PANEL PACKET

September 2026

ETP

Employment Training Panel

PANEL NOTICE/AGENDA

MEETING TIME/PLACE

Friday, September 25, 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/83696271119

Passcode: 580946

Webinar ID: 836 9627 1119

US Toll-free: 855-758-1310

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

The actual order of Agenda items may be changed without notice.

Call to Order by Chair • Roll Call • Action to Approve September Panel Meeting Agenda • Action to Approve August Panel Meeting Minutes	Rebecca Bettencourt
Executive Report • Legislative/Budget/Other	Jessica Grimes Tara Armstrong Kumani Armstrong/ Michael Cable Laura Campbell
Apprenticeship Presentation and Video	Peter Cooper Michele Irwin
Review, *Public Comment and Action on Proposals	Michele Irwin

Panel Date: September 25, 2026

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

*Public Comment on Matters Not on the Agenda

Public Meeting Adjourns

*Public comment can be done in person or virtual

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

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

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

REVIEW AND ACTION ON PROPOSALS

These funding proposals are listed in alphabetical order and do not reflect the actual order of presentation. They will be considered by the Panel in accordance with a Table of Contents to be published on the ETP website no later than Monday, September 21, 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.

Alameda County Electrical Industry Apprenticeship and Training Trust---------- $169,886
Apprentice and Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry---------- $2,258,586
Associated Builders and Contractors of Southern California Inc. Merit Training Trust Fund ---------- $553,340
Associated General Contractors of America San Diego Chapter, Inc. Apprenticeship and Training Trust Fund ---------- $94,672
Bay Area Counties Roofing Industry Apprentice Training Fund ---- $468,079
California American Fire Sprinkler Association Training Trust Fund---------- $62,320
California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund ---------- $1,890,400
California Nevada Electrical Joint Apprenticeship Training Trust Fund---------- $378,594
California Tradeshow and Sign Crafts Joint Apprenticeship Training Trust Fund of Painters and Allied Trades District Council 36---------- $279,797
Carpenters Training Trust Fund for Northern California ---------- $2,928,928
Cement Masons Joint Apprenticeship Trust ---------- $649,994
Central Valley Electrical Industry Training & Educational Trust ------ $84,953
Electrical Training Trust of Santa Barbara County---------- $63,099
Finishing Trades Institute of District Council 36 Joint Apprenticeship Training Trust Fund ---------- $1,305,038
Finishing Trades Institute of Northern California and Nevada Trust---------- $569,728
Fresno & Vicinity Sheet Metal Industry Apprenticeship---------- $48,270
G&C Collision Training Institute---------- $58,244

Heat and Frost Insulators and Asbestos Workers Joint Apprenticeship Trust Fund ---------- $118,435
IBEW Local 40 Training Trust Fund ---------- $56,076
Joint Journeymen and Apprentice Training Trust ---------- $547,110
Kern County Electrical Journeyman and Apprentice Training Trust---------- $323,420
Laborers' Training and Retraining Trust Fund for Northern California---------- $3,157,281
Laborers Training and Re-Training Trust Fund for Southern California ---------- $2,338,132
Local 100 International Brotherhood of Electrical Workers Joint Electrical Training Trust Fund---------- $169,071
Los Angeles County Electrical Educational and Training Trust Fund---------- $975,780
Napa-Solano Counties Electrical Industry Apprenticeship and Training Trust Fund ---------- $76,824
NECA/IBEW Inland Training Fund (ITF)---------- $345,261
Northern California Elevator Industry Joint Apprentice Training Committee Trust Fund---------- $192,426
Northern California Sound and Communication Joint Apprenticeship and Training Committee ---------- $190,120
Northern California Tile Industry Apprenticeship and Training Trust Fund ---------- $86,502
Operating Engineers and Northern California Surveyors Pre-Apprenticeship, Apprentice and Journeyman Affirmative Action Training Fund ---------- $242,347
Operating Engineers and Participating Employers Pre-Apprentice, Apprentice & Journeymen Affirmative Action Training Fund ---------- $784,030
Orange County Electrical Joint Apprenticeship and Training Trust Fund---------- $272,007
Pavement Stripers and Highway Maintenance Apprenticeship and Training Trust for Southern California ------ $101,270
Pipe Trades Apprentice and Journeyman Training Trust Fund of Santa Clara and San Benito Counties---------- $284,970
Pipe Trades Apprentice and Journeymen Training Trust Fund for San Mateo County---------- $166,435
Pipe Trades District Council No. 36 Journeyman and Apprentice Training Trust Fund---------- $219,678
Redwood Empire Electrical Joint Apprenticeship Trust---------- $66,994

Sacramento Area Electrical Workers Joint Apprenticeship and Training Trust---------- $299,896
San Diego and Imperial Counties Slate, Tile and Composition Roofers Joint Apprenticeship Committee---------- $59,204
San Diego Electrical Training Trust Fund ---------- $432,345
San Francisco Electrical Industry Apprenticeship and Training Trust---------- $70,140
San Joaquin and Calaveras County Electrical Industry Apprenticeship and Training Trust---------- $72,478
San Luis Obispo County Electrical Joint Apprenticeship & Training Trust---------- $38,800
San Mateo Electrical Training Alliance---------- $124,602
Santa Clara County Electrical Industry Apprenticeship and Training Trust---------- $448,846
Sheet Metal and Air Conditioning Apprenticeship and Journeyman Training Fund ---------- $70,110
Sheet Metal Workers' Joint Apprenticeship and Training Trust Fund of Los Angeles---------- $524,372
Sheet Metal Workers' Local 104 and Bay Area Industry Apprentice and Journeyman Training Fund ---------- $553,306
Southern California Elevator Constructors Apprenticeship and Training Trust---------- $532,289
Southern California Plastering Institute Apprenticeship Trust--------- $45,182
Southern California Surveyors Joint Apprenticeship Trust---------- $135,983
Sprinkler Fitters Local 483 Journeyman & Apprenticeship Training Fund---------- $94,267
State Building and Construction Trades Council of California ------ $339,808
Stationary Engineers Northern California and Northern Nevada Apprenticeship and Training Trust Fund ---------- $244,606
Tile, Marble and Terrazzo Employees Joint Apprenticeship Training Committee Trust ---------- $147,550
Tri-Counties Sheet Metal Workers Joint Apprenticeship Committee---------- $38,950
Union Roofers Joint Apprenticeship and Training Fund ---------- $350,650
United Association Local 38 Apprentice and Journeyman Training Trust---------- $144,072
United Association Local 342 Joint Apprenticeship and Training Trust---------- $399,824

United Association Local 447 Joint Apprentice Training Center ---------- $240,040
United Association Local No. 343 Journeymen and Apprentice Training Trust Fund---------- $49,856
Ventura County Electrical Joint Apprenticeship and Training Trust Fund---------- $58,452
WECA Apprenticeship and Training Trust ---------- $158,137

PROPOSALS APPROVED
BY DELEGATION ORDER FOR 08/11/26 – 09/15/26

≤ $75,000	Approved Date	Approved Amount
Lester Lithograph Inc. dba The Castle Press	09/15/26	$16,800
One Week Bath, Inc.	08/27/26	$55,384

State of California—Labor and Workforce Development Agency

Employment Training Panel

TABLE OF CONTENTS

Panel Meeting of September 25, 2026

PRELIMINARY MATTERS

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

OTHER MATTERS

PowerPoint Presentation for Apprenticeship

REVIEW AND ACTION ON PROPOSALS

Proposals for Apprenticeship Contractors ***Tab***

Asbestos/Roofing

Bay Area Counties Roofing Industry Apprentice Training Fund ---------- 1
Heat and Frost Insulators and Asbestos Workers Joint Apprenticeship Trust Fund ----- 2
Joint Journeymen and Apprentice Training Trust ---------- 3
San Diego and Imperial Counties Slate, Tile and Composition Roofers
Joint Apprenticeship Committee ---------- 4
Union Roofers Joint Apprenticeship and Training Fund ---------- 5

Automotive/Highway Maintenance

G&C Collision Training Institute ---------- 6
Pavement Stripers and Highway Maintenance Apprenticeship and Training Trust
for Southern California ---------- 7

Carpenters

Carpenters Training Trust Fund for Northern California ---------- 8

Cement Masons

Cement Masons Joint Apprenticeship Trust ---------- 9

Electrical

Alameda County Electrical Industry Apprenticeship and Training Trust----------10
California Nevada Electrical Joint Apprenticeship Training Trust Fund----------11
Central Valley Electrical Industry Training & Educational Trust----------12
Electrical Training Trust of Santa Barbara County ----------13
IBEW Local 40 Training Trust Fund ----------14
Kern County Electrical Journeyman and Apprentice Training Trust ----------15
Local 100 International Brotherhood of Electrical Workers Joint Electrical Training Trust Fund----------16
Los Angeles County Electrical Educational and Training Trust Fund ----------17
Napa-Solano Counties Electrical Industry Apprenticeship and Training Trust Fund ----18
NECA/IBEW Inland Training Fund (ITF) ----------19
Northern California Sound and Communication Joint Apprenticeship and Training Committee----------20
Orange County Electrical Joint Apprenticeship and Training Trust Fund ----------21
Redwood Empire Electrical Joint Apprenticeship Trust ----------22
Sacramento Area Electrical Workers Joint Apprenticeship and Training Trust ----------23
San Diego Electrical Training Trust Fund----------24
San Francisco Electrical Industry Apprenticeship and Training Trust ----------25
San Joaquin and Calaveras County Electrical Industry Apprenticeship and Training Trust----------26
San Luis Obispo County Electrical Joint Apprenticeship & Training Trust ----------27
San Mateo Electrical Training Alliance ----------28
Santa Clara County Electrical Industry Apprenticeship and Training Trust----------29
Ventura County Electrical Joint Apprenticeship and Training Trust Fund----------30
WECA Apprenticeship and Training Trust ----------31

