budget of approximately \$500,000 per facility, and its ongoing training includes company orientation, basic safety training, anti-harassment 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

Royal's Human Resources Manager will oversee the administration of this project. The Company's Learning & Development Department and Human Resources personnel will coordinate the scheduling, delivery, and documentation of training across all locations. Royal has several management level in-house trainers who will provide training. 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 \$ %
ET24-0287	12/18/23 - 12/17/25	\$461,725	430	246	\$409,140 (89%)
ET22-0248	01/28/22 - 01/27/24	\$499,560	543	265	\$473,478 (95%)

ET22-0248: (Expansion Funds) - All Unearned/Disallowed Costs identified in the audit for this contract have been resolved.

Reported Audits

Contract Number	Final Audit Report Date	Unearned/Disallowed Costs	Audit Findings
ET22-0248		\$12,823.09	- Seven trainees had unsupported training hours. - Three trainees had ineligible training hours. - Four trainees were employed in an occupation not included in the Contract. - Two trainees did not meet post-training retention requirements.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Propel Consulting Group	El Dorado Hills, CA	\$15,000
Administrative	Propel Consulting Group	El Dorado Hills, CA	13% of Earned Amount

Training 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 Processes
- Client - Sub Relationship
- Communication Skills
- Contracts/Risk Management
- Financial Management
- Frontline Leadership Skills
- Performance Management (Key Performance Indicators (KPIs), Performance Improvement)
- Planning and Scheduling
- Prefabrication
- Problem Solving & Decision Making
- Process Improvement (Lean)
- Procurement & Mobilization
- Production Management
- Project Documentation
- QA/QC (Quality Assurance/Quality Control)
- Submittals & Requests for Information (RFIs)
- Team Structure & Responsibilities

Commercial Skills

- Building Code Updates
- Building Projects (Market-Specific Construction Processes/Techniques)
- Equipment Operations
- Foreman Training
- Forklift Operation
- Lean Construction
- Lift Operations
- Lockout/Tagout
- Mechanical Repair
- Mobilization/Site-Prep
- Project Scheduling
- Site Set-up/Clean Up
- Tool Operation
- Traffic Control

Computer Skills

- AccuBid
- AutoCAD
- Autodesk
- Bluebeam
- Building Information Modeling (BIM)
- HeavyJob

- Human Resources Information System (HRIS)
- Information Technology (IT) Systems/Devices
- Live Count
- Microsoft Teams/Zoom
- MS Office Suite (Intermediate/Advanced)
- Procore
- Salesforce
- Scheduling Software
- Spectrum
- SubBase
- Tool & Equipment Software

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30



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

July 2, 2026

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand the Vellutini Corporation dba Royal Electric Company's (Royal) 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: Royal will train approximately 26 laborers.

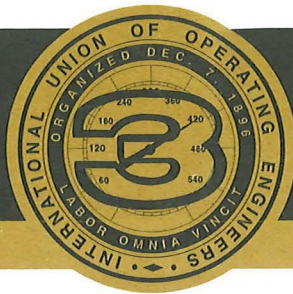
The Union with respective Local(s) has received a Notice of Intent to train Collective Bargaining agreement represented workers. In accordance with ETP regulation 4404, the Notice of Intent contained the information regarding the proposed training, the impacted employee population, the labor organization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



July 1, 2026

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand the Vellutini Corporation dba Royal Electric Company's (Royal) 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: Royal will train approximately 13 operators.

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,

John Rector
Operating Engineers Local 3
District Representative, District 80



Training Proposal for:
AGC Construction Education Foundation
Contract Number: ET27-0140

Panel Meeting of: August 21, 2026

Project Profile

Contract Attributes:	HUA Priority Rate Retrainee SB < 100 SET	Industry Sector(s):	MEC Construction
		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
\$841,344		\$58,218		\$899,562

In-Kind Contribution:	50% of Total ETP Funding Required	\$1,500,000
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Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Small Business SET Retrainee	560	8-200	0-0	48	\$1,437	\$33.64
2	Priority Rate HUA Small Business SET Retrainee	66	8-200	0-0	48	\$1,437	\$20.01

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

Published Minimum Hourly Wage by County:

Job Number 1: \$33.64 Priority SET Average Statewide

Job Number 2: HUA \$18.50 per hour for Fresno, Stanislaus, San Joaquin and Santa Cruz 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: \$0.00

Fringe Benefits: Fringe benefits vary by employer but typically include paid vacation (2-4 weeks annually), health benefits (medical, dental, vision – employer paid portion varies), 401(k) retirement plan contributions (3-6% employer match), life and disability insurance, paid sick leave, paid holidays (6-12 days annually), employee assistance programs, and professional development opportunities. Total fringe benefit ranges from 20-35% of base wages depending on employer.

Wage Progression: Wage progression varies by employer and is based on skill development, training completion, experience, and increased responsibility. Wage increases can occur as quickly as 90-days after employment based on probationary period reviews. Raises are typically delivered in annual performance reviews at 3–5% for incremental improvements, 5–10% after certifications or training, and 10–20% or more for advancement into higher-skilled or supervisory roles. Average time between raises is typically 12-18 months.

Wage Range by Occupation

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					

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
Environmental Tech	\$31.14 - \$50.00	40	0	0	40
Estimators	\$31.14 - \$50.00	50	0	0	50
Human Resources Staff	\$31.14 - \$50.00	12	0	0	12
Laborers	\$31.14 - \$50.00	146	0	0	146
Safety Personnel	\$31.14 - \$50.00	50	0	0	50
Engineers	\$35.00 - \$50.00	90	0	0	90
Training Personnel	\$35.00 - \$50.00	50	0	0	50
Leads	\$35.00 - \$55.00	112	0	0	112
Owners	N/A	6	0	0	6
JOB NUMBER 2 - Priority Rate, HUA, Small Business, SET, Retrainee					
Leads	\$20.01 - \$40.00	6	0	5	1
Environmental Tech	\$20.01 - \$40.00	2	0	1	1
Estimators	\$20.01 - \$40.00	6	0	4	2
Laborers	\$20.01 - \$40.00	20	0	10	10
Human Resources Staff	\$20.01 - \$40.00	2	0	1	1
Safety Personnel	\$20.01 - \$40.00	14	0	6	8
Training Personnel	\$20.01 - \$40.00	10	0	4	6
Engineers	\$25.00 - \$50.00	6	0	2	4

Introduction

Founded in 1920 and headquartered in West Sacramento, AGC Construction Education Foundation (AGC of California) (www.agc-ca.org) is the educational affiliate of the Associated General Contractors of California. AGC of California supports more than 600 contractor and specialty subcontractor member companies throughout the state by providing workforce education, professional development, and industry training. Participating employers perform a broad range of commercial, industrial, transportation, and infrastructure construction projects across California. Training will be provided statewide; however, most of the training will be provided at AGC of California training facilities and participating employers' locations in Sacramento, Fresno, and Santa Clara counties. This will be AGC of California's second ETP Contract and second in the last five years.

ETP Priority 10200(b)

The proposed training project supports ETP priorities by strengthening California's construction workforce through advanced technical, leadership, and technology-focused training. Participating employers provide high-skill, high-wage construction careers and continue to invest in frontline worker development to meet increasing project complexity and workforce demands. Training will emphasize the adoption of modern construction technologies that improve operational efficiency, productivity, and project quality. The project also supports career mobility by preparing incumbent workers for leadership and supervisory roles, helping

employers retain skilled employees while developing the next generation of construction professionals.

Veterans Program

AGC of California does not actively recruit Veterans, however, participating employers do employ Veterans.

Project Details

California's construction industry continues to evolve through rapid technological advancements, increasing regulatory requirements, and growing demand for highly skilled workers. AGC of California's previous training project prioritized industry trends related to technological advancements. Building upon the previous training project and implementing feedback from participating employers this training project must provide employees with the technical, leadership, and operational skills needed to effectively manage modern construction projects while maintaining safe and compliant worksites.

This project will provide training in advanced construction technologies, including Building Information Modeling, and construction software that improve planning, collaboration, productivity, and cost control. In addition, leadership development training will prepare incumbent workers for increased responsibilities as experienced professionals retire and companies implement succession planning strategies. Training delivered on Construction Quality & the Cost of Rework Certification and Foundation in Construction Financials & Estimating Certification will further strengthen workforce capabilities while supporting project quality and operational efficiency.

The proposed training project will benefit all occupations in the training plan by enhancing technical competencies, supporting career advancement, improving employee retention, and ensuring participating employers have the skilled workforce necessary to meet California's current and future construction demands.

Training Plan

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

Business Skills: Training will be offered to all occupations and include Communication, Customer Service, and Problem Solving & Decision Making.

Commercial Skills: Training will be offered to Engineers, Environmental Techs, Estimators, Laborers, Leads, Safety Personnel and Training Personnel. Training topics include Blueprint Plan/Reading, Equipment & Tool Operation and Excavation and Trenching.

Computer Skills: Training will be offered to all occupations and include Construction Software and Microsoft Office (Intermediate & Advanced).

Certified Safety Training

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

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

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 organization requests this modification for Job Number 1.

High Unemployment Area

Trainees in Job Number 2 work in a High Unemployment Area (HUA). This is a region with unemployment exceeding the state average by 25%. The AGC of California's Participating Employer's locations in Fresno, Stanislaus, San Joaquin and Santa Cruz Counties are in an HUA.

➤ Wage Modifications

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 pre-retention wages. AGC of California requests a wage modification from \$33.64 per hour to \$24.67 per hour for trainees in Job Number 2. AGC of California requests an additional wage modification for trainees in Job Number 2 from \$24.67 per hour to the Reduced Standard Wage of \$18.50 per hour. Approximately 36 trainees will need the wage modification.

Commitment to Training

Training, although varies by participating employers, is job specific and companywide which includes sexual harassment prevention, safety, legal compliance, product knowledge and on-the-job training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

AGC of California has four staff members throughout California including the Director of Training & Education, the Manager of Training & Education, the Professional Development Manager and the Digital Content Manager all dedicated to overseeing the ETP project including curriculum development, scheduling, delivering training, and collecting rosters. The Company has also retained the services of an administrative subcontractor to assist with the administration of this project.

Marketing and Support Costs

AGC of California is requesting 8% marketing and support costs to assist with recruitment and training assessments. The Company advertises through flyers, emails, tradeshow and community outreach. The Company also works with local high schools and junior colleges to market employment opportunities. The continued identification of training that is needed by members, securing trainers and facilities, marketing and organizing upcoming training will add greatly to existing work responsibilities.

Trainer Qualifications

AGC of California has a team of educators comprised of subject-matter experts who developed the curriculum at the request of the board and members. The team will directly deliver the training. AGC of California may retain external vendors as needed.

Tuition Reimbursement

AGC of California 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) (\$ %)
ET25-0189	12/16/24 - 12/15/26	\$849,957	631	53	\$740,845 (87%)

ET25-0189: Based on ETP Systems, 24,736 reimbursable hours have been tracked for potential earnings of \$740,844.86 (87% of approved amount). The Contractor projects final earnings of 100% based on training delivery to date and committed to by employers. AGC is presently compiling all rosters and organizing all the required supporting documentation. Additionally, more trainees will be enrolled and their training hours will be uploaded. The Company expects 100% performance pending final closeout of this contract.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Propel Consulting Group	El Dorado Hills, CA	\$25,000
Administrative	Propel Consulting Group	El Dorado Hills, CA	13% of Earned Amount

Training Vendor(s)	City, State	Cost	Description of Service
SALT Safety & Leadersip Training	Escondido, CA	\$10,000.00	Safety Training Provider, OSHA Outreach Instructor

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

- Communication
- Competent Person & Awareness
- Customer Service
- Construction Accounting
- Contract Administration & Lien Law
- Emerging Leader Academy Certification
- Construction Leaders Academy Certification
- Financial Management
- Leadership & Supervision
- Planning & Scheduling Certificate
- Presentation Skills
- Problem Solving & Decision Making
- Project Management
- Sales Skills
- Small Underutilized Business Academy Certification
- Workplace Culture & Wellbeing

Commercial Skills

- Blueprint/Plan Reading
- Building Information Modeling (BIM)
- Construction Quality & the Cost of Rework Certification
- Entry Safety & Health Professional
- Engineering Controls
- Environmental Clean-up
- Equipment & Tool Operation
- Estimating Fundamental, Intermediate, & Advanced
- Excavation & Trenching
- Fall Protection
- Foundation in Construction Financials & Estimating Certification
- Foundation in Project Management Certification
- Foundation in Project Supervision Certification
- Material Handling
- Project Engineer 24-Hour Certification
- Regulatory & Compliance

Computer Skills

- Construction Software
- MS Office (Intermediate/Advanced)

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: AGC Construction Education Foundation

CCG No.: ET27-0140

Reference No: 26-0358

Page 1 of 5

ALPHABETIZE BY COMPANY NAME

Company: ACCO Engineered Systems, Inc.

Address: 888 East Walnut St.

City, State, Zip: Pasadena, CA 91101

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 5,500

California: 3,500

Estimated # of Trainees: 40

Collective Bargaining Agreement(s): N/A

Company: Blach Construction

Address: 2244 Blach Place

City, State, Zip: San Jose, CA 95131

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 400

California: 400

Estimated # of Trainees: 35

Collective Bargaining Agreement(s): N/A

Company: Birdgroup Construction

Address: 12033 Jack Benny Drive

City, State, Zip: Rancho Cucamonga, CA 91739

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 50

California: 50

Estimated # of Trainees: 15

Collective Bargaining Agreement(s): N/A

Company: Blois Construction

Address: 3201 Sturgis Road

City, State, Zip: Oxnard, CA 93030

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 200

California: 200

Estimated # of Trainees: 27

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: AGC Construction Education Foundation

CCG No.: ET27-0140

Reference No: 26-0358

Page 2 of 5

ALPHABETIZE BY COMPANY NAME

Company: Buzz Oates Construction

Address: 555 Capitol Mall

City, State, Zip: Sacramento, CA 95814

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 300

California: 300

Estimated # of Trainees: 30

Collective Bargaining Agreement(s): N/A

Company: Clark Bros.

Address: 745 Broadway Street

City, State, Zip: Fresno, CA 93721

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 1,200

California: 1,200

Estimated # of Trainees: 45

Collective Bargaining Agreement(s): N/A

Company: Core Builders

Address: 470 South Market Street

City, State, Zip: San Jose, CA 95113

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 100

California: 100

Estimated # of Trainees: 30

Collective Bargaining Agreement(s): N/A

Company: Double Jack Industries, LLC

Address: 8200 Vista Ave.

City, State, Zip: Lincoln, CA 95648

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 3

California: 3

Estimated # of Trainees: 3

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: AGC Construction Education Foundation

CCG No.: ET27-0140

Reference No: 26-0358

Page 3 of 5

ALPHABETIZE BY COMPANY NAME

Company: Granite Construction

Address: 585 West Beach St

City, State, Zip: Watsonville, CA 95076

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 2,500	California: 180	Estimated # of Trainees: 25
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Collective Bargaining Agreement(s): N/A

Company: Graniterock

Address: 350 Technology Drive

City, State, Zip: Watsonville, CA 95077

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 800	California: 800	Estimated # of Trainees: 45
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Collective Bargaining Agreement(s): N/A

Company: Griffith Company

Address: 3050 East Birch St

City, State, Zip: Brea, CA 92821

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 1,200	California: 1,000	Estimated # of Trainees: 30
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Collective Bargaining Agreement(s): N/A

Company: INCORAGE General Contractors

Address: 333 W San Carlos

City, State, Zip: San Jose, CA 95110

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 50	California: 50	Estimated # of Trainees: 3
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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: AGC Construction Education Foundation

CCG No.: ET27-0140

Reference No: 26-0358

Page 4 of 5

ALPHABETIZE BY COMPANY NAME

Company: Myers & Sons Construction

Address: 45 Morrison Ave

City, State, Zip: Sacramento, CA 95838

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 1,200

California: 1,000

Estimated # of Trainees: 53

Collective Bargaining Agreement(s): N/A

Company: Nor-Cal Pipeline Services

Address: 983 Reserve Dr.

City, State, Zip: Roseville, CA 95678

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 75

California: 75

Estimated # of Trainees:

Collective Bargaining Agreement(s): N/A

Company: Otto Construction

Address: 1717 2nd Street

City, State, Zip: Sacramento, CA 95811

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 200

California: 200

Estimated # of Trainees: 25

Collective Bargaining Agreement(s): N/A

Company: S&B James Construction

Address: 630 K Street

City, State, Zip: Sacramento, CA 95814

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 300

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: AGC Construction Education Foundation

CCG No.: ET27-0140

Reference No: 26-0358

Page 5 of 5

ALPHABETIZE BY COMPANY NAME

Company: Unger Construction

Address: 910 X Street

City, State, Zip: Sacramento, CA 95818

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 75

California: 75

Estimated # of Trainees: 20

Collective Bargaining Agreement(s): N/A

Company: WM Lyles

Address: 1210 West Olive Ave.

City, State, Zip: Fresno, CA 93728

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 1,200

California: 1,000

Estimated # of Trainees: 45

Collective Bargaining Agreement(s):



Training Proposal for:
East County Economic Development Council
Contract Number: ET27-0139

Panel Meeting of: August 21, 2026

Project Profile

Contract Attributes:	HUA Priority Rate Retrainee SB < 100	Industry Sector(s):	MEC Construction Manufacturing Professional, Scientific, and Technical Services
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Imperial, San Diego	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs \$820,260	+	Support Costs \$56,700	=	Total ETP Funding \$876,960
In-Kind Contribution:	50% of Total ETP Funding Required		\$850,000	

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	945	8-200	0-0	31	\$928	\$24.67

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

Published Minimum Hourly Wage by County:

Job Number 1: \$24.67 per hour 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: On average, participating employers 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 employer paid coverage ranges from 50%-100%. Some other benefits include higher than average PTO, sick leave, and bereavement leave.

Wage Progression: Wage progression and performance review procedures vary by participating employer, reflecting each company's unique operational structure and workforce strategy. Participating employers determine starting salaries, timing of raises, and performance review schedules based on their internal policies and industry standards. While specific practices differ, employers typically conduct periodic performance evaluations every 6 to 12 months to assess employee skills, productivity, and contributions to the company. These evaluations are used to help determine salary increases, promotions, and opportunities for upward mobility within the organization. Salary increases ranges from approximately 1–3%, depending on performance and business needs.

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					
Administration Staff	\$22.17 - \$75.00	57	0	7	50
Manufacturing Staff	\$22.17 - \$75.00	450	0	200	250
Production Staff	\$22.17 - \$75.00	146	0	46	100
Logistics	\$22.17 - \$75.00	146	0	25	121
Operations Staff	\$22.17 - \$75.00	146	0	46	100

Introduction

Founded in 1983 and headquartered in El Cajon, East County Economic Development Council (ECEDC) (<https://eastcountyedc.org/>) is an alliance of key representatives from business, community, education, government, and industry leaders in San Diego's East County region and Imperial County. ECEDC is a center-based organization that promotes business activity in El Cajon, National City, Carlsbad, Escondido, Santee, San Diego's East County unincorporated areas, and Imperial County. Training will be provided to Participating Employers in these communities.

ECEDC hosts the Small Business Development Center (SBDC) to serve the small businesses in the area. The SBDC provides services such as business plan assistance, financial analysis, and training sessions in customer service and business planning. In addition, ECEDC understands that a vibrant and resilient small- and medium- sized manufacturing base is critical to the local and state economies. The Council's main priorities are to establish a fluid, skilled workforce pipeline by serving as the advanced manufacturing sector liaison between the industry and education sectors in San Diego. In furtherance of these efforts, the ECEDC serves over 500 local manufacturers through community outreach including quarterly manufacturing mixers and an annual Manufacturing Expo.

This will be ECEDC's fourth ETP Contract and its fourth within the last five years.

ETP Priority 10200(b)

ECEDC's project supports the ETP priorities outlined in UIC Section 10200(b) by equipping California's workforce with the skills needed to strengthen businesses across key industries including manufacturing, professional, scientific, and technical services, and construction. By training these industries, it plays a critical role in California's economy by producing goods and components locally in order to reduce reliance on out-of-state suppliers. Additionally, training will further support pathways for high-wage jobs, career advancement, wage progression, and skill mobility.

Veterans Program

Although there is not a dedicated Veterans job number for this project, ECEDC encourages Veterans recruitment to participating employers. ECEDC partners, attends, and sits on committees that serve local Veterans for business and workforce needs. Organizations include Veteran East County Alliance, San Diego Veteran Employment Committee, Vet Powered, San Diego Veteran Coalition and Workshop for Warriors.

Project Details

ECEDC works closely with employers, education organizations, workforce developers, and other community leaders to address and ensure that workforce demands are taken into account and met through the developed training programs. Through these employer engagement opportunities, local manufacturers have expressed the need for training to further upgrade the skillsets for incumbent workers to remain competitive and responsive to evolving industry demands.

The proposed training will provide trainees with technical, operational, and leadership skills that support increased efficiency, quality, and innovation. As manufacturers implement advanced manufacturing technologies, process improvements, and quality standards, workers must

continually develop new competencies to remain productive and competitive. Training topics may include advanced manufacturing processes, quality management systems, safety procedures, technology adoption, project management, and other industry-specific skills. These competencies will enable employees to perform their current jobs more effectively while preparing them for expanded responsibilities and career advancement opportunities.

Additionally, ECEDC has partnered with The California Shipbuilding Ecosystems Alliance (CalSEA), a public-private partnership funded by the U.S. Navy dedicated to expanding the state's shipbuilding capacity and capabilities by growing a resilient, competitive, and technologically advanced maritime industrial base. By aligning shipyards, manufacturers, workforce partners, government, and academia, CalSEA accelerates the modernization of California's maritime industrial base through targeted, government-funded programs that deliver workforce training, hands-on technical assistance, technology adoption, and supplier development for Maritime Industrial Base (MIB) organizations.

As a CalSEA partner, the Council provides a range of resources to support the growth and competitiveness of suppliers within the submarine and maritime industrial base. These services include workforce upskilling and training, assistance with accessing capital investment, debt financing, equity funding, and venture capital opportunities. ECEDC also offers strategic road-mapping assistance, consultations to help suppliers identify and pursue Navy contracting opportunities, and talent acquisition and workforce development services to strengthen the region's manufacturing workforce. Through this expanded investment in workforce training and strategic alignment with CalSEA, the Council will not only address immediate employer demand, but also contribute to the long-term growth and resilience of California's manufacturing and maritime industries.

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 in courses such as Accounting and Finance, Billing, Business Administration, Financial Analysis and Management, and Strategic Planning.

Computer Skills: This training will be offered to all occupations in courses such as Adobe Acrobat, Artificial Intelligence Integration, Cloud Computing, Cybersecurity, and Website Development.

Continuous Improvement: This training will be offered to all occupations in courses such as 5S, Conflict Resolution, Decision Making, Kaizen, and Lean Manufacturing.

Literacy Skills: This training will be offered to all occupations in courses such as Vocational English as A Second Language and Work-Related Vocabulary and Terminology.

Manufacturing Skills: This training will be offered to all occupations in courses such as Assembly Procedures, Maintenance Repair/Troubleshooting, Standard Operating Procedures, 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 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.

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, Production Staff, Operations Staff, and Manufacturing Staff will receive up to 20 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.

Alternate Recordkeeping

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

High Unemployment Area

Some trainees in Job Number 1 work in a High Unemployment Area (HUA), a region with unemployment exceeding the state average by at least 25%. The participating employer's locations in Imperial County are in a 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, ECEDC is not requesting a wage modification.

Commitment to Training

Participating employers provide company-wide training alongside ETP training such as safety, sexual harassment prevention, and legal compliance, product knowledge, and on the job training. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

ECEDC's CEO, a dedicated Program Manager, and Human Resources Administrative Team will oversee the project. Training will be provided by in-house experts and vendors as needed. ECEDE will use a project management system which breakdown the project by task, develop a schedule for completion, and strategize follow-up with the trainees to ensure completion.

Marketing and Support Costs

ECEDC recruits employers through outreach by attending manufacturing and other events. The Council also applies marketing tactics that include mail, email, website, social media posts, employer group events, one-on-one meetings with potential targeted employers and surveying current ECEDC members.

In addition, ECEDC collaborates with government organizations, community-based organizations, partner organizations and businesses to promote the program. These organizations include Workforce Development Boards, San Diego Workforce Partnership and Americas Job Center of California, Grossmont Union High School District, Grossmont-Cuyamaca Community College District, San Diego-Imperial County Community College Association, Great San Diego Chamber, San Diego Veterans Coalition, San Diego Military Advisory Council, United Way of San Diego, and many others.

ECEDC requests 8% support costs for outreach, recruitment of trainees and participating employers. Support costs will be used to assess employer specific job training requirements throughout the term of the project.

Trainer Qualifications

Training will be delivered by in-house experts from each participating employer at its own facilities and who have over two years of experience in the related curriculum courses, including HazMat and Certified Safety Skills.

Tuition Reimbursement

ECEDC 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) (\$ %)
ET25-0194	12/16/24 - 12/15/26	\$643,500	500	0	\$643,500 (100%)

ET25-0194: Based on ETP Systems, 22,229 reimbursable hours have been tracked for a potential earnings of \$643,500 (100% of approved amount). ECEDC 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 \$ %
ET24-0177	08/28/23 - 08/27/25	\$118,080	120	46	\$118,080 (100%)
ET20-0163-000	12/31/19 - 03/30/22	\$239,675	40	5	\$18,279 (8%)

ET20-0163: ECEDC was unable to perform at 100% due to various reasons. In March 2020, ECEDC's training and employment practices were significantly impacted by the multiple constraints the COVID-19 pandemic placed on in-person learning, including its manufacturing partner's requirement to comply with nationwide shutdowns. They were unable to switch to virtual learning since students needed practical hands-on machine experience in order to become eligible for certifications. By the time ECEDC was permitted to begin in-person training, many former students had already gained employment, and the ETP Contract term had reached its end date.