Elevator/Fire Sprinkler/Stationary Engineers

California American Fire Sprinkler Association Training Trust Fund ----------32
Northern California Elevator Industry Joint Apprentice Training Committee Trust Fund----------33
Southern California Elevator Constructors Apprenticeship and Training Trust ----------34
Sprinkler Fitters Local 483 Journeyman & Apprenticeship Training Fund ----------35
Stationary Engineers Northern California and Northern Nevada Apprenticeship and Training Trust Fund----------36

Finishing Trades/Tradeshow

California Tradeshow and Sign Crafts Joint Apprenticeship Training Trust Fund of Painters and Allied Trades District Council 36----------37
Finishing Trades Institute of District Council 36 Joint Apprenticeship Training Trust Fund ----------38
Finishing Trades Institute of Northern California and Nevada Trust----------39
Northern California Tile Industry Apprenticeship and Training Trust Fund ----------40
Southern California Plastering Institute Apprenticeship Trust ----------41
Tile, Marble and Terrazzo Employees Joint Apprenticeship Training Committee Trust----------42

Ironworkers

California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund----------43

Laborers

Laborers' Training and Retraining Trust Fund for Northern California ----------44
Laborers Training and Re-Training Trust Fund for Southern California ----------45

Multi-Trades

Associated Builders and Contractors of Southern California Inc. Merit Training Trust Fund - ----------46
Associated General Contractors of America San Diego Chapter, Inc. Apprenticeship and Training Trust Fund ----------47
State Building and Construction Trades Council of California----------48

Operating Engineers/Surveyors

Operating Engineers and Northern California Surveyors Pre-Apprenticeship, Apprentice and Journeyman Affirmative Action Training Fund ----------49
Operating Engineers and Participating Employers Pre-Apprentice, Apprentice & Journeymen Affirmative Action Training Fund ----------50
Southern California Surveyors Joint Apprenticeship Trust----------51

Plumbing/Pipefitting

Apprentice and Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry ----------52
Pipe Trades Apprentice and Journeyman Training Trust Fund of Santa Clara and San Benito Counties----------53
Pipe Trades Apprentice and Journeymen Training Trust Fund for San Mateo County ----------54
Pipe Trades District Council No. 36 Journeyman and Apprentice Training Trust Fund ----------55
United Association Local 342 Joint Apprenticeship and Training Trust----------56
United Association Local 38 Apprentice and Journeyman Training Trust----------57
United Association Local 447 Joint Apprentice Training Center ----------58
United Association Local No. 343 Journeymen and Apprentice Training Trust Fund---59

Sheet Metal

Fresno & Vicinity Sheet Metal Industry Apprenticeship ----------60
Sheet Metal and Air Conditioning Apprenticeship and Journeyman Training Fund -----61
Sheet Metal Workers' Joint Apprenticeship and Training Trust Fund of Los Angeles --62
Sheet Metal Workers' Local 104 and Bay Area Industry Apprentice and Journeyman Training Fund ----------63
Tri-Counties Sheet Metal Workers Joint Apprenticeship Committee ----------64

SUMMARY OF DELEGATION ORDERS

Delegation Orders ***Tab***

Lester Lithograph Inc. dba The Castle
Press One Week Bath, Inc.

State of California

M e m o r a n d u m

To: Panel Members

Date September 25, 2026

From: Jessica Grimes
Executive Director

Subject: **Directions to Meeting Sites**

The Employment Training Panel will meet on **Friday, September 25, 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**

State of California

M e m o r a n d u m

To: Panel Members

Date: September 25, 2026

From: Jessica Grimes
Executive Director

Subject: **Future Meeting Sites**

September Panel ***September 25th, 2026***	***CalEPA – Coastal Hearing Room*** ***1001 I Street Sacramento, CA 95814*** ***Friday 9:30 AM – 3:30 PM***
October Panel ***October 23rd, 2026***	***CalEPA – Coastal Hearing Room*** ***1001 I Street Sacramento, CA 95814*** ***Friday 9:30 AM – 3:30 PM***
December Panel ***December 11th, 2026***	***Long Beach Civic Center*** ***411 W. Ocean Blvd. Long Beach, CA 90802*** ***Friday 9:30 AM - 3:30 PM***

STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL
Friday, August 21, 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, August 21, 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
Emily Desai
Douglas Tracy Absent-

Executive Staff Present:
Jessica Grimes, Executive Director
Kumani Armstrong, Assistant Director/Chief Counsel
Laura Campbell, Chief Deputy Director
Tara Armstrong, Deputy Director of Technical Branch
Jana Lazarewicz, Chief of Program Operations

ACTION TO APPROVE AUGUST PANEL MEETING AGENDA

The August Panel Meeting Agenda was reviewed.

ACTION Member Newsom moved to approve the August 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
Emily Desai – aye

ACTION TO APPROVE JULY 2026 PANEL MEETING MINUTES

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

ACTION: Member Newsom moved to approve the July 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
Emily Desai – aye

EXECUTIVE REPORT

As we gather for the second panel meeting of the 2026–27 fiscal year, I'm eager to continue building on the momentum we've created together. As mentioned last month, this year brings a number of promising opportunities, such as our continued collaboration with the California Energy Commission's Electric Vehicle Infrastructure Training Program (EVITP), the next round of the Social Entrepreneurs for Economic Development (SEED) 3 microgrants, and the continued funding of the Paid Family Leave Program.

Additionally, I have some exciting news to share: the 2026 Budget Act included $10.8 million in new funding for the Social Entrepreneurs for Economic Development (SEED) initiative. For those who may not be familiar with SEED, the program provides micro-grants, entrepreneurial training, and technical assistance to individuals facing significant barriers, specifically immigrants and entrepreneurs with limited English proficiency who are starting or expanding a small business in California. We are working on an Interagency Agreement to transfer the funds to from California Workforce Development Board (CWDB) to ETP.

Since its inception, SEED has demonstrated meaningful impact, awarding over $18 million dollars and supporting thousands of individuals across the state. ETP staff are enthusiastic about building upon this success. More information on SEED will be shared in the coming months, and we look forward to continuing our partnerships and expanding opportunities that drive meaningful change in the year ahead.

Proposal Highlights

For today's panel meeting, we have one amendment and nineteen proposals submitted for review. If approved, ETP will award approximately $7.8 million dollars. Of these proposals:

- 47% fall within the priority industry sector of manufacturing,
- 47% represent small businesses,

- 81% are repeat contractors, and
- 19% are new contactors.

Presentations
Also, we have one staff presentation from Selene Mujica, ETP's Planning and Research Team Supervisor, who will present ETP's 2024–25 Annual Report, along with Phase II of the current 2024–27 Strategic Plan. These materials highlight ETP's recent accomplishments, our progress in expanding high-quality training opportunities, and our strategic direction for the years ahead.

LEGISLATIVE REPORT

Brief legislative update on bills we are currently tracking. Today is the last day to amend bills on the floor. August 31st is the last day for each House to pass bills before the final recess begins and September 30th is the last day for the governor to sign or veto bills passed by the legislature before September 1st.

We have two bills that we have been tracking. AB 1534, which is known as the Workforce Pell Grant, that bill was amended to remove an Advisory Board requirement where ETP would sit on that Advisory Board. We are no longer tracking this bill. The other is SB 1059; this bill is directed at electronic record keeping. Since our last update this bill was amended and passed out of committee. Yesterday, August 20, 2026, the bill was read a third time and passed the state Assembly. The bill must go back to the Senate for a vote to concur, that has yet to happen. So, we will continue to track this bill and provide updates.

REPORT OF THE CHIEF DEPUTY DIRECTOR

Regarding Funding
Today's Panel Meeting will fund 19 projects for approximately $7.8 million dollars.
That includes 3 delegation orders totaling one hundred forty-seven thousand, one hundred forty dollars ($147,140).
Delegation Orders are Proposals capped at 75 thousand dollars and approved under delegated authority by the Director on a continuous flow basis.
If all proposals for today's panel meeting are approved, the panel will have funded 41 projects in Fiscal year 26-27 for a total of seventeen million, eight hundred ninety thousand, four hundred seventy-four dollars. ($17,890,474).
Regarding Demand

We have 280 applications in demand:
- 133 applications are currently in development.
- 37 applications are in eligibility review.
- And 110 submitted applications are pending review.

Regarding Allocations
If all projects are approved, funding would support training for six thousand one hundred eighty-nine (6,189) applicants across California, helping employers strengthen their

workforce and advance the state's economic and industry needs.

Closed Contracts Highlights
With that continued progress in mind, since our last panel meeting, ETP has successfully closed 38 contracts totaling $10 million.

Of these contracts:
- 5 of these were Multiple Employer Contracts
- 11 were Apprenticeships
- 14 were Single Employer Contracts
- 7 were Small Businesses
- And 1 was a critical proposal

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

ACTION ON PROPOSALS

Single Employer Contracts

Tab No. 1: Applied Materials, Inc.

Panel asked for clarification on whether registered apprentices were included in the proposal.

Lillian Chu stated that no they are not included.

ACTION: Member Smiles moved to approve Applied Material, Inc. in the amount of $898,800. 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
Emily Desai – aye

Tab No. 2: Ascend Healthcare, Inc.

Panel asked for clarification, under fringe benefits listed are individual insurance policies such as critical illness coverage, accident insurance is listed do you offer healthcare coverage.

Brittany Cohen stated that they do offer health, dental and vision as well.

Panel asked about the focus on retention mentioned, and to explain or expand on what is being done to ensure that you retain these trained employees.

Brittany Cohen explained that retention and growth within their organization is a part of the company culture. About 75% of people in leadership roles were promoted from within.