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

- Accounting and Finance
- Accounting Process Improvement
- Behavior Strategies/Styles to Improve Teamwork
- Billing
- Budgets
- Business Administration
- Business Analysis and Goal Setting
- Business Management
- Business Performance
- Business Plans
- Business Process Re-Engineering
- Business Writing and Grammar
- Contract Management
- Cost Control
- Cross-Departmental Collaboration
- Facilitation Skills
- Financial Analysis and Management
- Financial Strategies
- Implementing a Plan
- Industry Advancement Program (Claims Management)
- Interpersonal Skills
- Inventory Control
- Negotiating
- Ordering Entry and Processing
- Outsourcing Management
- Planning and Organization
- Presentation Skills
- Product Design
- Product Engineering
- Product Knowledge
- Project Management
- Quoting
- Purchasing
- Relationship Building Through Sales and Service
- Sales Strategies & Skills
- Shipping and Receiving
- Strategic Planning

Computer Skills

- Adobe Acrobat
- Artificial Intelligence Integration

- AutoCAD
- CAD/CAM
- Cloud Computing
- Company Specific Data Systems
- Computer Programming Software Maintenance
- Cybersecurity
- Data Analysis (Excel, Formula, Pivot Tables)
- Data Processing
- Digital Marketing
- Enterprise Management Systems
- Google Classroom Training
- Google G Suite
- Inventory/Purchasing Software System
- JobBoss Software
- Machine Programming
- Microsoft Office Suite (Excel, Word, PowerPoint, Outlook)
Intermediate/Advance
- Payroll Software Systems
- QuickBooks Advance
- SalesForce
- SharePoint
- Shop Floor Computer Basics
- Smart Draw/Visio
- Systems Administration
- Systems Navigation
- Website Development
- Wireless Networking Administration

Continuous Improvement Skills

- 5S
- Adapting to Change
- Benchmarking
- Coaching & Giving/Receiving Feedback
- Communication Skills/Communicating Effectively
- Conflict Resolution
- Correlation and Regression & Design of Experiments
- Creating & Building Teamwork
- Critical Thinking Skills
- Customer Relations / Identifying Customer Needs
- Dealing with Conflict/Difficult Attitudes
- Decision Making
- Documentation Skills
- Eliminating Waste
- Exploratory Data Analysis & Quality Methods
- Implementing Solutions
- Interpreting and Analyzing Data
- ISO 9000 Overview
- Kaizen

- Leadership Skills
- LEAN Manufacturing
- Six Sigma
- Meeting for Results
- Motivating Others
- Optimal Operating Methods
- Organizational Roles & Personality Styles
- Performance and Quality Improvement
- Predictive Modeling & Text Mining
- Private Label Communication
- Problem-Solving
- Procedure Skills
- Process and Change Implementation Practice
- Process Capability
- Process Improvement
- Process Mapping
- Production Workflow Improvement
- Pull System
- Quality Control
- Reporting
- Residual Host Cell DNA Protocol
- Root Cause Analysis
- Setting Standards
- SMART Goals
- Social Media and the Specialty Retailer
- Statistical Process Control Concepts, Theory, Application
- Supervisor Training
- Taking Ownership
- Technology, Innovation and Invention
- Total Quality Management Principles
- Train-the-Trainer
- Visual Factory
- Work Flow/Measurement

Hazardous Materials Skills - Certified

- Hazard Analysis and Critical Control Point (HACCP) Training
- Hazardous Material Communication
- Hazardous Material Handling and Disposal

HazWoper

- HazWoper

Literacy Skills

- Reading, Writing, and Speaking English
- Vocational English as a Second Language (VESL)
- Work-Related Vocabulary and Terminology

Manufacturing Skills

- Anti-Erosion Local Repair
- Assembly Procedures
- Assembly Process Control
- Aviation Repair
- Blend
- Blueprint Reading
- Booth Operations
- Ceramic Beed Peen
- CNC Machining
- Coatings
- Coordinate Measuring Machine (CMM) Cleaning
- Control of Inspection, Measuring and Test Equipment
- Counterweights Systems, Applications, and Products (SAP) Adjustment
- Data Card Coating
- Fixed Gauges and X-Ray Training
- Forklift Operation and Control
- General Shop Instruction
- Good Manufacturing Practices
- Human Factors in Aviation Maintenance
- Inspection and Testing
- Inspector Matrix
- Job Instruction/Analyzing Jobs For Efficiency
- Lock Out, Tag Out
- Machine Repair/Troubleshooting
- Maintenance Procedures
- Manufacturing Practices
- Operations & Processes
- Operation of Safety Management System (SMS)
- Over-Check and Surveillance Procedure
- Paint
- Paint Dot
- Part Handling Agreement
- Pesticides / Cross Contamination
- Repair Determination
- Shop Math
- Standard Operating Procedures
- Thermal Coatings Programming
- Warehousing Operations & Distribution

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: East County Economic Development Council

CCG No.: ET27-0139

Reference No: 26-0339

Page 1 of 4

ALPHABETIZE BY COMPANY NAME

Company: Apium Swarm Robotics, Inc.

Address: 4060 Sorrento Valley Blvd., Suite B

City, State, Zip: San Diego, CA 92121

Employers Industry: Professional, Scientific, and Technical Services

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 250

California: 20

Estimated # of Trainees: 15

Collective Bargaining Agreement(s): No

Company: Computer Integrated Machining, Inc.

Address: 10940 Wheatlands Ave.

City, State, Zip: Santee, CA 92071

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 30

California: 26

Estimated # of Trainees: 26

Collective Bargaining Agreement(s): No

Company: Diversified Building Professionals

Address: 1616 Hoover Ave.

City, State, Zip: National City, CA 91950

Employers Industry: Construction

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 15

California: 15

Estimated # of Trainees: 15

Collective Bargaining Agreement(s): No

Company: High Precision Grinding & Manufacturing, Inc.

Address: 1130 Pioneer Way

City, State, Zip: El Cajon, CA 92020

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 15

California: 15

Estimated # of Trainees: 15

Collective Bargaining Agreement(s): No

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

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Contractor's Name: East County Economic Development Council

CCG No.: ET27-0139

Reference No: 26-0339

Page 2 of 4

ALPHABETIZE BY COMPANY NAME

Company: Instruments Inc.

Address: 7263 Engineer Rd., Suite G

City, State, Zip: San Diego, CA 92111

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 28

California: 28

Estimated # of Trainees: 28

Collective Bargaining Agreement(s): No

Company: Mavericks Manufacturing Partners LLC

Address: 2245 Enterprise Street, Ste. 150

City, State, Zip: Escondido, CA 92029

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 8

California: 8

Estimated # of Trainees: 8

Collective Bargaining Agreement(s): No

Company: One Stop Systems, Inc.

Address: 2235 Enterprise Street, Ste. 110

City, State, Zip: Escondido, CA 92029

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 110

California: 110

Estimated # of Trainees: 100

Collective Bargaining Agreement(s): No

Company: Performant Manufacturing LLC

Address: 1878 Main St. Ste. B

City, State, Zip: San Diego, CA 92113

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 5

California: 5

Estimated # of Trainees: 3

Collective Bargaining Agreement(s): No

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

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CCG No.: ET27-0139

Reference No: 26-0339

Page 3 of 4

ALPHABETIZE BY COMPANY NAME

Company: Precision Metal Products, Inc.

Address: 850 W Bradley Ave.

City, State, Zip: El Cajon, CA, 92020

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 125

California: 125

Estimated # of Trainees: 100

Collective Bargaining Agreement(s): No

Company: Solar Atmospheres of San Diego, Inc.

Address: 877 Vernon Way

City, State, Zip: El Cajon, CA 92020

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 300

California: 30

Estimated # of Trainees: 30

Collective Bargaining Agreement(s): No

Company: Solar Turbines Incorporated

Address: 2200 Pacific Hwy

City, State, Zip: San Diego, CA 92101

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 7,453

California: 200

Estimated # of Trainees: 200

Collective Bargaining Agreement(s): No

Company: Veridiam, Inc.

Address: 1717 N. Cuyamaca St.

City, State, Zip: El Cajon, CA 92020

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 200

California: 200

Estimated # of Trainees: 200

Collective Bargaining Agreement(s): No

Participating Employers in Retrainee Multiple Employer Contracts

Self-reported listing of potential employers participating in the contract

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Contractor's Name: East County Economic Development Council

CCG No.: ET27-0139

Reference No: 26-0339

Page 4 of 4

ALPHABETIZE BY COMPANY NAME

Company: Vortex Engineering LLC

Address: 9425 Wheatlands Court

City, State, Zip: Santee, CA 92071

Employers Industry: Professional, Scientific, and Technical Services

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 8

California: 7

Estimated # of Trainees: 7

Collective Bargaining Agreement(s): No

Company: Wacker Chemie AG

Address: 10390 Pacific Center Court

City, State, Zip: San Diego, CA 92121

Employers Industry: Manufacturing

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 71

California: 71

Estimated # of Trainees: 71

Collective Bargaining Agreement(s): No



Training Proposal for:

Studio Arts, Ltd.

Contract Number: ET27-0138

Panel Meeting of: August 21, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	MEC Arts, Entertainment, and Recreation
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Statewide	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No Art Directors Guild - IATSE Local 800 Motion Picture Editors Guild - IATSE Local 700 Script Supervisors/Continuity, Coordinators, Accountants & Allied Production Specialists Guild - IATSE Local 871 The Animation Guild - IATSE Local 839		
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
\$264,600		\$18,270		\$282,870
In-Kind Contribution:	50% of Total ETP Funding Required			\$355,000

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	210	8-200	0-0	45	\$1,347	\$25.00

*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: \$1.91

Fringe Benefits: Fringe benefits on average account for 5–10% of compensation across participating employers and may include health, dental, and vision insurance; transportation benefits; and equipment (hardware and software) for remote work. Some Participating employers also offer 401(k) plans for employees.

Wage Progression: Most participating employers have an annual or semi-annual raise policy based on skill, performance, and longevity, with a 5% to 20% raise depending on position. If they are union workers, raises are based on union scale. Typically, performance reviews are conducted annually and promotions are made on an as needed basis by Human Resources.

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					
Coordinators	\$25.00 - \$60.00	40	0	10	30
Editors	\$25.00 - \$100.00	30	0	0	30
VFX Artist	\$25.00 - \$100.00	40	0	10	30
Illustrators	\$25.00 - \$100.00	30	0	0	30
Animators	\$25.00 - \$150.00	30	0	0	30
Art Directors	\$25.00 - \$150.00	40	0	0	40

Introduction

Founded in 2001 and located in Los Angeles, Studio Arts, Ltd. (Studio Arts) (www.studioarts.com) is a private training provider of high-tech, software hardware workforce training to the motion picture, television and post-production industries. The school provides training in motion picture and television production, visual effects, production design, mobile and educational entertainment, and online gaming, as well as set design and prop-making for theatrical, theme parks, and model-making companies throughout California.

Studio Arts primarily delivers its training via e-learning. Training may be delivered at participating employer sites upon request. This will be Studio Arts' tenth ETP Contract, and the third in the last five years.

ETP Priority 10200(b)

Wage and career progression is supported through Studio Arts' training programs, which enable employees to acquire new techniques, strengthen existing skills, and expand their technical knowledge. As trainees develop greater proficiency and expertise, they will be prepared to take on increased responsibilities, perform more complex tasks, and advance into higher-level positions. This enhanced skill set increases the employees' value to the participating employers while supporting improved productivity, employee retention, and opportunities for wage progression. By investing in employee development, the participating employers can build a more skilled and versatile workforce while providing employees with a clear pathway for career advancement and long-term growth.

Veterans Program

Although there is no Veterans training component in this proposal, participating employers actively hire Veterans, and Veterans are included in the trainee population.

Union Support

Some occupations are represented by the following unions:

- 20 Editors are represented by Motion Picture Editors Guild, IATSE Local 700.
- 20 Art Directors are represented by Art Directors Guild, IATSE Local 800.
- 15 Animators and 5 Illustrators are represented by The Animation Guild, IATSE Local 839.
- 20 Coordinators are represented by Script Supervisors/Continuity, Coordinators, Accountants & Allied Production Specialists Guild, IATSE Local 871.

The unions have submitted letters of support for this training project.

Project Details

The entertainment industry is in a period of turbulence. Many Companies that once thrived have closed due changes in production methods and standards, local wildfires, and work stoppages from the Screen Actors Guild and the International Alliance of Theatrical Stage Employees (IATSE), as well as many other factors. However, there has been a recent upswing of new and emerging work for existing and new companies that are seeking available talent. Studio Arts aims to provide these companies with the opportunity to train their staff.

Entertainment companies in California seek upgraded training in production tools that are continuously changing, as well as many tools that have been newly introduced. These include, but are not limited to, significant changes in the production of animation, broadcast, film, games,

and television projects as they face competition on a nationwide and worldwide basis. The use of high-end graphics cards and processors for local computing , as well as cloud computing and storage, are significant for how work is being produced throughout the entertainment industry.

The changes in virtual and digital production tools and the use of high-end animation and visual effects software are constant and ever-evolving. Artificial Intelligence assisted and virtual world workflows are increasingly being explored and used. Awareness and grounded knowledge of technological changes in the entertainment industry are vital to participating employers. Studio Arts has been the primary training source for participating employers and is known for keeping workers up to date on the latest trends in technology and software evolution. Studio Arts has worked with the majority of the listed participating employers for several years and remains in continuous communication with them regarding their needs. Training will be offered that will expand studio operations for broader uses, allowing for more efficient use of time and equipment for projects.

Training Plan

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

Computer Skills: This training will be offered to all occupations and will include course topics such as Adobe Illustrator, Blender, Character Animation, Lighting in Unreal, MetaHuman, Rhino, SketchUp Pro, and ZBrush.