ACTION: Member Newsom moved to approve Ascend Healthcare, Inc.in the amount of $162,960. 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
Emily Desai – aye

Tab No. 3: <u>Browning Contractors, Inc.</u>

Panel asked about the two wage modifications, to lower a construction wage down from $20 an hour. In the proposal there are five individuals, 4 laborers and one wire puller that would be paid less than $20 an hour. That is a really low wage for construction.

Jose Lumis explained that more than likely those are new employees with no previous experience. In April we reevaluate and likely there will be an increase in those individuals due to the cross training.

Panel noted that the proposal states an additional wage modification for trainees in Job Number 1 from $24.67 an hour down to $20 an hour. Approximately 114 trainees across all occupations except foreman will need this wage modification. Do 114 need the further wage modification down to $20 an hour?

Jose Lumis explained they are in the Central Valley which is an HUA. So, a lot of the guys need the cross training to be able to increase to the next level.

Subcontractor explained they are bucketed, obviously not all down at 20 and very few below 20 if any. This is bucketed based on current wages, there is a budget of $23, $24, $25, which I would be happy to provide to Panel. Jose Lumis added that the average increase in the past two years has been 5%.

Panel stated that looking at the wage table there are a total of five under $20 and then about 75 in the $20-$25.

Dr. Grimes explained that her understanding is that the first column says $20 represents the 5 that would be at the $20 post retention wage. And the next column that $20.01 to $25 is about the 70. So, tally that up to about 75 trainees.

Staff concurred.

Subcontractor stated that he believes the table is accurate but there is a typo in the narrative. He offered that it would be reasonable to drop that bucket.

Panel requested the 5 be moved after the two-year training program to receive a $20 an hour minimum.

Jose Lumis explained that the numbers need to be adjusted, they are hiring starting at the $21 an hour.

Panel asked if the post retention wage could be moved to $21 an hour.

Jose Lumis stated yes definitely.

Panel clarified that all the employees who are going through the training at the end of the retention period will be at $21 an hour. Panel asked if they could expand on how the project will promote employee retention.

Gloria Mendez explained that they are cross training and the goal is for them to stay within the Company.

ACTION: Member Newsom moved to approve Browning Contractors, Inc.in the amount of $398,580 subjected to the post retention wage of $21 an hour. 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
Emily Desai – aye

Tab No. 4: <u>Central Valley Training Center, Inc.</u>

Panel stated it appears they are requesting a wage modification, more of a double wage modification because it states the “Panel can lower a wage modification from $44.85 an hour down to $24.67 an hour or 25%”. This is a 45% wage modification. So, some language is missing that explains the HUA. In future you need to get that in there.

ACTION: Member Newsom moved to approve Central Valley Training Center, Inc.in the amount of $532,800. 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
Emily Desai – aye

Tab No. 5: KB Delta, Inc.

Withdrawn

Tab No. 6: Montage Medical Group

Panel commented the last contract achieved 79% (265,00 of the 335,00 awarded). Now the request is for more than what was accomplished last year, what has changed?

Jasmine Emsley explained they had some challenges with record keeping and have since added a manager to oversee all training and two support members. They continue to collect rosters. They are requesting more money because they have grown.

ACTION: Member Smiles moved to approve Montage Medical Group in the amount of $350,000. Member Desai 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
Emily Desai – aye

Tab No. 7: Person Centered Services, Inc.

Panel stated concern around two wage modifications requested. From $44 to $24.67 and then a further wage modification from $24.67 down to $18.50 an hour with a reduced work week hours from 35 down to $20 an hour. The calculation for somebody working full time, 29 hours at $18.50, that's $27,000 a year.

Denise Lane explained they have one person at $21, everybody is $22.50.

Panel asked why the reduce wage week hours?

Denise Lane explained they made the change to remain competitive with the workforce and to maintain existing employees. There are a growing number who have children with autism or just school needs. We kept the pay but adjusted the working hours.

Panel asked about possibly moving the post retention wage to $21.00 per hour.

Subcontractor agreed.

ACTION: Member Newsom moved to approve Person Centered Services, Inc.in the amount of $241,920 subject to a post retention wage of $21 an hour. 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
Emily Desai – aye

Tab No. 8: Pharmavite LLC

Panel appreciated the rightsizing of the contract and commended their organizing an internal audit to find any shortcomings.

ACTION: Member Fothergill moved to approve Pharmavite LLC in the amount of $242,788. 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
Emily Desai – aye

Tab No. 9: Quantumscape Battery, Inc. dba QuantumScape

Panel member Desai commented it was a pleasure working with them in the past.

ACTION: Member Smiles moved to approve Quantumscape Battery, Inc. dba QuantumScape in the amount of $531,552. 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
Emily Desai – aye

Tab No. 10: Universal Health Services of Rancho Springs, Inc. dba Southwest Healthcare Rancho Springs and Inland Valley Hospital

Panel appreciated the high wages with a post retention wage of $50.50 an hour and a wage range of $50.50 to 73.81.

ACTION: Member Newsom moved to approve Universal Health Services of Rancho Springs, Inc. dba Southwest Healthcare Rancho Springs and Inland Valley Hospital in the amount of $560,000. 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
Emily Desai – aye

Tab No. 11: Vellutini Corporation dba Royal Electric Company

Member Smiles recused himself.

Panel asked for an explanation about prior performance not reaching 100% and coming back and asking for more than awarded last time.

Sean Mayer explained that they did some housekeeping in their documentation process. Some training was not being recorded. They educated their team about the benefits of the ETP program. The larger amount speaks to the growth they have been experiencing.

Panel wanted to build around the prior question of performance but also around audits. There was a sizable, disallowed credit in a prior audit. What is now in place to avoid this in the future.

Sean Mayer explained they took steps to see where the errors were happening (mainly clerical errors) and have more people supporting the program training with proper documentation of training hours which qualify, which don't, and how to discern before sending them off.

Panel commented that the number of trainees you are projecting is very similar to what you had approved last time. Are you training them in more skills? Are you seeing a greater number of hours needed based on what is happening? What is driving the greater amount?

Sean Mayer explained that they have additional training programs in place that will require more time. For example, qualified electrical worker training is a six-hour workshop followed by an in-person demonstration and assessment. We are revising it is not the same training.

Panel asked about the 210 electricians included in the projects that you mentioned giving an intro class, those are not electricians but electrical trainees, correct? That would then go through an apprenticeship program and after hours of training, become certified electricians in the state of California.

Sean Mayer explained that the qualified program is a safety program. The NFPA 70, requires a training program in place before we can allow them to conduct troubleshooting and testing operations on these systems. So, they may be a journeyman but that still does not mean we allow them to perform work without internal training understanding our electrical safety program and internal requirements that go beyond what is required in NFPA 70.

Subcontractor added that in the curriculum we are not picking that up for ETP purposes.

ACTION: Member Newsom moved to approve Vellutini Corporation dba Royal Electric Company in the amount of $624,400. Member Fothergill 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
Gretchen Newsom – aye
Jennifer Fothergill – aye
Mike Greenlee – aye
Emily Desai – aye

MULTIPLE EMPLOYER CONTRACTS

Tab No. 12: AGC Construction Education Foundation

Panel commented they are aware that some of the participating employers are union signatory, but it is not in the proposal. Is it that you are not training union workers, and you are training outside that scope.

Kendra Billow stated that is correct. Whenever there is a situation where we have an employer that wants to send trainees, we make an onboarding call with them to discuss who qualifies and who does not.

Panel asked for clarification of the wage table. You are seeking 2 wage modifications going from $33.64 down to $24.67 and then another wage modification down to $18.50 an hour. But your post retention wage is $20.01. The post retention wage for job number 2, 66 individuals, is a HUA. Panel asked if they could move up to $21 an hour for the second job category because it is a two-year contract.

Kendra Billow and subcontractor agreed.

Panel asked what their plan was to capture employers in the Stanislaw and San Joaquin countries none of which are provided in the proposal.

Kendra Billow explained they have a team in the Construction Education Foundation that focuses specifically on small business development, they have contractors in those areas and have a plan in place to reach out in those areas if this proposal is approved.

ACTION: Member Newsom moved to approve AGC Construction Education Foundation in the amount of $899,562 subjected to Job Number 2 has a post retention wage of $21.00 an hour. 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
Mike Greenlee – aye
Emily Desai – aye

Tab No. 13: East County Economic Development Council

Panel asked on your Kesey partnership, is that work with industry statewide or withing your geographic territory?

Matt Stanford stated it is statewide with an emphasis in San Diego.

Panel expressed concern about the simplicity of the wage table all wage ranges for 5 different occupations are $22.17 an hour to $75 an hour. Do you not understand the needs of your participating employers? Did you just go from the lowest to the highest?

Matt Stanford stated yes, as a MEC with many participating businesses, some smaller some larger there is a variability in the wages.

ACTION: Member Newsom moved to approve East County Economic Development Council in the amount of $876,960. 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
Emily Desai – aye

Tab No. 14: Studio Arts, Ltd.

Panel asked about the audit findings from years ago and just recently. Comment was made that ETP staff has done a great deal of work supporting this last contract. What are the three big things learned in terms of management of the contract to make sure to not repeat the audit findings?

Erik Killsman stated the industry is in upheaval and the group they are dealing with has had several transitions in their companies and they are having to figure out how they can compete on the world stage. Some of those difficulties were echoed in the last contract. One way to help protect the unions that are involved is to keep their membership employed. For non-union companies it would be about keeping their workforce actively engaged and learning the latest techniques.

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

Lola Ramirez replied absolutely.

ACTION: Member Smiles moved to approve Studio Arts, Ltd.in the amount of $282,870. 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
Emily Desai – aye

Tab No. 15: Sturdi-Quick Building Systems

Panel asked if the trainees are employed during the 24-month, 2-year program?

Mary Flowers stated no, there are eight-week session, about 5 of them in this contract and at the end of every eight-week session the trainees go on to placement.

Panel asked what the success rate of that placement was. Also, why is there is no list of participating employers?

Mary Flowers stated about 98.2%. They are a consortium and represent the steel framing industry alliance, they have formed an alliance of employers, and those employers are general contractors, steel frame manufacturers and fabricators.

Panel asked about the prior contract more than five years ago and what was the amount and number of trainees supported?

Mary Flowers stated around 100 trainees, the contract was finished fast and they went back for a modification, she thinks the original contract was close to $500,000 and they got an increase before the two years were up.

ACTION: Member Newsom moved to approve Sturdi-Quick Building Systems in the amount of $598,425. 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
Emily Desai – aye

Tab No. 16: <u>The Orange County Hispanic Chamber of Commerce</u>

No questions or comments.

ACTION: Member Newsom moved to approve The Orange County Hispanic Chamber of Commerce in the amount of $259,966. 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
Emily Desai – aye

AMENDMENT

Tab No. 17: <u>4th Watch Educational Services dba Machinist Career College</u>

Member Newsom recused herself.

Amendment requesting to add a second job number for 20 new hire multiple barrier trainees. This will reallocate approximately $160,780 in funding for these trainees, and they are requesting an effective date of July 1, 2026, to support training demand.

No questions or comments.

ACTION: Member Smiles moved to approve the panel amendment 4th Watch Educational Services dba Machinist Career College as presented. Member Fothergill

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

PRESENTATION given by Selene Mujica

Employment Training Panels 2024-2027 Phase II and Annual Report 2024-2025

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

No comments.

PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA

Phillip Herrera explained that the idea behind SB 1059 is that ETP can preserve accountability and compliance while reducing administrative requirements that no longer reflect how employers deliver and document training. Organizations increasingly rely on learning management systems, electronic attendance records, webinars, and blended learning. ETP already accepts some electronic records, but the rules still require contractors to duplicate information, recreate, paper style records, or report on data that does not materially improve oversight. Recommendations include allowing MECs to use LMSs eliminating unnecessary daily reporting for multi day courses, modernizing the trainer to trainee ratio requirements, improving the reporting of asynchronous online course completions, and accepting course crosswalks that connect an employer's course title to ETPs approved training categories. These and other improvements would reduce the necessary work for all applicants of ETP staff, promote consistency aligned with the roll out of Cal-E-Force, while allowing everyone to focus on meaningful compliance issues. Finally, regardless of whether Governor Newsom signs SB 1059 into law, he looks forward to continuing work through the regulatory process and collaboration with ETP staff, its legal counsel, and the ETP Policy Committee.

Chair Bettencourt asked for motion to adjourn the Panel meeting.

ACTION: Member Smiles moved to adjourn the Panel meeting. Member Greenlee 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
Emily Desai – aye

Chair Bettencourt Adjourned the meeting at 11:44 p.m.

Single Employer Contractor

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

- Unless funded under Special Employment Training (SET), a single employer must face out-of-state competition.

- A single employer must be subject to the Employment Training Tax.

- The employer must also make an “in kind” contribution toward the cost of training, as follows: 1) 100 or fewer employees, at least 50% of the ETP-funded amount; 2) more than 100 employees, at least 100% of the ETP-funded amount.

- The employer must provide union letters of support for employees who are represented. The employer should also be able to show how the training will enhance job security and improve opportunities for advancement.

- A single employer must establish the need for the particular training curriculum proposed.

- The employer must establish its ongoing commitment to training and represent that ETP funds will not displace existing resources.

- All single employer contracts are capped at $600,000.

These features apply to core program funding.

Multiple Employer Contractor

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

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

Retraining

- Training hours for retrainees are capped at 200. The Panel may modify this cap for good cause on a case-by-case basis.
- The MEC must provide union letters of support for represented employees.
- The MEC must make an "in kind" contribution toward the cost of training, of at least 50% of the ETP-funded amount. These contributions may consist of:

  1) wages/benefits paid during training by participating employers;
  2) development, recruitment, placement, and assessment costs; and,
  3) facility and material expenses.

- The MEC must provide a list of participating employers to demonstrate actual employer demand for the occupational skills in the curriculum.
- The MEC must have a core group of participating employers for at least 80% of the training plan.
- Participating employers must be subject to the Employment Training Tax.
- Participating employers must demonstrate an ongoing commitment to training, and represent that ETP funds will not displace existing resources.

New Hire Training

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

These features apply to core program funding.

Delegation Order Process

- The Panel has delegated authority to the Executive Director, without consultation with the Panel Chair, to approve (1) small business (100 or fewer employees) for $75,000 or less, and (2) single and multiple employer proposals for $75,000 or less.

- This procedure allows projects to be approved on a flow basis. This process recognizes the need for just-in-time training, and reduces or eliminates the need for a Consent Calendar.

- An ETP130 and Curriculum is prepared for each proposal. They are reviewed and approved after the Executive Director signs off. The effective date will be the date specified by the Field Analyst and if no date is specified, the earliest effective date of contract is the day after the project is approved by the Executive Director.

- A copy of approved Delegation Orders is included in each month's Panel Packet, for projects approved prior to the Panel meeting, as an informational item.

Employment Training Panel
Apprenticeship Program

Presenters:
Peter Cooper, Assistant Director Senior Advisor;
Michele Irwin, Supervisor, Program Projects Unit

Fiscal Year 2026-27

$28.5 M

Total Allocated Funding

36,880

Projected Number of Apprentice Trainees

Apprenticeship Program Achievements

- Facilitated a robust collaboration process with stakeholders
- Funding Model vote during the April Panel
- Operationalized Funding Model changes
- Guided applicants through the transition

Program Spotlights

Program Spotlights

Questions?

FY 2026-27 Proposals

Training Proposal for:

Bay Area Counties Roofing Industry Apprentice Training Fund

Contract Number: ET27-0955

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Alameda, Contra Costa, Lake, Marin, Mendocino, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	United Union of Roofers, Water Proofers, and Allied Workers Locals 40, 81, and 95	

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$437,882		$30,197		$468,079

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

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 Apprentice Retrainee	601	8-210	0-0	31	$729	$33.64
2	Priority Rate Journeyworker Retrainee	50	8-200	0-0	20	$599	$50.00

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $6.44
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Roofer and Waterproofer	$27.20 - $47.60	**601**	0	0	601
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker Roofer and Waterproofer	$50.00 - $52.59	**50**	0	0	50

Introduction

Established in 1960, the Bay Area Counties Roofing Industry Apprenticeship Training Fund (Bay Area Roofers) (http://rwprogram.com/) is a joint trust that oversees three apprenticeship programs in the Bay Area. The Apprenticeship Program is jointly sponsored by the Associated Roofing Contractors of the Bay Area Counties, Inc., and the Roofers and Waterproofers Locals 40 in San Francisco, 81 in Oakland, and 95 in San Jose. Bay Area Roofers provides comprehensive training for Apprentices and Journeyworkers in the roofing and waterproofing industry. The purpose of the program is to prepare Apprentices and Journeyworkers by providing training in the various phases of the trade. The program is designed to help individuals become familiar with all aspects of the industry while increasing the number and variety of employment opportunities available. An important goal of the program is to improve the quality of craftsmanship and maintain high standards throughout the roofing and waterproofing industry.

Bay Area Roofers actively recruits women and collaborates with organizations such as the Trades Orientation Program, Cypress Mandela in Oakland, and CityBuild in San Francisco to expand access to apprenticeship opportunities. Bay Area Roofers also works with current and former women Apprentices to support recruitment efforts and encourage more women to pursue careers in the roofing and waterproofing industry.

ETP Priority 10200(b)

Bay Area Roofers trains highly skilled, highly compensated workers who are prepared to meet the evolving demands of the workforce. Apprentices and Journeyworkers receive training on the latest technologies, tools, and industry methods to ensure they are equipped with the skills needed for today's jobsites. Through Bay Area Roofers regularly negotiated Collective Bargaining Agreement, trainees have access to high-road career opportunities with structured wage progression throughout each period of their training program. Bay Area Roofers graduates support California's workforce by helping maintain California jobsites with skilled California workers and reducing reliance on out-of-state labor.

Veterans Program

Bay Area Roofers are committed to helping veterans transition into California's workforce by recruiting through Helmets to Hardhats, a joint labor-management program connecting veterans with opportunities in the building trades. Bay Area Roofers also support local

organizations such as the Trades Orientation Program through mock interviews and instructional assistance.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is three and half years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Martinez Adult School, Metropolitan Education District, and Petaluma Adult School).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Bay Area Roofers trains highly skilled, highly compensated workers using the latest roofing technologies and industry methods to meet workforce demands. The roofing industry continues to evolve with new systems, materials, waterproofing technologies, photovoltaic installations, vegetative roofs, and rainwater harvesting systems. These advancements require Apprentices and Journeyworkers to receive ongoing training and develop new skills.

Union contractors maintain their competitive advantage through a highly trained and experienced workforce. As contractors increasingly specialize in diverse roofing systems and face competition from large out-of-state contractors, skilled and adaptable workers are essential. Continued training, certifications, and retraining ensure Apprentices and Journeyworkers are prepared to work safely, efficiently, and productively on a wide range of projects. During this contract Apprentices and Journeyworkers will work on the following projects:

- GC Wickman Development: Orange Memorial Park Aquatic Center
- Kaiser Martinez
- Lathrop Construction Wood MS Modernization Inc
- Livermore Labs
- Webcor SFO ITB Roof Upgrade

Training Plan

Training will be conducted via Class/Lab and E-Learning delivery methods as follows:

Commercial Skills: Apprentices will receive training in courses such as Asphalt and Wood Shingles, Blueprint Reading, Common Roofing Materials, Following Plans and Specifications, Low Slope Roofing, and Regulations Governing Roofing and Waterproofing. Journeyworkers will receive training in courses such as Advanced Concepts in Waterproofing and Damp Proofing, Advanced Single Ply Roofing, Creating Project Plans, Drainage Systems Including Rain Water Recovery Systems, and Foreman Skills-Including Creating and Implementing Project Plans.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, Bay Area Roofing is asking for a modification of the cap. For Apprentice trainees who complete OSHA 10 this cap extends to 210 hours.