Alternate Recordkeeping

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

Retention Modification

Under standard Panel retention requirements, trainees must be employed with one employer at least 35 hours a week for at least 90 days. However, these are employees in the entertainment industry hired for short-term jobs; therefore, retention may also be satisfied by employment of at least 500 hours within 272 days, with more than one employer.

Other Resources

The Workforce Innovation and Opportunity Act (WIOA) is a federally funded workforce development program that provides training opportunities for displaced workers and other eligible individuals seeking to enter or reenter the workforce. Studio Arts anticipates utilizing approximately \$250,000 in WIOA funding to support eligible trainees.

Through WIOA, Studio Arts provides industry-focused training that helps individuals develop the skills needed to obtain employment while maintaining sufficient enrollment to support its course offerings. To assist in securing employment, Studio Arts distributes a monthly newsletter to the human resources departments and hiring managers of participating employers highlighting available talent. Staff also conducts direct outreach to participating employers to identify hiring needs and connect qualified trainees with job opportunities. In addition, Studio Arts maintains working relationships with more than twenty WorkSource Centers, America's Job Centers, and workforce development partners serving the Los Angeles, Orange, Ventura, San Francisco, and Oakland city and county areas.

Commitment to Training

On average, the participating employers provide job safety and onboarding training such as sexual harassment prevention, cultural awareness and related training for their 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

Training is scheduled to begin upon Panel approval. The Company's President will oversee the project with two staff members (General Manager and E-Learning Specialist) to coordinate administration responsibilities including marketing, recruitment, assessment, scheduling training, enrollment, recording, tracking, securing rosters, verifying training and retention completion and ensuring compliance with all ETP requirements. Training will be delivered by Studio Arts, Participating Employer subject matter experts, and vendors as needed.

Marketing and Support Costs

Studio Arts contacts and recruits companies through email, voice calls, virtual meetings, trade shows, trade magazine advertising, posters, websites, social media, and mailing brochures. They maintain strategic partnerships through its membership in the Visual Effects Society and its inclusion on the union employer lists of the IATSE locals it serves.

There are currently two dedicated staff members who conduct employer marketing, recruitment, and assessment, and provide project administration and tracking. Studio Arts recruits from a very large labor market. Due to rapid technological changes, it must spend a significant amount of time matching employer needs to the curriculum. Studio Arts is requesting 8% support costs for employer recruitment and needs assessments activities that will be ongoing throughout the term of the Contract.

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).

Studio Arts is eligible as a training agency based on the following:

- BPPE licensure valid until February 14, 2027.

Tuition Reimbursement

Studio Arts 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 \$ %
ET24-0232	12/31/23 - 12/30/25	\$361,494	342	300	\$310,920 (86%)
ET20-0233-000	12/14/19 - 12/13/21	\$749,316	824	602	\$649,688 (87%)

Reported Audits

Contract Number	Final Audit Report Date	Unearned/Disallowed Costs	Audit Findings
ET16-0151-000	9/9/2020	\$44,635.00	• 40 trainees had ineligible training hours due to concurrent enrollment. • Three trainees were not eligible for enrollment in ETP training. • Three trainees did not meet minimum wage requirements. • One trainee did not meet post-training retention requirements. • Two trainees had ineligible training hours. • The unearned costs have been repaid to ETP.
ET18-0158-000	1/25/2023	\$11,961.00	• Four trainees were employed in an occupation not included in the Contract. • Six trainees had ineligible training hours due to concurrent enrollment. • Two trainees had ineligible training hours. • Four trainees did not meet minimum wage requirements. • One trainee did not meet full-time employment requirement. • One trainee had unsupported training hours. • Trainee wage rates were inaccurately reported to ETP. • The unearned costs have been repaid to ETP.

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

- Adobe After Effects
- Adobe Illustrator
- Adobe Photoshop
- Adobe Premiere Pro
- Artificial Intelligence (AI) Creative Workflows
- AI Script to Screen
- Blender
- Character Animation
- DaVinci Resolve
- Lighting in Unreal
- MetaHuman
- Rhino
- SketchUp Pro
- Unreal for Games
- Unreal Connectors
- Unreal Engine 101
- Vectorworks
- ZBrush

**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: Studio Arts, Ltd

CCG No.: ET27-0138

Reference No: 27-0041

Page 1 of 6

ALPHABETIZE BY COMPANY NAME

Company: 20th Television Animation (Fox TV Animation)

Address: 3355 W Empire Blvd – Suite 300

City, State, Zip: Burbank, CA 91504-3160

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 287

California: 287

Estimated # of Trainees: 10

Collective Bargaining Agreement(s): IATSE 839, 800, 700, 871

Company: Age of Learning, Inc

Address: Address: 101 N. Brand Blvd. Suite 700

City, State, Zip: Glendale, CA 91203

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 420

California: 308

Estimated # of Trainees: 15

Collective Bargaining Agreement(s): No

Company: Autonomous FX, Inc

Address: 531 Main Street #961

City, State, Zip: El Segundo, CA 90245

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 23

California: 23

Estimated # of Trainees: 5

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: 156

California: 152

Estimated # of Trainees: 10

Collective Bargaining Agreement(s): No

**Participating Employers in Retrainee
Multiple Employer Contracts**

Self-reported listing of potential employers participating in the contract

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Contractor's Name: Studio Arts, Ltd

CCG No.: ET27-0138

Reference No: 27-0041

Page 2 of 6

ALPHABETIZE BY COMPANY NAME

Company: DeRouchey Urethane Creations, Inc.

Address: 11035 Sutter Ave

City, State, Zip: Pacoima, CA. 91331

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 16

California: 14

Estimated # of Trainees: 3

Collective Bargaining Agreement(s): No

Company: DreamWorks Animation LLC

Address: 1000 Flower Street

City, State, Zip: Glendale, CA 91201

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 1,074

California: 976

Estimated # of Trainees: 27

Collective Bargaining Agreement(s): IATSE 839, 800, 700, 871

Company: Fox Sports (Sports Media Services)

Address: 10201 W. PICO BLVD

City, State, Zip: Los Angeles, CA 90064

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 1748

California: 1748

Estimated # of Trainees: 25

Collective Bargaining Agreement(s): IATSE 800, 700, 871

Company: Gentle Giant Studios

Address: 7511 N. San Fernando Rd.

City, State, Zip: Burbank, CA 91595

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 20

California: 20

Estimated # of Trainees: 5

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: Studio Arts, Ltd

CCG No.: ET27-0138

Reference No: 27-0041

Page 3 of 6

ALPHABETIZE BY COMPANY NAME

Company: Halon Entertainment

Address: 629 Sonora Ave

City, State, Zip: Glendale, CA 91201

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 96

California: 96

Estimated # of Trainees: 5

Collective Bargaining Agreement(s): No

Company: Ingenuity Studios

Address: 941 N. Highland Ave.

City, State, Zip: Los Angeles, CA 90038

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 329

California: 695

Estimated # of Trainees: 5

Collective Bargaining Agreement(s): No

Company: KNB EFX GROUP, INC

Address: 9300 Eton Ave

City, State, Zip: Chatsworth, CA 91311

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 50

California: 50

Estimated # of Trainees: 2

Collective Bargaining Agreement(s): No

Company: KOVR - CBS / CTS, Inc

Address: 2713 KOVR Drive

City, State, Zip: W Sacramento, CA 95605

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide: 24500

California: 8200

Estimated # of Trainees: 10

Collective Bargaining Agreement(s): IATSE 800

**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: Studio Arts, Ltd

CCG No.: ET27-0138

Reference No: 27-0041

Page 4 of 6

ALPHABETIZE BY COMPANY NAME

Company: KPIX - CBS / CTS, Inc.

Address: 855 Battery Street

City, State, Zip: San Francisco, CA 94111

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 24,500

California: 8,200

Estimated # of Trainees: 30

Collective Bargaining Agreement(s): IATSE 800

Company: Laundry Design LLC

Address: 4079a Redwood Ave

City, State, Zip: Los Angeles, CA 90066

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 24

California: 19

Estimated # of Trainees: 2

Collective Bargaining Agreement(s): No

Company: Legacy Effects, LLC

Address: 340 Parkside Drive

City, State, Zip: San Fernando, CA 91340

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 70

California: 50

Estimated # of Trainees: 15

Collective Bargaining Agreement(s): No

Company: Lionsgate Entertainment

Address: 2700 Colorado Ave

City, State, Zip: Santa Monica, CA 90404

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 1792

California: 947

Estimated # of Trainees: 5

Collective Bargaining Agreement(s): IATSE 800, 700, 871

**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: Studio Arts, Ltd

CCG No.: ET27-0138

Reference No: 27-0041

Page 5 of 6

ALPHABETIZE BY COMPANY NAME

Company: Mattel, Inc

Address: 333 Continental Blvd

City, State, Zip: El Segundo, CA. 90245

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 36,000	California: 11,000	Estimated # of Trainees: 5
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Collective Bargaining Agreement(s): No

Company: MyCoToo, Inc

Address: 776 E Green Street, Suite 200

City, State, Zip: Pasadena, CA 91101

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 19	California: 18	Estimated # of Trainees: 3
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Collective Bargaining Agreement(s): No

Company: Pixwel LLC

Address: 5340 Cangas Drive

City, State, Zip: Calabasas Hills, CA 91301

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 24	California: 22	Estimated # of Trainees: 5
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Collective Bargaining Agreement(s): No

Company: Proof Inc

Address: 5150 Wilshire Blvd., #200

City, State, Zip: Los Angeles. CA 90036

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide: 40	California: 10	Estimated # of Trainees: 3
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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: Studio Arts, Ltd

CCG No.: ET27-0138

Reference No: 27-0041

Page 6 of 6

ALPHABETIZE BY COMPANY NAME

Company: Streamland Media

Address: 1132 Vine St

City, State, Zip: Hollywood, CA 90038

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 1300

California: 1000

Estimated # of Trainees: 5

Collective Bargaining Agreement(s): No

Company: The Third Floor

Address: 5700 Wilshire Blvd

City, State, Zip: Los Angeles, CA 90036

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 325

California: 200

Estimated # of Trainees: 5

Collective Bargaining Agreement(s): No

Company: Titmouse

Address: 2835 N Naomi St

City, State, Zip: Burbank, CA 91504

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 105

California: 65

Estimated # of Trainees: 5

Collective Bargaining Agreement(s): IATSE 839, 800, 700, 871

Company: Unbroken Studios (Pound Sand LLC)

Address: 2121 Park Pl

City, State, Zip: El Segundo, CA 90245

Employers Industry: Arts, Entertainment, and Recreation

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:

Worldwide: 30

California: 21

Estimated # of Trainees: 5

Collective Bargaining Agreement(s): No



ART DIRECTORS GUILD

June 18, 2026

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand Studio Arts is requesting ETP funding. The proposed training plan for the specified members have our support. The approximate number of trainees from the following occupations will be participating in the project is 20 and will include Art Directors of the Art Directors Guild.

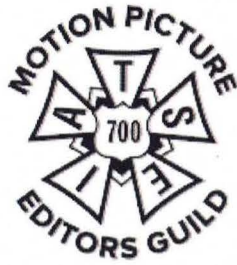
Exhibit E

The Union with respective Local(s) has received a Notice of Intent to train Collective Bargaining agreement represented workers. In accordance with EPT 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,

Joel Cohen
National Executive Director
IATSE Local 800, Art Directors Guild



June 19, 2026

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand Studio Arts 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:

Editors (20)

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,

Jim Turner
Education & Training Coordinator
Motion Picture Editors Guild, Local 700 IATSE
7715 W. Sunset Blvd., Hollywood, CA 90046



IATSE LOCAL 871

Script Supervisors/Continuity, Coordinators,
Accountants & Allied Production Specialists Guild

4011 W. Magnolia Blvd., Burbank, CA 91505-2833

Tel: (818) 509-7871 • Fax: (818) 506-1555
office@ialocal871.org • www.ialocal871.org

June 22, 2026

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand Studio Arts 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 is 20 for CBA Represented Workers of IATSE Local 871.

Coordinators (20)

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,

Christy Waterman | *Education Director*
IATSE Local 871



June 19, 2026

Employment Training Panel
1100 J Street
Sacramento, CA 95814

Dear Panel Members,

We understand Studio Arts 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 is 20 and that number includes Animators (15) and Illustrators (5) of the Animation Guild IATSE Local 839.

Exhibit E

The Local Union 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,

C. Carroll

Chaz Carroll
Assistant Business Representative



IATSE LOCAL 839

1105 North Hollywood Way
Burbank, CA 91505-2528
T 818 845.7500 F 818 845.0300
www.animationguild.org



Training Proposal for:
Sturdi-Quick Building Systems
Contract Number: ET27-0141

Panel Meeting of: August 21, 2026

Project Profile

Contract Attributes:	New Hire Priority Rate SET	Industry Sector(s):	MEC Construction Manufacturing Transportation and Warehousing
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Los Angeles, Orange, Riverside, San Bernardino	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		
Turnover Rate:	N/A	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
\$546,000		\$52,425		\$598,425

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate SET New Hire	75	8-260	0-10	260	\$7,979	\$20.66

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$20.66 per hour for Los Angeles County, \$20.18 per hour for Orange County, San Bernardino and Riverside Counties

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

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

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

Job Number 1: \$0.00

Fringe Benefits: Employer partners 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; 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: Employer partners have implemented structured wage progression strategies that support employee retention and long-term career advancement. Employees are eligible for performance-based wage increases ranging from 1-3% 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.