Electronic Recordkeeping / LMS

Staff has reviewed and approved the use of a Learning Management System for recordkeeping.

Commitment to Training

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

Training Infrastructure

The Director of Training (dedicated administrator) along with the Deputy Director will oversee the project. Two Administrative Staff will assist in the training scheduling and records collecting to log into the Learning Management System. Training will be delivered by in-house Journeyworkers who have experience working in the trade and who are subject-matter experts. It also hired a third-party subcontractor, Betat Advisories, to assist with ETP administration.

Marketing and Support Costs

Employers are notified of training opportunities through the association website, mailings, emails, and presentations. Employer needs help guide program training through participation on the joint committee. Recruitment efforts are supported through partnerships with workforce organizations, schools, and pre-apprenticeship programs, including NOVA, Work2future, CityBuild Academy, JobTrain, and local Job Corps programs. Thus, Bay Area Roofers requests 8% support costs to assist in Apprentice and Journeyworker recruitment, employer outreach, and assessment of employer-specific job requirements.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

Bay Area Roofers 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) ($ %)
ET26-0903	09/29/25 - 09/28/27	$362,492	354	0	$362,492 (100%)

ET26-0903: Per Cal-E-Force the contractor has uploaded 0 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0963	09/30/24 - 09/29/26	$390,344	428	271	$390,344 (100%)
ET23-0962	10/31/22 - 10/30/24	$493,064	325	381	$493,064 (100%)
ET22-0921-000	10/04/21 - 10/03/23	$599,820	282	383	$592,505 (99%)
ET21-0915-000	12/31/20 - 12/30/22	$426,516	322	293	$397,179 (93%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Betat Advisories	San Francisco, CA	$10,000
Administrative	Betat Advisories	San Francisco, CA	10% of Earned Amount

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:

Commercial Skills

Apprentice

- Asphalt and Wood Shingles
- Batten Seam Roofing
- Bermuda and Shingle Panel
- Blueprint Reading
- Blueprints and Specifications
- Built Up Singles
- Built Up Systems
- Built-Up Roofing Materials
- CERTA
- Cold Applied Roofing and Caulking
- Common Roofing Materials
- Computer Operations for Construction
- Construction Modeling
- Ethylene Propylene Diene Monomer Single Ply Roofing
- Fall Protection
- Flashing Materials
- Flat Seam Rooming
- Following Plans and Specifications
- Following Project Plans
- Green Roofs
- Hot Air Welding for Apprentices
- Infection Risk Control Assessment
- Insulation Materials
- Introduction to Single Ply & Waterproofing
- Introduction to the Trade
- Leadership & Project Management
- Low Slope Roofing
- Maintenance and Repair
- Measurement and Calculation Problems in Roofing
- Metal Roofing
- Mopping Operations
- Rainwater Harvesting Systems
- Regulations Governing Roofing and Waterproofing
- Rigging, Signaling and Hoisting
- Roof Pumps and Tankers
- Roof Surfacing and Sealing
- Roofing Specification & Details
- Roofing Tools
- Safe Working Procedures for Roofers and Use of Safety Equipment
- Safety Certificates
- Single Ply Roofing
- Single Ply Roofing Materials
- Single Ply Roofing Systems

- Solar Systems
- Specialty Tile
- Standing Seam Roofing
- Steep Roofing
- Steep Slope Roofing
- Types of Rigid Roofing
- Ventilation
- Waterproofing and Below Grade Materials
- Waterproofing and Damp Proofing
- Working With Concrete and Mission Tile

Journeyworker

- Advanced Concepts in Waterproofing and Damp Proofing
- Advanced Hot Air Welding
- Advanced Maintenance and Repair Techniques
- Advanced Single Ply Roofing
- Advanced Systems of Built-Up Roofing
- Advanced Use of Computers in Construction
- Air Barriers for Ventilation and Heat Escape
- Building Information Modeling (BIM) Software
- Chemical Usage
- Computer Skills Related to Product Application & Testing
- Coordinating Plans and Schedules With Other Building Trades
- Creating Project Plans
- Creating Safe Working Conditions
- Designing Rigging and Hoisting Systems and Procedures
- Drainage Systems Including Rain Water Recovery Systems
- Electronic Leak/ Failure Detection
- Estimating Systems
- Foreman Skills, Including Creating and Implementing Project Plans
- Green Roof Specific Safety Issues
- Handling Pressurized Equipment
- Infection Risk Control Assessment
- Project Management Software
- Project Management Systems
- Rainwater Harvesting Systems
- Rigid Roofing
- Roofing Materials
- Single Ply Products and Uses: Advanced Course
- Title 24 Energy Standards for Roofing
- Torch-On Product
- Vegetative Roofs
- Water Proofing on Vertical Surfaces
- Wind Uplift and Load Issues Related to Green Roofing
- Working Around Hazardous Materials
- Working on Scaffolding

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Heat and Frost Insulators and Asbestos Workers Joint Apprenticeship Trust Fund

Contract Number: ET27-0931

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Ventura	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	International Association of Heat and Frost Insulators and Allied Workers Local No. 5	
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$110,828		$7,607		$118,435

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

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 Apprentice Retrainee	149	8-210	0-0	16	$376	$33.64
2	Priority Rate Journeyworker Retrainee	139	8-200	0-0	15	$449	$66.67

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $1.53
Job Number 2: $0.00

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice- Insulator	$32.11 - $72.77	**149**	0	0	149
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker- Mechanic Insulator	$66.67 - $93.91	**139**	0	0	139

Introduction

Heat and Frost Insulators and Asbestos Workers Joint Apprenticeship Trust Fund (Heat and Frost Insulators) (www.hnflocal5.com), founded in 1961, was established by a partnership of labor and management organizations to provide training for insulators and asbestos workers in Southern California at its Ontario facility. Heat and Frost Insulators is governed by six members, with three representatives appointed by the Western Insulation Contractors Association and three representatives appointed by the International Association of Heat and Frost Insulators and Allied Workers Union Local No. 5.

Heat and Frost Insulators install insulation on mechanical systems to protect structures and equipment from heat loss, heat transfer, and temperature changes. Insulation is commonly used on hot and cold water pipes, heating and air conditioning systems, and other mechanical equipment. These systems help conserve energy, reduce pollution, control condensation, prevent mold, and improve workplace safety.

Heat and Frost Insulators actively recruits women through partnerships with Women in Non-Traditional Employment Role or WINTER, and outreach efforts such as Women's Conferences and job fairs focused on underserved communities. Heat and Frost Insulators also regularly hosts facility tours for women interested in learning more about the trade and apprenticeship opportunities.

ETP Priority 10200(b)

Heat and Frost Insulators trains highly skilled workers using the latest technologies and industry methods to meet workforce demands. Through a collectively bargained agreement, Apprentices and Journeyworkers receive structured wage progression and access to high-road career opportunities. The program also supports California's workforce by helping ensure local jobsites are staffed by skilled California workers.

Veterans Program

Heat and Frost Insulators participates in job fairs and outreach programs focused on veterans, including Helmets to Hardhats. The program actively recruits veterans and provides eligible veterans with direct entry opportunities into the apprenticeship program.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding

supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Rio Hondo College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Heat and Frost Insulators trains highly skilled workers using current technologies and industry methods to meet workforce needs. Increased technical training requirements for new materials and systems, along with continued demand for skilled Apprentices, require additional training support. Demand for new Apprentices is also driven by California requirements that expand apprenticeship training opportunities for workers in industries such as oil refining.

During this contract Apprentices and Journeyworkers will work on the following projects:

- Chevron – El Segundo
- College of the Desert – Palm Springs
- Kaiser – Riverside County
- LAX Airport
- San Diego Hospital (CSIRIPPS)

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Commercial Skills: Apprentice courses will include Boom Lift, Construction Math, Refinery Safety Overview, Removable Insulation, and Worker Asbestos. Journeyworkers courses will include Advanced Metal Jacketing, Effective Supervision, High Hazard Training, and Thermography.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, Heat and Frost Insulators is asking for a modification of the cap. For Apprentice trainees who complete OSHA 10 training, this cap may be extended to 210 hours.

Electronic Recordkeeping / LMS

Staff has reviewed and approved Heat and Frost Insulators' use of a Learning Management System for recordkeeping.

Commitment to Training

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

Training Infrastructure

The Administrator/Training Director will oversee the project with three other staff who will be dedicated to marketing, recruitment, needs assessments, scheduling training, and ETP administration. Betat Advisories LLC has also been retained to assist with administration services.