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, New Hire					
General Laborer	\$20.66 - \$22.42	18	0	18	0
Assembler / Panelizer	\$20.66 - \$26.15	11	0	5	6
Steel Framer	\$20.66 - \$26.83	25	0	20	5
Metal Roofer	\$20.66 - \$38.79	21	0	16	5

Introduction

Founded in 1989 and headquartered in Diamond Bar, Sturdi-Quick Building Systems (Sturdi-Quick) (<https://sturdiquick.com>) is a general construction firm that specializes in steel frame structures, pre-engineered buildings, residential projects, remodeling and renovations, and commercial construction. To meet the industry need for a trained labor force, Sturdi-Quick formed an industry alliance consortium and established a Steel Rising Training Program (Steel Rising), which is endorsed by the Steel Framing Industry Alliance. The consortium's goal in this training program is to train a labor force of new hire construction workers in the specialized skills needed for residential steel framing. This will be Sturdi-Quick's second ETP Contract and its first in the last five years. ETP funded training will be provided at Sturdi-Quick's facility in Ontario.

ETP Priority 10200(b)

Sturdi-Quick's training program aligns with Unemployment Insurance Code (UIC) section 10200(b) by helping unemployed individuals find full-time employment in high paying industries such as Construction and Manufacturing. The training program will help keep resources in California by using steel framing materials that are manufactured locally instead of using lumber from Canada and other countries. Training will further support pathways for high-wage jobs, career advancement, wage progression, and skill mobility

Veterans Program

Although Sturdi-Quick does not have a separate Veterans Job Number, the training program will recruit veterans through the United States Department of Labor and the Department of Veterans Affairs.

Project Details

There is currently an extreme shortage of residential steel workers and metal roofers for residential construction. Steel framing industry leaders such as the National Association of Home Builders, the California Steel Framing Alliance, Building Industry Association, Associated General Contractors of California, Structural Engineers Association, California Building & Construction Trades Council, and Southern California Contractors Association have forecasted that the steel framing industry is in high demand. The Steel Rising training program will help produce more qualified construction workers for consortium members who are especially focused on the rebuild efforts from the 2025 Palisades and Eaton wildfires.

Steel framing provides multiple positions for trainees to be placed. They have the option of working in manufacturing/assembly or warehousing/logistics, making the trainee candidates more marketable to the industry employers. Additionally, the increasingly competitive economy requires California workers to have the most advanced job skills to succeed. The skills that Steel Rising provides to trainees will help deliver qualified entry level workers who are fully prepared and conditioned to advance. Some of the training topics and skills new hires will receive are steel framing, hanging drywall, and roofing. The training will provide consortium employers with job ready individuals who are knowledgeable in residential steel frame construction and metal roofing. Trainee's will be job ready with tool belts, hard hat, work boots, and certified in OSHA 10, Hazwoper 24, and Forklift Operation.

Sturdi-Quick has been working with two community led groups that were created out of the wildfire disaster. BEACON Los Angeles - a referral service uniting top-tier developers, builders, architects, urban planners, designers, engineers, and legal experts, and Action Alta Dena - a community rebuilding organization committed to supporting neighborhood revitalization, home improvement, and community development projects. These two organizations attend all of the

town hall and private development meetings to gather up to date information on the building efforts. Based on the information, Sturdi-Quick will contact employers and consortium members from the steel building industry to survey their needs for new hires.

Training Plan

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

Commercial Skills: This training will be offered to all occupations in courses such as Construction Math and Blueprint Reading, Drywall Installation and Finishing, Floor Framing Systems, and Project Development (Cost Estimating & Materials).

Job Readiness Skills: This training will be offered to all occupations in courses such as Communication Skills, Resume Building, Teamwork, and Workplace Expectations.

Certified Safety Training

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

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.

Computer-Based Training (CBT)

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

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. These trainees may receive the ETP New Hire Minimum Wage. Sturdi-Quick requests the ETP New Hire Minimum Wage of \$20.66 for the 75 trainees in Job Number 1.

Impact/Outcome

Upon completion of training trainees will receive certifications in entry level steel framing, metal roofing, drywall, electrical, plumbing, OSHA 10, Hazwoper 24, and Forklift Driver. Trainees will also learn soft skills, construction math, and blue print reading.

Incidental Placement

Incidental placement with public and nonprofit entities is permissible for new hire trainees. Sturdi-Quick is requesting incidental placement for new hire trainees with public and nonprofit entities, not to exceed 20% of the number to retain in employment for Job Number 1.

Commitment to Training

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

➤ Training Infrastructure

Sturdi-Quick's President will oversee the project, and a group of five full-time staff members will assist with project administration. 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. Training will be delivered by Steel Rising program instructors who are subject experts with more than 20 years experience in the construction industry. Some of the training vendors includes Wheeler Steel Framing System, who will be providing Steel Framing training, and Harden Construction, who will be providing general construction training. Other training vendors will be used as needed.

Marketing and Support Costs

Sturdi-Quick will recruit through the Employment Development Department, Urban League, Cal Works, and other community-based agencies through personal contacts, advertisements in local print media and written communications. Trainee recruitments are also conducted via networking and word-of-mouth referrals. To further assist New Hires into the program, Urban League provides student with work boots and bus passes while Home Depot provides students with tools and tool belts. Sturdi-Quick also collaborates with industry associations for trainee referrals and job placement. With its marketing efforts, Sturdi-Quick 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.

Trainer Qualifications

Sturdi-Quick representatives state that the curriculum was developed in association with the Steel Framing Industry Alliance and industry experts. Representatives reported that, although the total curriculum will take longer than 260 hours to fully teach, the trainers streamlined topics of the curriculum so that the focus will be on the basic skills for workplace expectations by

industry employers. Training will be delivered by professionals who have more than 20 years experience working in the construction industry.

Tuition Reimbursement

Sturdi-Quick 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 Vendor(s)	City, State	Cost	Description of Service
Wheeler Steel Framing System	Santa Ana, CA	\$55,080.00	Provides 1,224 hours of lab time teaching the Steel Rising Training Curriculum.
Hardens Construction	Los Angeles, CA	\$24,300.00	60 hours of General Construction training for a total of nine sessions and 540 total hours.
United Forklift	Montebello, CA	\$11,475.00	Forklift training and certification.
Constructive Pathways	Diamond Bar, CA	\$52,000.00	Provides 1,080 hours as secondary instructor. 750 hours lab time and 330 hours hands-on. Training is broken into 5 sessions of 216 hours each, with 15 students per class.
Safety Unlimited Inc.	Simi Valley, CA	\$13,120.00	Hazwoper 24 training and certification.
Your OSHA Trainer	Rancho Cucamonga, CA	\$18,000.00	OSHA 10 training and certification.

Self-Attestations

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

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

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

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

Trainees may receive any of the following:

Commercial Skills

- Construction Math and Blueprint Reading
 - Blueprint Symbols and Scales
 - Fraction, Decimals, Conversions
 - Measurement and Layout
 - Residential Plan Sets
- Design
 - Design and Standardizations
 - Design Process
- Drywall Installation & Finishing
 - Hanging Drywall
 - Repair Techniques
 - Taping and Finishing
- Electrical
- Exterior/Interior
 - Exterior Finishes
 - Interior Finishes
 - Utilities
- Equipment Operations
 - Forklift
- Final Assessment
 - Final Hands-On Project
 - Recaps
- Floor Framing Systems
 - Foundations
 - Floor Framing Components
 - Joists, Grinders, Rim Boards
 - Load Paths
 - Subfloor Installation
- Hand and Power Tools
 - Maintenance and Storage
 - Safe Operation
 - Tool Identification
 - Types of Fasteners
- Insulation
- Plumbing
- Project Development (Cost Estimating & Materials)
 - Cost Estimating Basics
 - Engineering and Code Approval
 - Material Takeoffs
 - Ordering and Staging
 - Waste Reduction
- Roofing Systems
 - Hip Roofs

- Roof Types and Slopes
 - Roofing Materials
 - Trusses and Rafters
- Steel Framing
 - Applications and Limitations
 - Light-gauge Steel Components
 - Layout and Fastening
- Thermal
 - Thermal Factors
- Wall Framing (Load-Bearing & Non Load-Bearing)
 - Decking and Subflooring
 - Headers
 - Load-Bearing Principles
 - Non-Load Bearing Principles
 - Shear Walls
 - Specialty Framing
 - Stud Layouts

HazWoper

- HazWoper 24

Job Readiness Skills

- Communication Skills
- Resume Building
- Teamwork
- Workplace Expectation

Computer-Based Training

Trainees may receive any of the following:

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- Caught In or Between (30 mins)
- Cranes, Derricks, Hoists, Elevators & Conveyors (1 hr)
- Electrocution (1 hr)
- Excavations (1 hr)
- Falls (1.5 hrs)
- Health Hazards in Construction (30 mins)
- Introduction to OSHA (1 hr)
- Materials Handling, Storage, Use and Disposal (30 mins)
- Personal Protective and Lifesaving Equipment (30 mins)
- Scaffolds (30 mins)
- Stairways and Ladders (30 mins)
- Struck-By (1 hr)
- Tools - Hand and Power (30 mins)



Training Proposal for:
The Orange County Hispanic Chamber of Commerce
Contract Number: ET27-0131

Panel Meeting of: August 21, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee SB < 100 SET	Industry Sector(s):	MEC Accommodation and Food Services Arts, Entertainment, and Recreation Finance and Insurance Health Care and Social Assistance Manufacturing Transportation and Warehousing
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Los Angeles, Orange, San Bernardino	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
\$243,040		\$16,926		\$259,966

In-Kind Contribution:	50% of Total ETP Funding Required	\$621,200
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Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate Small Business SET Retrainee	181	8-200	0-0	40	\$1,198	\$33.64
2	Priority Rate Small Business Retrainee	36	8-200	0-0	40	\$1,198	\$24.80

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$33.64 for SET Modified Wage

Job Number 2: \$24.79 for Los Angeles County; \$24.67 for Orange and San Bernardino 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: \$0.00

Fringe Benefits: Participating employers contribute an estimated 25%–35% of employees' base wages toward fringe benefits, subject to employer policies and eligibility requirements. Benefits may include employer-sponsored medical, dental, and vision insurance, paid vacation, sick leave, holidays, retirement plans, life and disability insurance, employee assistance programs, tuition reimbursement and transportation assistance.

Wage Progression: Wage progression varies by employer and is based on trainee performance. On average, participating employers provide annual wage increases of 2%–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, Small Business, SET, Retrainee					
Custodian	\$31.25 - \$39.50	5	0	0	5
Medical Assistant	\$31.25 - \$40.00	12	0	0	12
Administrative Assistant	\$31.14 - \$41.25	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
Bank Teller	\$31.25 - \$41.25	4	0	0	4
Production Worker	\$31.25 - \$41.80	34	0	0	34
Forklift Operator	\$31.40 - \$42.00	19	0	0	19
Housekeeper	\$31.14 - \$42.25	15	0	0	15
Stagehand	\$31.25 - \$44.50	3	0	0	3
Accounting Staff	\$31.25 - \$45.00	5	0	0	5
Customer Service	\$31.25 - \$45.00	14	0	0	14
Driver	\$31.25 - \$45.50	26	0	0	26
Quality Control	\$32.00 - \$47.00	9	0	0	9
Automotive Mechanic	\$31.25 - \$52.00	15	0	0	15
Supervisor	\$31.25 - \$62.40	8	0	0	8
Producer/Director	\$31.25 - \$68.00	2	0	0	2
JOB NUMBER 2 - Priority Rate, Small Business, Retrainee					
Administrative Assistant	\$24.80 - \$40.00	2	0	1	1
Stagehand	\$25.25 - \$39.75	4	0	0	4
Supervisor	\$31.25 - \$62.40	2	0	0	2
Producer/Director	\$31.25 - \$68.00	2	0	0	2
Computer Technician	\$32.75 - \$82.40	26	0	0	26

Introduction

Founded in 1986 and headquartered in Santa Ana, the Orange County Hispanic Chamber of Commerce (OCHCC) (www.ochcc.com) is a nonprofit organization dedicated to supporting the growth and success of businesses throughout Southern California. OCHCC serves a diverse network of more than 30,000 Hispanic-owned businesses across Southern California Counties representing industries including healthcare, finance, manufacturing, construction, transportation, hospitality, technology, and professional services. Through business advocacy, workforce development, education, training and strategic partnerships, the OCHCC provides participating employers with resources and customized training that strengthen employee skills, improves business performance, and promotes long-term economic growth in the region. Training under this proposal will be delivered at participating employer worksites throughout Los Angeles, Orange, and San Bernardino Counties. This will be OCHCC's second ETP Contract and first in the last five years.

ETP Priority 10200(b)

The proposed training project supports ETP priorities by strengthening California's workforce through employer-driven training that enhances the skills of incumbent workers across multiple high-demand industries. The project also promotes career advancement by equipping frontline employees with technical, leadership, communication, and continuous improvement skills that support wage progression, employee retention, and long-term workforce development. By aligning training with evolving industry needs and regional labor market demands, the project

will help participating employers develop a highly skilled workforce capable of supporting sustained economic growth throughout Southern California.

Veterans Program

Although this project does not include a dedicated Veterans component, OCHCC markets training opportunities through targeted outreach in partnership with Veterans Service Offices, the U.S. Department of Veterans Affairs, community college veteran resource centers, and other veteran-serving organizations. Additional outreach includes veteran job fairs, workshops, email and social media campaigns, and employer partnerships to connect Veterans with training opportunities.