Marketing and Support Costs

Program information is disseminated throughout the year through informational flyers, personal outreach, telephone calls, public service announcements, email communications, social media platforms, and Heat and Frost Insulators website. Apprenticeship application announcements are distributed to local, state, and federal agencies, as well as high schools, community colleges, military installations, state and federal correctional facilities, workforce development organizations, and community-based organizations. Heat and Frost Insulators is requesting 8% in support costs to fund recruitment and assessment of additional participating employers.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

Heat and Frost Insulators 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) ($ %)
ET26-0910	09/29/25 - 09/28/27	$362,790	325	0	$319,194 (88%)

ET26-0910: Per Cal-E-Force the contractor has uploaded 0 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0958	09/30/24 - 09/29/26	$390,432	144	186	$390,432 (100%)
ET23-0918	10/03/22 - 10/02/24	$396,585	231	269	$396,585 (100%)
ET21-0933-000	12/14/20 - 12/13/22	$429,290	220	108	$188,257 (44%)
ET20-0910-000	08/01/19 - 01/27/22	$643,405	339	235	$388,998 (60%)

The contractor's performance on ET21-0933 and ET20-0910 was impacted by COVID-19, which significantly affected training opportunities and resulted in lower-than-expected training hours and participation.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Betat Advisories	San Francisco, CA	$10,000
Administrative	Betat Advisories	San Francisco, CA	10% of Earned Amount

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:

Commercial Skills

Apprentices

- Advanced Metal Jacketing
- Asbestos Contractor Supervising
- Asbestos Removal, Advanced Practices
- Blueprint Reading
- Boom Lift
- Codes and Specifications
- Construction Math
- Cryogenics
- Effective Supervision
- Fall Protection
- Firestop Compartmentation
- Fundamental Insulation I & II
- Hands On Projects
- High Hazard Training
- History of Refinery
- Insulation Equipment
- Insulation Materials
- Introduction to Thermography
- Layout & Fabricate: Concentric Reducers
- Layout & Fabricate: Eccentric Reducers
- Layout & Fabricate: Equal Tee
- Layout & Fabricate: Square to Round
- Layout & Fabrication: Advanced Skills
- Layout & Fabrication: Beveled and Flat End Caps
- Layout & Fabrication: Elbows
- Layout & Fabrication: Unequal Tee
- Layouts
- Lead Abatement & Refresher
- LEED Building Basics
- Math 101
- Refinery Safety Overview
- Refresher Class III & IV Workers
- Removable Insulation
- Safety as it Pertains to Crafts
- STI (Specified Technologies Inc) - FIT (Firestop Instructional Training) I Firestopping
- Thermography
- Worker Asbestos
- Workers & Supervisors - 7 Hour Lead
- Working with Lifts, Advanced Practices

Journeyworkers

- Advanced Metal Jacketing
- Asbestos Contractor Supervising
- Asbestos Removal, Advanced Practices
- Blueprint Reading
- Boom Lift
- Codes and Specifications
- Construction Math
- Cryogenics
- Effective Supervision
- Fall Protection
- Firestop Compartmentation
- Fundamental Insulation I & II
- Hands On Projects
- High Hazard Training
- History of Refinery
- Insulation Equipment
- Insulation Materials
- Introduction to Thermography
- Layout & Fabricate: Concentric Reducers
- Layout & Fabricate: Eccentric Reducers
- Layout & Fabricate: Equal Tee
- Layout & Fabricate: Square to Round
- Layout & Fabrication: Advanced Skills
- Layout & Fabrication: Beveled and Flat End Caps
- Layout & Fabrication: Elbows
- Layout & Fabrication: Unequal Tee
- Layouts
- Lead Abatement & Refresher
- LEED Building Basics
- Math 101
- Refinery Safety Overview
- Refresher Class III & IV Workers
- Removable Insulation
- Safety as it Pertains to Crafts
- STI (Specified Technologies Inc) - FIT (Firestop Instructional Training) I Firestopping
- Thermography
- Worker Asbestos
- Workers & Supervisors - 7 Hour Lead
- Working with Lifts, Advanced Practices

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Joint Journeymen and Apprentice Training Trust

Contract Number: ET27-0921

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Imperial, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	Air Conditioning, Refrigeration and Mechanical Contractors Association of Southern California (ARCA/MCA) and Southern California Pipe Trades District Council 16 (DC 16)	
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$512,185		$34,925		$547,110

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

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 Apprentice Retrainee	702	8-210	0-0	29	$685	$33.64
2	Priority Rate Journeyworker Retrainee	90	8-200	0-0	25	$736	$57.65

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $4.81
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
HVAC Apprentice	$28.83 - $51.89	**702**	0	0	702
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
HVAC Journeyworker	$57.65 - $57.65	**90**	0	0	90

Introduction

The Joint Journeymen and Apprentice Training Trust (JJATC) (https://hvacr.jjatc.com/) was established in 1949 by a partnership of labor and management organizations to provide high-quality training for air conditioning and refrigeration technicians. The program is designed to serve Apprentices and Journeyworkers offering comprehensive instruction in the installation, maintenance, and repair of mechanical and refrigeration systems. Developed and overseen by a joint labor-management committee, the JJATC program ensures that workers are equipped with the skills needed to meet evolving industry demands and technological advancements.

JJATC works closely with Women in Non-Traditional Employment Roles (WINTER) to promote greater diversity in the trades and is committed to hiring female instructors for our program. Training takes place in one of their nine training centers located throughout the Southern California area.

ETP Priority 10200(b)

JJATC trainees are union-employed, paid workers who receive training using regularly updated methods and techniques. They also obtain certifications that enhance their qualifications and earning potential. These trainees work throughout California in roles that support local construction projects, helping to keep jobs within the state and remain competitive against out-of-state businesses bidding on the same work. The JJATC apprenticeship program actively welcomes and recruits displaced and laid-off workers, veterans, and minority groups. The work performed by these trainees contributes significantly to the development and improvement of California's infrastructure, which in turn supports increased exports, reduced imports, and the growth of the state's manufacturing sector.

Veterans Program

The JJATC actively recruits veterans and provides direct entry into the program, offering training and job-placement support at no cost to the veteran. This commitment helps service members transition from active duty into the California workforce with the skills needed to succeed in the building trades. Veterans also benefit from entering the apprenticeship at the second-year pay rate, supporting a smoother and more financially stable transition into civilian employment.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-

approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case The Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

The HVAC and refrigeration industry continues to evolve as contractors adapt to changing technologies, updated energy-efficiency requirements, and new regulatory expectations. Employers rely on a highly trained workforce capable of installing, troubleshooting, and repairing modern air conditioning and refrigeration equipment. To meet these demands, workers must be proficient with electrical controls, digital control systems, and updated mechanical components used across commercial, industrial, and supermarket applications. Training delivered under this proposal provides Apprentices and Journeyworkers with in-depth instruction in core HVAC principles, including thermodynamics, energy-efficiency rating, and system-performance calculations.

Specialized instruction is also provided for supermarket refrigeration systems, ensuring workers understand component selection, system layout, and the requirements for maximizing energy efficiency in high-demand commercial settings. The program further emphasizes strong communication skills to help technicians explain energy systems, efficiency requirements, and potential savings to customers—competencies that directly support employer needs as they bid, win, and complete increasingly complex jobs.

Training under this project will prepare workers for upcoming work at major regional sites, including:

- Beverly Hills Courthouse – A public-sector facility undergoing HVAC system upgrades requiring skilled installation and service.
- Beverly Hills High School – A large educational campus with modernization projects needing trained HVAC technicians for system installation and balancing.
- Pierce College – Part of the Los Angeles Community College District, with continuing construction and renovation work requiring advanced HVAC installation and controls expertise.
- Los Angeles International Airport (LAX) – A complex, high-demand operational environment requiring top-level HVAC installation, service, and system-balancing skills to support critical infrastructure.

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Commercial Skills: Apprentices will receive training in topics including Air Conditioning HVAC Troubleshooting, Air Conditioning: Market Systems for HVAC Mechanics, Brazing and Soldering, and Welding. Journeyworkers will receive training in Absorption Chillers, Belimo Motors, Boilers, Brazing and Soldering, Chillers, and Direct Digital Controls.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, JJATC is asking for a modification of the cap. For Apprentice trainees who complete OSHA 10 training, the cap may be extended to 210 hours.

Electronic Recordkeeping/ LMS:

Staff has reviewed and approved JJATC’s use of a Learning Management System (LMS) for recordkeeping.

Alternate Recordkeeping

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

Electronic Recordkeeping / LMS

Staff has reviewed and approved JJATC’s use of a Learning Management System (LMS) for recordkeeping.

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

Training is overseen by the JJATC. All instruction is delivered by the JJATC’s in-house instructors, experienced HVAC technicians who provide classroom, simulated laboratory, and hands-on training at the JJATC training center. JJATC staff are responsible for class scheduling and completion of training rosters, ensuring that all training activities are properly documented.

Betat Advisories, the administrative subcontractor, supports the project by reviewing work hours, uploading training and enrollment data to the ETP system, and preparing required ETP reports. Instructors take attendance daily, and training center staff maintain all records in the Learning Management System to ensure accurate and compliant documentation throughout the project.

Marketing and Support Costs

Employers are recruited through their association, the Air Conditioning, Refrigeration, and Mechanical Contractors Association of Southern California, which notifies contractors of available training through its website, mailings, presentations, and other outreach methods.

Workers are also notified of training opportunities through their union local and directly by the training center. To support these employer-engagement and outreach activities, JJATC is requesting eight percent (8%) in support costs.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

JJATC 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) ($ %)
ET26-0942	09/29/25 - 09/28/27	$362,530	290	0	$362,530 (100%)

ET26-0942: Per Cal-E-Force the contractor has uploaded 29,568 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0940	09/30/24 - 09/29/26	$390,048	209	137	$390,048 (100%)
ET24-0961	10/02/23 - 10/01/25	$498,317	243	230	$498,317 (100%)
ET23-0961	10/31/22 - 10/30/24	$494,537	299	264	$494,537 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Betat Advisories	San Francisco, CA	$10,000

Administrative	Betat Advisories	San Francisco, CA	13% of Earned Amount

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:

Commercial Skills
Apprentice

- Air Conditioning HVAC Troubleshooting (Advanced Troubleshooting)
- Air Conditioning: Market Systems for HVAC Mechanics
- Brazing
- Brazing and Soldering
- Compressors
- Direct Digital Controls
- Electrical Controls
- Electrical Theory
- Energy Audit
- Heat Loads
- Heat Loads and Air Distribution
- Hydronics
- HVAC Start Test Balance
- HVAC Systems
- Hydronics
- Installation
- Market Applications
- Mechanical Equipment Serviceman
- Mechanic Systems
- Pneumatics
- Pump Class
- Sheet Metal
- Start Test and Balance
- Thermodynamics
- Tradesman Electrical
- Tradesman Math
- Tradesman Mechanical
- Variable Frequency Drives
- Variable Refrigerant Flow Installation
- Water Chillers
- Welding

Commercial Skills
Journeyworker

- Absorption Chillers
- Belimo Motors
- Boilers
- Brazing and Soldering
- Centrifugal
- Chillers
- Combustion Analysis

- Compressors
- Direct Digital Controls (DDC)
- Electrical Code
- Electrical Controls
- Electrical for Start-Up
- Electrical Protocol
- Electronic Variable Speed Drives
- Energy Audit
- Energy Retrofit
- Evaporative Condensers / Cooling Towers
- Green Chill
- Green Tech
- Hydronics
- HVAC Core
- HVAC Systems
- Installation
- Market Core
- Market EMS E-2 / Control
- Mechanical Code
- Mechanical Equipment Serviceman (MES)
- Mechanic Systems
- NEBB (National Environmental Balancing Bureau)
- Pneumatics
- Pump Class
- Refrigerant Piping
- Screw Chillers
- Solar
- Thermal Energy Storage
- Thermodynamics
- Title 24 Acceptance Test Certification
- Variable Air Volume Systems (VAV Systems)
- Variable Refrigerant Flow Installation (VRF Installation)
- Vane Axial Fans
- Water Chillers
- Welding

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

San Diego and Imperial Counties Slate, Tile and Composition Roofers Joint Apprenticeship Committee

Contract Number: ET27-0911

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Imperial, San Diego	Repeat Contractor:	☐ Yes ☒ No
Union(s):	☒ Yes ☐ No	United Union of Roofers, Waterproofers, and Allied Workers Local No. 45	

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$55,413		$3,791		$59,204

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

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 Apprentice Retrainee	76	8-210	0-0	33	$779	$31.62

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

Published Minimum Hourly Wage by County: Job Number 1: $31.62 Per Collective Bargaining Agreement	
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: $9.31 **Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.**	
Fringe Benefits:	This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.
Wage Progression:	This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice	$22.31 - $38.66	**76**	0	18	58

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	$20 and Under	$20.01 to $25	Over $25.01
Roofer,Waterproofer					

Introduction

Founded in 1934, San Diego and Imperial Counties' Slate, Tile and Composition Roofers Joint Apprenticeship Committee (SDIC Roofers JAC) (unionroofers.com) trains and develops skilled Journey level roofers and waterproofers through a structured apprenticeship program. The apprenticeship program is part of the United Union of Roofers, Waterproofers, and Allied Workers and is operated by Local 45. The program lasts four years and includes a minimum of 576 hours of classroom instruction in multiple aspects of the roofing industry such as built-up roofing, single-ply membranes, tile, and below/above grade waterproofing applications.

ETP Priority 10200(b)

SDIC Roofers JAC follows High Road Apprenticeship standards: (1) earn while you learn model, (2) performance based wage progression as included in the Collective Bargaining Agreement (CBA), (3) industry, not company or private certifications, (4) DAS approved curriculum, (5) paid job placement during training and after training, and (6) healthcare and benefits during training and after training.

Veterans Program

SDIC Roofers JAC recruits veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. On its Facebook page, the JAC advertises special days just for the veterans to come in and apply for the apprenticeship program

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case is the San Diego Community College District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Demand for experienced roofers remains high as contractors balance new construction projects with re-roofing and repair work. At the same time advances in roofing and waterproofing materials are changing the skills employers need. Cool Roofs & Reflective Systems, Spray

Polyurethane Foam and new High-Temperature Underlayments are examples that require workers to understand new installation methods, safety practices, performance standards, and compliance requirements. The roofing and waterproofing industry has changed significantly over the past decade, and formal apprenticeship training through the SDIC Roofing JAC is essential to prepare and retain a skilled workforce that can keep pace with industry changes. ETP funding is fundamental in retaining and growing the current Roofing/Waterproofing workforce.

Apprentices will be involved in the following projects:

- Southwestern College Roofing and Waterproofing/Restoration Stucco
- San Diego Convention Center
- San Diego 101 Ash Street Housing Project
- City of Chula Vista Palomar Hotel Permanent Housing
- Carlsbad Unified School District (PLA)

Training Plan

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

Commercial Skills: To help develop the skill sets necessary to secure high paying jobs and advance in the roofing industry Apprentices will receive training in Built-up Roofing, Common Roofing & Waterproofing Materials and Equipment, Metal Roofing, National General Foreman Training Operational Standards, Plans and Specifications, and Waterproofing and Damp Proofing.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, the Applicant is asking for a modification of the cap. For Apprentice trainees who complete OSHA 10 this cap extends to 210 hours.

Commitment to Training

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

Training Infrastructure

The SDIC Roofer JAC Project Coordinator will oversee the program administration including marketing, scheduling, and project success. Training will be delivered by in-house experts who are qualified journey level workers with extensive practical and training experience in the the

trade and they will take daily attendance and test regularly. Administrative staff will collect records, and records data on a secure platform. Additional support will be provided by an administrative subcontractor, Strategy Workplace Communications.

Marketing and Support Costs

SDIC Roofers JAC application announcements for the apprenticeship program will be sent to local, state, and federal agencies as well as to local high schools, community colleges, community-based organizations and community events. The JAC will continue to work with local schools, Workforce Investment Boards, and community organizations and is requesting 8% support costs to offset the additional outreach efforts needed to ensure a diverse workforce that promotes inclusion of women, non-binary, and underserved individuals into the program.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

SDIC Roofers JAC 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	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- Asphalt Shingles
- Built-up Roofing
- Cold Applied Roofing Systems
- Common Roofing & Waterproofing Materials and Equipment
- Introduction to Waterproofing and Damp Proofing
- Kettle Safety
- Maintenance and Repair and Reroofing
- Metal Roofing, National General Foreman Training Operational Standards (NGFTOS) (Certified Instructor)
- Orientation and Safety
- Plans and Specifications
- Rigid Roofing
- Single-Ply
- Waterproofing and Damp Proofing
- Waterproofing Systems

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Union Roofers Joint Apprenticeship and Training Fund

Contract Number: ET27-0956

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Los Angeles, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	United Union of Roofers, Waterproofers and Allied Workers Local Unions 36 and 220	
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$328,040		$22,610		$350,650

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

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 Apprentice Retrainee	450	8-210	0-0	31	$729	$33.64
2	Priority Rate Journeyworker Retrainee	100	8-200	0-0	8	$226	$47.20

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $6.18
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship Standards (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Roofer/Waterproofer	$27.46 - $42.48	**450**	0	0	450
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker Roofer/Waterproofer	$47.20 - $54.94	**100**	0	0	100

Introduction

Founded in 1959, the Union Roofers Joint Apprenticeship and Training Fund (Union Roofers) www.unionroofers.org provides education and hands-on skills training for Roofer and Waterproofer Apprentices and Journeyworkers throughout Southern California. The program operates training centers in Pomona, Riverside, and Sylmar and is governed by a joint labor-management committee. Union Roofers supports workers who serve school districts, governmental agencies, community-based organizations, military facilities, and private-sector projects across Los Angeles, Orange, Riverside, Ventura, San Bernardino, Santa Barbara, and San Luis Obispo counties.

Union Roofers maintains strong outreach to underserved communities through annual announcements sent to One-Stop Career Centers, Work Source Centers, youth pre-apprenticeship organizations, and Building Trades partners. Local unions collaborate with Helmets to Hard Hats (H2H) to support Veteran hiring, while partnerships with Playa Vista Jobs (PV Jobs), the Los Angeles Unified School District (LAUSD) Multi-Craft Core Curriculum (MC3) Pre-Apprenticeship Program, and Women in Non-Traditional Employment Roles (WINTER) help expand recruitment of women, underrepresented people, and individuals facing barriers to employment. These efforts broaden access to high-road roofing careers and strengthen the regional pipeline of trained workers.

ETP Priority 10200(b)

Union Roofers trainees are paid, union-employed workers who train with modern, updated methods and earn industry-recognized certifications that boost their skills and earning potential. They work on projects across California, helping maintain local infrastructure and strengthening the state's competitiveness against out-of-state contractors. The program actively recruits displaced workers, veterans, and individuals from underrepresented communities, supporting California's infrastructure, export growth, and manufacturing sector.

Veterans Program

Union Roofers works in cooperation with Helmets-to-Hardhats to assist military personnel in successfully transitioning into employment within the roofing and waterproofing industry, ensuring veterans have direct access to training and priority placement opportunities.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is three and a half years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District and Los Angeles Office of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Union Roofers will use ETP funding to upgrade the skills of 450 Apprentices and 100 Journeyworkers, with training delivered at the Don Banks Training Center in Pomona and at employer worksites. Employers report sustained shortages of qualified Roofers and Waterproofers due to extreme weather conditions, aging school facilities, and the introduction of updated roofing and waterproofing materials.

ETP-supported training will strengthen the workforce serving Los Angeles, Orange, Riverside, Ventura, San Bernardino, Santa Barbara, and San Luis Obispo counties. Updated skills will improve jobsite safety, reduce rework and material waste, and increase efficiency in installation, maintenance, inspection, and repair of modern roofing and waterproofing systems. This training will also enhance employers' ability to pursue new project opportunities and maintain competitiveness in a rapidly evolving construction environment.