Project Details

Employers throughout Los Angeles, Orange and San Bernardino Counties continue to face increasing workforce challenges as technology, regulatory requirements, and business operations rapidly evolve across multiple industries. Participating employers require employees who possess the technical, digital, operational, and leadership skills necessary to adapt to changing workplace demands while improving productivity, service quality, and organizational performance.

This project will provide customized, employer-driven training designed to strengthen workforce capabilities across the healthcare, manufacturing, transportation and warehousing, and finance industries. Training will focus on Electronic Medical Records, Telehealth Applications, Cybersecurity, Digital Inventory Systems, Good Manufacturing Practices, and Production Workflow/Operations. Industry-specific training will enable employees to effectively utilize modern technologies, improve operational processes, maintain quality standards, and support evolving business practices.

The proposed training will help participating employers develop a more skilled and adaptable workforce capable of responding to technological changes, improving operational efficiency, and supporting long-term business growth. Employees will gain industry-relevant knowledge and technical skills that enhance job performance, create opportunities for career advancement, and strengthen employee retention. Combined this training project will improve the competitiveness of participating businesses throughout the Southern California region.

Training Plan

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

Business Skills: Training will be offered to all occupations. Training topics include Communication Skills, Customer Service, and Leadership Skills.

Commercial Skills: Training will be offered to Medical Assistants, Production Workers, Forklift Operators, Managers/Supervisors, Drivers, Custodians, and Automotive Mechanics. Training topics include Commercial Driving, Routine Maintenance and Safety Inspections, and Warehouse Operations.

Computer Skills: Training will be offered to all occupations. Training topics include Digital Inventory Systems, Mobile Devices, and Warehouse Management Systems.

Continuous Improvement: Training will be offered to all occupations. Training topics include Cleaning Principles, Process Improvement, and Standard Operating Procedures.

Manufacturing Skills: Training will be offered to Production Workers, Forklift Operators, Producer/Directors, Supervisors, Quality Control, and Automotive Mechanics. Training topics include Equipment Troubleshooting, Machine Set-up and Operation, and Production Workflow/Operations.

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 1.

Commitment to Training

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

➤ Training Infrastructure

OCHCC's President/CEO will oversee project administration, supported by multiple Chamber staff members responsible for employer recruitment, needs assessments, training coordination, scheduling, and documentation. Customized training will be delivered by participating employers' subject matter experts at company worksites, with training vendors and center-based instruction provided as needed throughout the contract term. OCHCC has also retained the services of an administrative subcontractor to assist with the administration of this project.

Marketing and Support Costs

OCHCC markets its program through flyers, email campaigns, trade shows, recruitment events, business workshops, social media, and other outreach efforts. It collaborates with local chambers of commerce, workforce development boards, educational institutions, economic development organizations, industry associations, community-based organizations, and government agencies to identify labor market needs and connect employers with skilled workers. These partnerships support business growth, expand employment opportunities, and promote employee training that enhances retention, productivity, and long-term competitiveness. OCHCC is requesting 8% support costs to assist with recruitment, training customization, and needs assessment activities.

Trainer Qualifications

Trainers will primarily consist of subject matter experts at participating employer locations. Employers will ensure that all in-house trainers are knowledgeable and experienced course instructors.

Tuition Reimbursement

OCHCC 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	Lourdes Uranday Consulting	Modesto, CA	\$2,000
Administrative	Lourdes Uranday Consulting	Modesto, CA	10% 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

- Accounting Fundamentals
- Accounts Payable
- Accounts Receivable
- Banking Fundamentals
- Banking Regulations and Compliance
- Best Administrative Practices
- Cashing Handling
- Cash Forecasting
- Communication Skills
- Customer Service
- Financial Abuse Awareness
- Financial Reporting
- Inventory Management
- Leadership Skills
- Marketing Strategies
- Office Administration
- Planning and Organization
- Transaction Processing

Commercial Skills

- Automotive and Diesel Engine Mechanics
- Battery, Alternator and Starter Systems
- Building Codes Updates
- Commercial Driving
- Patient Care Process Improvement
- Patient Flow & Throughput Management
- Routine Maintenance and Safety Inspections
- Sensors, Relays, and Computer Diagnostics
- Site Set up/Clean up
- Warehouse Operations

Computer Skills

- Cybersecurity
- Digital Inventory Systems
- Digital Banking
- Electronic Medical Records
- Google Docs Essentials
- Microsoft 356 (Intermediate/Advanced)
- Mobile Devices
- Sage 100 System
- Telehealth Application
- Warehouse Management Systems
- Website Maintenance

Continuous Improvement Skills

- Cleaning Equipment
- Cleaning Principles
- Coaching (non-disciplinary)
- Floor Care
- Housekeeping Fundamentals
- Lean Procedure Practices
- Organizational Behavior
- Performance and Quality Improvement and Procedures
- Production Operations
- Process Improvement
- Quality Standards
- Room and Area Cleaning
- Root Cause Analysis
- Regulatory Updates
- Search Engine Optimization (SEO)
- Standard Operating Procedures
- Team Building Skills
- Time Management

Manufacturing Skills

- Assembly Process Control
- Equipment Inspection
- Equipment Setup and Changeover
- Equipment Troubleshooting
- Following Standard Operating Procedures
- Forklift Operation
- Good Manufacturing Practices
- Hazard Analysis Critical Control Points
- Machine Set-up and Operation
- Production Workflow/Operations

**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: The Orange County Hispanic Chamber of Commerce CCG No.: ET27-0131

Reference No: 26-0313 Page 1 of 4

ALPHABETIZE BY COMPANY NAME

Company: C Plus Electronics, Inc.

Address: 14731 Franklin Ave. Unit A

City, State, Zip: Tustin, CA 92780

Employers Industry: Manufacturing Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide:34 California:34 Estimated # of Trainees: 28

Collective Bargaining Agreement(s): N/A

Company: Chance Theatre

Address: 5522 E. La Palma Ave.

City, State, Zip: Anaheim, CA 92807

Employers Industry: Arts, Entertainment, and Recreation Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide:10 California:10 Estimated # of Trainees:7

Collective Bargaining Agreement(s): N/A

Company: Cultures United Through Media DBA CUTM Films

Address: 6440 Roble Ave. #1

City, State, Zip: Los Angeles CA 90042

Employers Industry: Arts, Entertainment, and Recreation Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide:10 California:10 Estimated # of Trainees: 8

Collective Bargaining Agreement(s): N/A

Company: Dos Gabachos Mezcal

Address: 7925 E. Acorn Ct.

City, State, Zip: Anaheim, CA 92808

Employers Industry: Transportation and Warehousing Priority Industry? ☒ Yes ☐ No

Total # of full-time employees: Worldwide:9 California:9 Estimated # of Trainees:9

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: The Orange County Hispanic Chamber of Commerce CCG No.: ET27-0131

Reference No: 26-0313 Page 2 of 4

ALPHABETIZE BY COMPANY NAME

Company: Elite Logistics and Fullfillment, LLC

Address: 13770 Jurupa Ave.

City, State, Zip: Fontana, CA 92337

Employers Industry: Transportation and Warehousing Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide:90	California:90	Estimated # of Trainees:73
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Collective Bargaining Agreement(s): N/A

Company: Heritage Hotels Group DBA Grand Legacy at the Park

Address: 1650 South Harbor Blvd.

City, State, Zip: Anaheim, CA 92802

Employers Industry: Accommodation and Food Services Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide:134	California:134	Estimated # of Trainees:11
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Collective Bargaining Agreement(s): N/A

Company: Her Majesty's Ride Inc. DBA HMR Transportation

Address: 777 W. Convention Way

City, State, Zip: Anaheim, CA 92802

Employers Industry: Transportation and Warehousing Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide:60	California:60	Estimated # of Trainees:20
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Collective Bargaining Agreement(s): N/A

Company: Kamla Hotels, Inc.

Address: 12800 Center Court. Drive, Suite 525

City, State, Zip: Cerritos, CA 90703

Employers Industry: Accommodation and Food Services Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide:405	California:405	Estimated # of Trainees:9
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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: The Orange County Hispanic Chamber of Commerce CCG No.: ET27-0131

Reference No: 26-0313 Page 3 of 4

ALPHABETIZE BY COMPANY NAME

Company: OC Hospice & Palliative Care

Address: 13522 Newport Ave. Suite 200

City, State, Zip: Tustin, CA 92780

Employers Industry: Health Care and Social Assistance

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide:23	California:23	Estimated # of Trainees:9
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Collective Bargaining Agreement(s): N/A

Company: Pac Auto Collision (PAC)

Address: 1102 E. 17th St.

City, State, Zip: Santa Ana, CA 92701

Employers Industry: Other Services (Except Public Administration)

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide:15	California:15	Estimated # of Trainees:15
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Collective Bargaining Agreement(s): N/A

Company: Poppy Bank

Address: 611 Anton Blvd.

City, State, Zip: Costa Mesa, CA 92626

Employers Industry: Finance and Insurance

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide:1865	California:648	Estimated # of Trainees:9
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Collective Bargaining Agreement(s): N/A

Company: Radiant Health Centers

Address: 17982 Sky Park Circle, Suite J

City, State, Zip: Irvine, CA 92614

Employers Industry: Health Care and Social Assistance

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide:63	California:63	Estimated # of Trainees:10
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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: The Orange County Hispanic Chamber of Commerce CCG No.: ET27-0131

Reference No: 26-0313 Page 4 of 4

ALPHABETIZE BY COMPANY NAME

Company: Rang Krupa, Inc. DBA Harbor Inn & Suites

Address: 12792 Palm Street

City, State, Zip: Garden Grove, CA 92840

Employers Industry: Accommodation and Food Services

Priority Industry? ☒ Yes ☐ No

Total # of full-time employees:	Worldwide:18	California:18	Estimated # of Trainees:9
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Collective Bargaining Agreement(s): N/A



Amendment Proposal #1 for:
4th Watch Educational Services dba Machinist Career College
Contract Number: ET25-0287

Amendment Effective Date: July 1, 2026

Panel Meeting of: August 21, 2026

ETP Regional Office: North Hollywood

Analyst: L. Vuong

CURRENT PROJECT PROFILE

Contract Type: Priority/Retrainee
Priority/SB<100
SET/MB - New Hire

Industry Sector(s): Manufacturing

Counties Served: Los Angeles, Orange, Riverside, San Bernardino, San Diego

Repeat Contractor: ☒ Yes ☐ No

Union(s): ☐ Yes ☒ No

Priority Industry: ☒ Yes ☐ No

Current Contract Term: June 2, 2025 to June 1, 2027

Current Funding	In-Kind Contribution
\$848,750	\$1,100,477

AMENDMENT FUNDING

Requested Funding	Support Costs	Amendment Funding	In-Kind Contribution
-\$6,356	+\$4,661	-\$1,695	N/A

Total Funding
\$847,055

AMENDMENT TRAINING PLAN TABLE

Job No.	Job Description (By Contract Type)	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage*
				Class / Lab	CBT		
1	Priority/Retrainee	Computer Skills, Mfg. Skills	283	8-200 Weighted Avg: 81	0	\$2,425	\$23.56
2	SET Multiple Barriers New Hire	Computer Skills, Mfg. Skills	20	8-260 Weighted Avg: 260	0	\$8,039	\$21.00

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

Wages reflect the ETP minimum wage requirements in effect when the Contract was approved. However, no trainee will be paid less than the State or local minimum wage rate in effect at the end of retention, regardless of the wage expressed in this table. The highest minimum wage rate will prevail.

Minimum Wage by County: Job Number 1 (Priority/Retrainee/Small Business): \$24.01 per hour for Los Angeles County; \$23.72 per hour for San Diego County; \$23.56 per hour for Orange, San Bernardino and Riverside counties

Job Number 2 (SET/MB - New Hire): \$20.66 per hour for Los Angeles County; \$20.18 per hour for Orange, Riverside and San Bernardino Counties.

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

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

Participating employers may use up to \$2.50 per hour in health benefits for Job Number 1.

Wage Range by Occupation		
Occupation Title	Actual Wage Range	Estimated Number of Trainees
Job Number 1 – Priority, Small Business, Retrainee		
Machine Set-Up Operator	\$21.51 - \$24.01	70
CNC Machine Operator	\$21.51 - \$24.01	70
Programmer	\$21.51 - \$24.01	60
Inspector	\$21.51 - \$24.01	60
Engineer	\$21.51 - \$24.01	23
Job Number 2 - SET/MB - New Hire		
CNC Operator	\$21.00 - \$24.01	10
Inspection	\$21.00 - \$24.01	1
Machinist	\$21.00 - \$24.01	8
Technician	\$21.00 - \$24.01	1

INTRODUCTION

Located in Ontario and founded in 2025, 4th Watch Educational Services dba Machinist Career College (MCC) (<https://www.mcc4me.org>) provides specialized education and training in manufacturing processes throughout Southern California. MCC prepares and updates employees with skill sets that can be utilized in careers related to machining, tooling, metal-

working and manufacturing industries. MCC serves small and medium-sized machine shop employers that design and manufacture special tools, machines, dies, jigs, fixtures, gauges and precision-machine parts. These employers need skilled workers with the most up-to-date skills to remain competitive due to continuing advanced technological changes in the metal industry.

The Panel approved MCC's ETP Contract for \$848,750 at the May 30, 2025, meeting. Training started on July 7, 2025.

AMENDMENT DETAILS

After Panel approval, MCC asked to reallocate \$160,780 from Job Number 1 (Priority/Retrainee) to create Job Number 2 (SET/MB – New Hire) for training needs. MCC reported that historically and during normal business environment, MCC provides training opportunities to small and large companies to meet its current and growing workforce training needs, support production expansion, and contribute to the long-term economic vitality of Southern California's manufacturing sector. In addition, MCC is determined to assist and provide training opportunities to opportunity youth, veterans, formerly justice-involved individuals, first-generation learners, and individuals experiencing economic hardship-populations that face significant barriers to career employment and have few alternative pathways to family-sustaining wages in their communities. MCC's mission is to improve the quality of life for these individuals by increasing their technical skills, workplace readiness, and opportunities for career advancement in the advanced manufacturing sector.

MCC has experienced significant and growing demand from employers for trained, entry-level machinist talent across Southern California's aerospace, defense, and precision manufacturing corridors. This demand is driven by a persistent and documented skilled machinist shortage - with approximately 32% of machinist roles currently unfilled among MCC's employer partners - the projected growth of the aerospace and defense sector in Southern California of 8.3% through 2026.

MCC maintains active workforce partnerships with over 300 regional and national employers in the precision manufacturing, aerospace, and defense sectors. These relationships provide direct employment pathways for MCC graduates and represent the demand-side anchor of MCC's workforce pipeline model. As of April 2026, 94 of its first 100 trainees have been placed in advanced manufacturing roles — a 94% placement rate achieved within five months of enrollment. MCC's New Hire Precision Machinist Training Program consists of five months with 725 total hours. MCC is requesting ETP funding for 260 hours of training per trainee, and MCC will cover the remaining hours per trainee at no additional cost.

This request for Job Number 2 (New Hire) will allow MCC to train unemployed individuals with multiple barriers to employment. This program will assist and place New Hire workers in entering the workforce and improving their opportunities for career advancement in the metal industry. Its goal is to provide New Hire trainees with the necessary skills and knowledge required to become immediately productive upon hiring. MCC has identified employers that have made firm commitments to hire New Hire trainees upon successful completion of training as follows:

- 10 to 15 New Hire trainees for SpaceX;
- 8 to 10 New Hire trainees for PCC Air, and;
- 5 to 7 New Hire trainees for Karman.

In addition, participating employers Howmet Aerospace, Hydraflow Inc., Element Technologies, NN Inc., and Precision Manufacturing are ready to hire these trainees upon completion of training at MCC.

MCC is also requesting a retroactive effective date of July 1, 2026, to help and support participating employers' demand.

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.

➤ Multiple Barriers

All New Hire trainees in Job Number 2 must be hard-to-serve individuals with multiple barriers to employment. Trainees will have two or more barriers to employment (e.g., mental or physical disability, limited English proficiency, limited math skills). These trainees may receive the ETP Minimum Wage post-retention.

➤ Wage Modification

The Panel may further modify the ETP Standard Minimum Wage for these New-Hire trainees (Job Number 2) by up to 25%. However, MCC is not asking for wage modification. All New Hire trainees in Job Number 2 will meet \$21.00 per hour for Los Angeles, Orange, Riverside, and San Bernardino Counties.

➤ Retention Modification

The Panel may modify the retention period for these trainees, establishing it as 90 days within a span of 120 consecutive days across a maximum of three employers.

➤ Incidental Placement

The New-Hire trainees in Job Number 2 may be retained in employment with a public entity or non-profit organization at up to 20% of the total New-Hire trainee population. In addition, these New-Hire trainees may be retained in employment with a Temporary Agency at up to 20% of the total New-Hire trainee population.

Impact/Outcome

Training will help Job Number 2 New Hire trainees enter and prepare for entry-level roles such as CNC Operator, Inspection, Machinist, and Technician, with the foundational technical skills required to contribute to a manufacturing environment with minimal onboarding.

Training Infrastructure/Trainer Qualifications

The Director of Workforce Programs, with the assistance of four administration staff, will be responsible for overseeing all aspects of the training project including scheduling training, collecting rosters, and uploading all training hours. Training will be provided by in-house subject matter experts who have a minimum of 10 years of experience in aerospace, defense, and industrial manufacturing environments.

Tuition Reimbursement

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

Summary of Amendment Changes:

- Creates Job Number 2 with an effective date of July 1, 2026;
- Redistributes funding from Job Number 1 to create Job Number 2;
- Adds new training topics under Computer and Manufacturing Skills;
- Add new Occupations to the Contract;
- Decreases Total Contract Amount by \$1,695 from \$848,750 to \$847,055;
- Increases Support Costs by \$4,661 from \$54,950 to \$59,611; and
- Decreases Total Estimated Number of Trainees by 47 from 350 to 303

CURRENT CONTRACT PERFORMANCE

The following table summarizes performance by MCC under the current ETP Contract:

Contract No.	Approved Amount	Term	No. Trainees Enrolled	No. Completed Training	No. Retained
ET25-0287	\$848,750	06/02/2025 – 06/01/2027	152	12	TBD

Based on ETP Systems, 18,856 reimbursable hours have been tracked for potential earnings of \$564,762 (66% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through March 2027.

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

Trainees may receive any of the following:

Computer Skills**Mastercam**

- 2D and 3D Toolpath Creation using Mastercam CAD/CAM Software
- Post-Processing and Machine Simulation
- Multi-Axis Programming Strategies
- Integration with CNC Equipment and Process Planning

Advanced Mastercam

- 3D Surface and Solid Modeling Toolpaths
- Multi-Axis Toolpath Creation (4-Axis & 5-Axis)
- Toolpath Verification and Post-Processor Customization
- High-Speed and Hybrid Toolpath Strategies
- CAD/CAM Integration for Efficient Part Programming

Job Number 2 - New Hire**CNC Programming Fundamentals**

- **Introduction to CNC Programming Including Basic G-Code and M-Code Structure**
- **Understanding Machine Coordinates, Work Offsets, and Tool Offsets**
- **Basic Use of CAD/CAM Software for Simple Toolpath Generation**
- **Program Loading, Editing, and Verification at the Machine**
- **Interpretation of Digital Part Files and Setup Documentation**

Manufacturing Skills**CNC Machining**

- Set-Up, Operation, and Troubleshooting of CNC Mills and Lathes
- Tool Selection and Offsets
- G-Code and M-Code Programming Basics
- Safety and Preventative Maintenance Practices

Advanced CNC Machining

- 4-Axis and 5-Axis Machining Applications
- Advanced Workholding and Fixturing Techniques
- Precision Machining of Tight-Tolerance Parts
- Optimization of Speeds and Feeds for Increased Productivity

Inspection

- Use of Precision Measurement Tools (micrometers, calipers, height gauges, CMMs)
- Blueprint Interpretation and Geometric Dimensioning and Tolerancing
- Process of Documentation
- Statistical Process Control (SPC) Fundamentals

Job Number 2 - New Hire

Technical Foundation

- **Blueprint Reading Including Basic Orthographic Projection**
- **Shop Mathematics Including Fractions, Decimals, and Basic Trigonometry**
- **Understanding of Basic Machining Calculations (Feeds, Speeds, Simple Geometry)**
- **Introduction to Material Types and Machining Characteristics**
- **Shop Safety Practices and Proper Machine Handling**

Introduction to Production Skills

- **Following Standard Work Instructions and Job Travelers**
- **Basic Troubleshooting of Common Machining Issues**
- **Maintaining Clean and Organized Workstations (5S principles)**
- **Understanding Workflow in a Production Machining Environment**

Fundamentals of Machining Operations

- **Safe Setup and Operation of Manual Lathes and Milling Machines**
- **Introduction to CNC Machine Operation and Basic Setup Procedures**
- **Identification and Use of Cutting Tools, Inserts, and Holders**
- **Application of Basic Feeds and Speeds for Common Materials**
- **Execution of Drilling, Turning, Milling, and Threading Operations**

Introduction to Inspection & Quality Control

- **Use of Calipers, Micrometers, and Basic Inspection Tools**
- **Reading and Interpreting Blueprint Dimensions and Tolerances**
- **Performing In-Process Checks to Verify Part Conformance**
- **Introduction to Inspection Documentation and Reporting**



**LIST OF PROPOSALS $\leq$ \$75,000 APPROVED
BY DELEGATION ORDER FOR 07/07/26 – 08/10/26**

<i>Project</i>		<i>Approved Date</i>	<i>Approved Amount</i>
ET27-0129	Ectron Corporation	08/05/26	\$9,800
ET27-0101	PacWest Instrument Labs, Inc.	08/05/26	\$74,340
ET27-0130	Pliant Therapeutics, Inc.	08/05/26	\$63,000

Total -----\$147,140



Training Proposal for:
Ectron Corporation

Contract Number: ET27-0129

Delegation $\leq$ \$75,000 Single Employer

Panel Meeting of: August 21, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee SB < 100	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: 7	U.S.: 7	Worldwide: 7	
<u>Turnover Rate:</u>	0%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$25,673

Total ETP Funding
\$9,800

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	5	8-200	0-0	70	\$1,960	\$24.67

*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: \$2.42

Fringe Benefits: Full-time employees are offered medical insurance through Kaiser Permanente, as well as disability insurance. The Company pays 100% of fringe benefits which calculates to approximately \$3.90-\$7 per hour per employee. Additionally, Ectron Corporation offers a 401(k) employer contribution and paid vacation days throughout the year. These benefits are available for all full-time employees.

Wage Progression: The Company reviews employee compensation annually, with merit increases typically ranging from 3% to 4% based on performance and Company impact. In addition, Ectron has provided two 10% wage increases in 2026 tied to business growth and rising living costs, raising minimum hourly pay from \$18 to \$20 in January, and from \$20 to \$22.25 effective June 1, 2026, with a long-term goal of reaching a \$25/hour minimum wage as business growth allows.

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					
Assembly Technician	\$22.25 - \$22.25	1	0	1	0

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
Production Manager	\$22.25 - \$23.00	1	0	1	0
Test Technician	\$22.25 - \$25.00	2	0	2	0
QA Technician	\$25.00 - \$26.00	1	0	1	0

Introduction

Founded in 1964 and headquartered in San Diego, Ectron Corporation (Ectron) (www.ectron.com) provides ruggedized, reliable computing systems and metrology instrumentation designed to provide highly accurate data. Computing products include thermocouple simulator-calibrators/voltage source and meters, gas turbine machine monitors, frequency-to-voltage converters, and internet of things edge computers. In 2025, the Company began offering engineering design, prototyping, printed circuit board (PCB) assembly, and box-build services to third parties. Customers include product companies, engineering firms, federal agencies, federal prime contractors, universities, and pharmaceutical companies. This will be Ectron's second ETP Contract, and its second in the past five years. Training will take place at the Company's sole location in San Diego.

ETP Priority 10200(b)

While many companies rely on overseas PCB assembly and box-build services, Ectron has manufactured products in-house in San Diego for over 60 years and is able to provide more local manufacturing options for California businesses due to Inter Process Communication (IPC) and J-STD-001 certifications. Additionally, Ectron trains in advanced technologies and standards, such as training in modern PCB assembly, inspection, and testing standards, particularly for aerospace and military applications.

Veterans Program

Ectron does not currently have any Veterans employed, but preference is always given to Veterans when hiring new employees.

Project Details

Previous training focused on the implementation of an Enterprise Resource Planning/Material Requirements Planning (ERP/MRP) system known as Globalshop, with plans to pursue International Standard for Organization (ISO) 9001, IPC, and J-STD-001 soldering certifications afterward. Globalshop ultimately was not a fit for the Company due to complications with the system and expenses. As a result, Ectron was unable to move forward with ISO-9001, IPC, and J-STD-001 certifications.

The Company now has a new ERP/MRP system in place, and training under this proposal will focus on the certifications that Ectron were not able to complete under the previous contract such as J-STD-001 for soldering and IPC 600 and 610 for assembly and inspection. In addition, more customers require that assembly and test personnel have the J-STD-001 soldering certification, making these certifications a requirement of the Company's staff.

Training Plan

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

Manufacturing Skills: Training will be provided to all occupations. Training topics include IPC (Inter Process Communication) 600 and 610 PCB (Printed Circuit Board) Assembly/Inspection Certification, and J-STD-001 PCB Soldering Certification.

Impact/Outcome

Trainees will be able to obtain certifications for J-STD-001 PBC soldering and IPC PCB assembly/inspection upon completion of training.

Commitment to Training

Ectron has an annual training budget of \$40,000. The Company's existing training consists of onboarding training, manufacturing equipment training, and human resources 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 President of Ectron will oversee administration of the project with the assistance of Ectron's Compliance Manager and Chief Technology Officer. Training will take place at the Company's sole location in San Diego, and will be delivered by in-house experts and one external training vendor.

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 \$ %
ET23-0330	06/09/23 - 06/08/25	\$15,525	15	5	\$9,821 (63%)

ET23-0330: Ectron utilized a ERP/MRP solution that had resulted in overcomplexity and unreachable expenses, that resulted in the Company's inability to complete the project. The Company's new blended ERP/MRP solution has been selected after months of vetting. Ectron plans to be successful on the new project by leveraging the expertise of its highly experienced assemblers, who have 8-36 years of industry experience, and are well-equipped to meet certification requirements. In addition, Ectron has partnered with a training provider recommended by a key aerospace client, ensuring alignment among all parties to achieve certification and support successful project execution. This project has been right-sized to the previous project'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
LJE Engineering	San Diego, CA	\$7,500.00	IPC-compliant soldering and PCB inspection 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:

Manufacturing Skills

- J-STD-001 PBC Soldering Certification
- IPC (Inter Process Communication) 600 and 610 PCB (Printed Circuit Board) Assembly/Inspection Certification



Training Proposal for:
PacWest Instrument Labs, Inc.

Contract Number: ET27-0101

Delegation $\leq$ \$75,000 Single Employer

Panel Meeting of: August 21, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee SB < 100	Industry Sector(s):	Transportation and Warehousing	
		Priority Industry:	☒ Yes ☐ No	
Counties Served:	Riverside	Repeat Contractor:	☐ Yes ☒ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 63	U.S.: 63	Worldwide: 63	
<u>Turnover Rate:</u>	4%			
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$90,588

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 Retrainee	59	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 per hour for Riverside 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: All full-time employees will receive healthcare benefits upon successful completion of 30 days including up to 80% employer paid health benefits (Medical, Dental and Vision). Additionally, employees receive a 401k with 4% employer matching, five days paid sick leave a year, and 80 hours of vacation per year.

Wage Progression: PacWest Instrument Labs, Inc. provides annual wage increases including yearly evaluations resulting in a 3-6% wage increase.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	\$20 and Under	\$20.01 to \$25	Over \$25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Administration	\$22.17 - \$50.00	14	0	2	12
Technician	\$22.17 - \$55.00	40	0	4	36
Manager/Supervisor	\$22.18 - \$55.00	5	0	1	4

Introduction

Founded in 1982 and headquartered in Corona, PacWest Instrument Labs, Inc. (PSI) (www.psilabs.com) provides aircraft instrument repairs, overhaul, and exchange for major commercial and military aviation clients worldwide. Training will be for its only location in Corona. This is PSI's first ETP Contract.

ETP Priority 10200(b)

PSI has experienced rapid growth and worldwide acceptance, establishing itself as a major provider of aircraft instrument repair, overhaul, and exchange services. This expansion supports high-skill, high-wage technical jobs in California, including avionics technicians, instrument repair specialists, quality-assurance personnel, and engineering-supported roles. Training ensures PSI can continue to grow its workforce and maintain its leadership in the aerospace sector.

Veterans Program

PSI actively recruits Veterans through the Veterans Administration.

Project Details

PSI operates as a state-of-the-art aircraft instrument and avionics repair facility with rapid growth, worldwide customers, and ongoing development of new Designed Engineered Representative (DER)-engineered components. PSI has expanded its customer base to provide DER-engineered replacement components for Ametek indicators, GE & Air Precision clocks, and Citation tape gauges. The Company has developed an extensive training plan to provide new engineering processes, updated repair methods, and specialized diagnostic procedures. Training will require continuous in-depth training on the testing and maintenance of avionics and instruments to ensure strict Federal Aviation Administration (FAA)-standards are met.

Training will ensure PSI's workforce have the necessary skills in technical, regulatory, and problem-solving to keep pace with the Company's modernization, engineering innovations, and global service demands. Training under this proposal will allow employees to continuously upgrade their capabilities to remain effective and employable. The Company also plans to hire two to five new technicians a year to meet customer demands.

Training Plan

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

Business Skills: Training will be offered to all occupations focused on improving communication skills. Training topics include Time and Attendance, Communication, and Standard Operating Procedures.

Commercial Skills: Training will be offered to Technicians and Managers/Supervisors focused on equipment operation. Training topics include Equipment Operations/Installation, Welding, and Systems and Subsystems.

Computer Skills: Training will be offered to all occupations focused on internal software. Training topics include MasterCam, Auto Computer-Aided Design (CAD), and Intelli-Max.

Continuous Improvement Skills: Training will be offered to all occupations focused on improving work processes. Training topics include Understanding Contracts, Resource Management, and Quality Assurance.

Hazardous Materials Skills: Training will be offered to all occupations focused on handling hazardous materials. Training topics include Blood Borne Pathogens, Silica, and Lead Exposure Awareness.

Alternate Recordkeeping

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

Commitment to Training

PSI invests \$100k annually on training including general safety training and orientation. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Human Resources Manager will be responsible for overseeing all training aspects of the project including scheduling training, roster collection, and enrolling trainees. Training will be provided by in-house subject matter experts and external vendors as necessary. Additionally, the Company has also retained the services of a third-party administrator with extensive ETP experience to assist with administration.

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

- Time and Attendance
- Communication
- Leadership
- Standard Operating Procedures

Commercial Skills

- Equipment Operations/Installation
- Electronics
- Tooling
- Wet Layup/Pre-Preg/Assembly
- Heating/Cooling System Efficiency
- Maintenance
- Machining
- Mechanical Energy Conservation
- Electrical Energy Conservation
- Shop Procedures
- Welding
- Medical Records & Personal Exposure Monitoring
- Trash Prohibitions & Proper Disposal
- Lock Out / Tag Out / Block Out Awareness
- Fall Protection Awareness
- Flight Line Awareness / FOD Awareness
- Neighborhood Electric Vehicles
- Global Harmonization System
- Pallet Jack Training
- Ladder Safety Training
- Scaled Safety Manual Review
- Forklift Training
- Scissor Lift
- Aerial Lift
- Respiratory Program
- Hearing Conservation
- Material Handler
- Toolbox
- Flutter
- Flight Test Telemetry
- "Good Enough"
- Conceptual Design
- Structural Design
- Composites Design
- Systems & Subsystems
- Ground Testing
- Engineered Replacement Components

- Flight Test
- Control Room Training
- Crew Resource Management
- Test Planning

Computer Skills

- Auto Computer-Aided Design (CAD)
- Maintenance Connection
- Fleet Maintenance
- MasterCam
- Insight
- Intelli-Max
- Microsoft Project
- Microsoft Office (Intermediate/Advanced)
- Accounting Principles & Tools
- Computer-Aided Three-Dimensional Interactive Application (CATIA) CAD
- Information Security
- Interactive Analysis and Display System (IADS)
- Automatic Data Processing (ADP)
- Computer Awareness
- Controlled Unclassified Information (CUI)
- Information Technology
- Account Access
- Admin Rights

Continuous Improvement Skills

- Understanding Contracts
- Understanding Terms and Conditions
- Understanding Scope of Work
- Scope Management
- Schedule Planning
- Resource Management
- Project Performance Management
- Budget Management
- Risk Management
- Team Development
- Quality Assurance
- Customer Relationships

Hazardous Materials Skills

- Blood Borne Pathogens
- Silica
- Isocyanate/Chromium Awareness
- Lead Exposure Awareness
- Blood Borne Pathogens Awareness



Training Proposal for:
Pliant Therapeutics, Inc.

Contract Number: ET27-0130

Delegation $\leq$ \$75,000 Single Employer

Panel Meeting of: August 21, 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 Mateo	Repeat Contractor:	☐ Yes ☒ No	
Union(s):	☐ Yes ☒ No			
Number of Employees in:	CA: 45	U.S.: 49	Worldwide: 49	
<u>Turnover Rate:</u>	69%	See Project Details Section		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A			

Funding Detail

In-Kind Contribution
\$230,000

Total ETP Funding
\$63,000

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate SB < 100 Retrainee	45	8-200	0-0	50	\$1,400	\$50.00

*Post-Retention Wage is the Contractual Wage.

Published Minimum Hourly Wage by County:

Job Number 1: \$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: \$0.00

Fringe Benefits: The Company provides a comprehensive benefits package that is cost equivalent to 30% of base wages. These fringe benefits include health insurance (medical, dental, and vision), life and disability insurance, wellness support, company-matching contributions to 401k, paid time off in the form of vacation (3-4 weeks based on years of service), sick time off (1 week), and 12 or more paid holidays.

Wage Progression: The Company evaluates employee wages at the start of each year - within the first quarter of each calendar year. The Company assess performance, market and economic conditions, and normally award merit base pay increases in the range of 2.5-3.5%. In addition, they evaluate promotions for existing employees twice per year (at the beginning and midpoint of each calendar year). After each semi-annual review period, eligible employees can receive between a 5 to 10% increase on 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					
Operations Staff	\$50.00 - \$170.00	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
Research and Development	\$50.00 - \$185.00	25	0	0	25
Team / Project Leaders	\$50.00 - \$185.00	5	0	0	5

Introduction

Founded in 2015 and headquartered in South San Francisco, Pliant Therapeutics, Inc. (Pliant) (<https://pliantrx.com>) is a clinical-stage biopharmaceutical company and leader in the discovery and development of novel integrin-based therapeutics. Specifically, their focus is to better understand the molecular drivers of diseases and to unlock potentially safer and more effective therapies for patients. The Company's platform may be applicable across multiple disease areas including delivery of drug payloads to cells utilizing integrin receptor-binding molecules as tissue-specific delivery and internalization mechanisms. Their customers are patients who are seeking unique cancer treatments that address resistance to immune checkpoint inhibitors and the clinicians who treat these patients. Training will take place at the Company's location in San Francisco. This will be Pliant's first ETP contract.

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, Pliant provides high-wage employment opportunities requiring advanced technical expertise and specialized skills. Through targeted training, employees will strengthen competencies in research, development, commercial operations, supporting workforce expansion and long-term economic growth.

Veterans Program

Although Pliant does not have a formal Veteran outreach program, the company encourages veterans to apply for employment through its standard company hiring process.

Project Details

Pliant operates in a highly competitive biopharmaceutical industry influenced by cost, shifting patient treatment needs, and increased competition from other biopharmaceutical producers. To remain competitive while maintaining product quality, the Company must continuously improve operational efficiency and reduce production costs. Workforce training plays a critical role in achieving these objectives by equipping employees with the skills necessary to optimize research processes and improve production performance.

This proposed training project will focus on cross-training employees across multiple disciplines to enhance workforce flexibility, productivity, and operational efficiency. Trainees will receive instruction in Advanced Strategic Planning, Resource Management, Project Management, Clinical Operations, Healthcare Compliance, Marketing, as well as training in Team Optimization and Cross-Functional Collaboration.

Current Year Turnover

Prior to 2025, the Company experienced turnover rates of 10.3% in 2024, 4.24% in 2023, and 2.7% in 2022. However, in 2025, Pliant made the difficult decision to pause and ultimately discontinue their lead late-stage program to preserve funds while evaluating their next lead program which necessitated a significant reduction in force. In addition, the Company conducted a deliberate review of their organizational structure and further right-sized the organization with clear intent to efficiently advance their new lead program from early-stage to late-stage development. After completing the necessary resizing, Pliant's employee population decreased from 166 employees to 49 employees as of December 31st, 2025.

The Company does not foresee additional employee turnover in 2026 or beyond and projects the 2026 turnover rate to be at 0%. With a smaller team, it will be increasingly important to ensure that remaining employees are appropriately trained and cross-trained to support operational continuity and program execution.

Training Plan

Training will be delivered via Class/Lab and 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 Advanced Strategic Planning, Budgeting, Project Management, Resource Management, Clinical Operations, and Decision Making.

Commercial Skills: Training will be offered to Research and Development and Team/Project Leaders. Training will strengthen skills in analyzing, segmenting, equipment operations, and planning while building capabilities to develop effective customer and patient educational/marketing materials. Training topics will include Regulatory Affairs, Marketing, Presenting Technical Information, Effective Communications, and Market Access.

Continuous Improvement Skills: This training will be offered to all staff focused on improving productivity. Training will include Change Management, Risk Management, Team Optimization, and Cross-Functional Collaboration.

Turnover Rate

The ETP program is designed to fund training for stable, secure jobs. Thus, the employer's turnover rate cannot exceed 20% annually for the facility where training is requested. But the Panel may accept a higher turnover with evidence training will significantly decrease the turnover, or the employer experienced a singular reduction in workforce, or industry data supports a higher turnover rate. The Panel may, or may not choose to, impose a "turnover penalty" when the company crosses this 20% threshold.

If the Panel chooses to impose a turnover penalty, failure to stay under a maximum rate will trigger forfeiture of 25% of the amount earned for each trainee. The maximum rate is typically 20%, as measured by turnover during the 12-month period preceding termination of the ETP Contract.

Commitment to Training

Pliant's annual training budget is approximately \$25,000 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

Pliant's Chief Human Resources Officer will oversee project administration, supported by a Human Resources team member. 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 as needed.

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	\$30,000.00	Hands On will provide training in a number of business and technical areas that are unique 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

- Advanced Strategic Planning
- Business Planning
- Budgeting
- Resource Management
- Decision Making
- Effective Meetings
- Leading Projects
- Project Management
- Portfolio Management
- Product Lifecycle Management
- Drug Discovery & Development
- Clinical Operations

Commercial Skills

- Preparing for Phase 2
- Preparing for Phase 3
- Preparing for Commercialization
- Preparing for NDA (New Drugs Application) / BLA (Biologics License Application)
- Regulatory Affairs
- Healthcare Compliance
- Market Access
- Marketing
- Presenting Technical Information
- Influencing & Stakeholder Management
- Effective Communications

Continuous Improvement Skills

- Business Process & Continuous Improvement
- Change Management
- Risk Management
- Time Management & Organization
- Cross-Functional Collaboration
- Managing Through Change
- Leading Through Others
- Team Optimization