Some of the projects that trainees may be working on during the term of the contract includes:

- District Roofing Installations #4 – Valinda School Academics: Districtwide roofing installations, provide installation and replacement of roofing systems across multiple campuses to support ongoing academic facility upgrades.
- Peters Canyon Elementary School: Complete full roofing replacement, including removal of existing materials and installation of updated weather-resistant systems.
- LAUSD Muir Middle School (OCIP): Deliver roofing and waterproofing services through OCIP, ensuring compliance with district standards for moisture protection and campus durability.
- Inglewood High School Reconstruction: Roofing Install new roofing assemblies as part of a broader modernization and reconstruction effort to enhance structural performance and longevity.
- Arroyo Elementary School Modernization: Perform roofing upgrades as part of a campus modernization program, improving energy efficiency and long-term maintenance reliability.

Training Plan

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

Commercial Skills:
Apprentices will receive training on topics such as Built-Up Roofing, Maintenance and Repair of Roof Systems, and Substrates & Underlayment. Journeyworkers will receive training on

topics such as Coatings for Waterproofing/Damp Proofing, Modified Bitumen Systems (Advanced), Single-Ply Roofing, and Waterproofing Membrane Systems (Interior/Exterior).

Computer Skills:
Journeyworkers will receive training on topics such as Computer Literacy and Computer Mediated Learning (CML).

Literacy Skills:
Apprentices and Journeyworkers who speak English as a second language will receive training in Vocational English as a Second Language for Roofers and Waterproofers on topics such as Roofing and Waterproofing Vocabulary.

Hazardous Materials Skills:
Training will be offered to Journeyworkers in handling of Hazardous Materials and Hazardous Waste.

Certified Safety Training

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

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

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, Union Roofers is asking for a modification of the cap. Apprentice trainees with OSHA 10 training have a cap of 210 hours.

Electronic Recordkeeping / LMS

Staff has reviewed and approved Union Roofer's use of a Learning Management System (LMS) for recordkeeping.

Commitment to Training

Employers will continue to contribute to the training association for every hour worked by 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

The Project Administrator will oversee all aspects of program administration, including marketing, scheduling, trainee tracking, and invoicing. This individual has successfully managed prior ETP contracts and is fully knowledgeable of program requirements. Union Roofers' Program Coordinator will provide additional support for recruitment and needs assessments as needed. Training will be delivered by in-house subject-matter experts who are qualified Journeyworkers with extensive field and instructional experience in the roofing and waterproofing trade.

Marketing and Support Costs

Union Roofers regularly disseminates informational flyers to prospective participants through in-person outreach, email, and mailed announcements. The program also sends yearly notifications to One-Stop and Work Source Centers, Helmets to Hard Hats, youth pre-apprenticeship organizations, and other community partners. Staff maintains ongoing communication with participating employers and union roofing contractors, ensuring they remain informed about upcoming training opportunities offered through Union Roofers.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

Union Roofers 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) ($ %)
ET25-0929	09/30/24 - 09/29/26	$390,533	427	473	$390,533 (100%)

ET25-0929: Per Cal-E-Force the contractor has uploaded 15,832 hours and projects to earn 100% of the agreement.

Prior Projects

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

Contract No.	Term	Approved Amount	Approved Estimated No. Trainees	No. Retained	Payment Earned $ %
ET22-0945-000	12/20/21 - 12/19/23	$594,195	515	497	$594,195 (100%)
ET20-0929-000	09/28/19 - 12/26/21	$748,860	620	622	$748,860 (100%)

Subcontractors

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

Training Subcontractors	City, State	Cost	Description of Service
Not Applicable	-	-	-

Self-Attestations

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

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

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

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Apprentice

- 8-Hour Asbestos Roofer Worker
- Air Barrier System
- Asphalt Overlay
- Atactic Polypropylene Torch Applied Membranes
- Below Grade Waterproofing
- Bitumen & Asphaltic Roofing Materials
- Built-Up Roofing (all levels)
- Coating & Waterproofing (Below Grade, Between Slab)
- Common Roofing & Waterproofing Materials
- Concrete Interlocking Tile
- Control Measures
- Coreflex Thermoplastic Waterproofing Membrane
- Cutting & Folding Corners
- Damp Proofing
- Drains, Pipe, Curb & Wall Flashings
- Electronic Leak Detection
- Electronic Vector Mapping Systems
- Elastomeric Coatings
- Energy Efficiency for Roofing
- EPDM Roofing Systems
- Fasteners
- Felt Machine Operation
- Flashing Materials
- Flagger Training (Construction/Residential/Traffic Zones)
- Green (Vegetated) Roofs
- Green Roof Systems
- GHS Labeling – Requirements & Signal Words
- Hoisting & Rigging
- Hot Applied Waterproofing
- Hot Air Welding – Seams, Curbs, Corners, Pipes, Drains
- Hot Rubber Waterproofing
- Insulation & Application
- Leak Identification & Roof Inspections
- Maintenance & Repair of Roof Systems
- Metal Roofing Systems
- Modified Bitumen Systems
- Monolithic Membrane 6125
- Operation & Maintenance of Small Engines
- Photovoltaic Cells & System Performance
- Power Line Safety

- Rainwater Harvesting
- Reroofing Procedures (All Types)
- Rigid Roofing Systems
- Roofing Tools & Equipment
- Roof Preparation & Handling Materials
- Single-Ply Roofing (All Techniques & Systems)
- Slate & Tile Roofing (Installation, Detailing, Silica)
- Spray Polyurethane Foam (Application & Expansion)
- Standing Seam Roofing
- Stone Ballast
- Substrates & Underlayment
- Thermoplastic Systems
- Torch Safety Techniques
- Two-Ply & Multi-Ply Roof Assemblies

Commercial Skills

Journeyworker

- 8-Hour Asbestos Roofer Worker
- Air Barrier – Installer Certification
- Air Barrier System
- Application Techniques (Torch, Hot Air, Solar, PV)
- Asphalt Overlay
- Atactic Polypropylene Torch Applied Membranes
- Below Grade Waterproofing
- Building Envelope Inspection (Below Grade, Walls, Windows, Roofs)
- Built-Up Roofing – Advanced (Mopping, Kettle Operation)
- Coatings for Waterproofing/Damp Proofing (Balconies, Decks, Equipment Wells, Traffic Areas)
- Communication Skills (Foreman)
- Concrete Pavers & Rack Systems
- Coreflex Thermoplastic Waterproofing Membrane
- Crickets / Sound / Wash Backs
- Documentation & Reporting (Foreman Skills)
- Drains, Pipe, Curb & Wall Flashings
- Electronic Leak Detection
- Electronic Vector Mapping Systems
- Elastomeric Coatings
- Energy Efficiency for Roofing
- EPDM Roofing Systems (Advanced)
- Expansion Joints
- Field Setup (Standing Seam, Metal Systems)
- Fire Safety (Torch Programs)
- Flashings – Advanced
- Flagger Training (Construction/Residential/Traffic Zones)
- Foreman Skills & Leadership
- GAF Manufacturer Roofing Systems
- GHS Labeling – Requirements & Signal Words
- Green (Vegetated) Roofs

- Green Retrofit Technologies
- Green Roof Systems
- History of Solar Energy
- Hot Applied Waterproofing
- Hot Air Welding – Advanced
- Hot Rubber Waterproofing
- Infrared Moisture Detection
- Insulation (Advanced Systems, Crickets, Sound Boards)
- Installation of Shingles (All Steps)
- Johns Manville Systems
- Leadership Styles (Foreman)
- Materials & Handling (Advanced Waterproofing)
- Metal Roofing – Application, Details, Systems
- Modified Bitumen Systems (Advanced)
- Moisture Treatment
- Monolithic Membrane 6125
- Nuclear Surveys & Moisture Analysis
- Photovoltaic Cells & Systems
- Photovoltaic System Performance
- Planning & Starting Projects (Foreman)
- Problem Solving (Foreman)
- Qualified Rigger / Qualified Signal Person (16-Hour)
- Rainwater Harvesting
- Renewable Energy – PV, Solar, Green Roofing
- Sarnafil Roofing Systems
- Scaffold Training (User + Competent Person)
- Seismic Retrofit (Strengthen Structures, Applications)
- Sheathing (Decking & Plywood)
- Single-Ply Roofing – Deck, Installation, Membranes
- Slate & Tile – Advanced Installation & Detailing
- Soprema Systems
- Spray Polyurethane Foam – Techniques & Installation
- Standing Seam Roofing – Advanced
- Stone Ballast Systems
- Thermoplastic Systems
- Torch Applicator Certification + Recertification
- Torch Safety Techniques
- Waterproofing & Damp Proofing (Advanced)
- Waterproofing Membrane Systems (Interior/Exterior)
- Weatherproofing Envelope Systems
- Worker Documentation Responsibilities

Computer Skills

Journeyworker

- Computer Literacy
- Computer Mediated Learning (CML)

Hazardous Materials Skills

Journeyworker

- Hazardous Materials
- Hazardous Waste

HazWoper

- HAZWOPER (Certified Instructor Training)

Literacy Skills

Apprentice and Journeyworker

Vocational English as a Second Language for Roofers & Waterproofers

- Control Measures
- Hand Tools and Power Tools
- Hazards in Roofing and Waterproofing
- Hearing Protection
- Hoisting and Rigging
- Hot on the Roof
- Mobile Elevated Work Platform (M.E.W.P.) Boom Lift and Scissor Lift
- Power Line Safety
- Rigid Roofing Definitions
- Roofing and Waterproofing Industry
- Roofing and Waterproofing Vocabulary
- Roofing Tools
- Safety Signs and Language in the Roofing Industry
- Waterproofers
- Waterproofing Tools

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

G&C Collision Training Institute

Contract Number: ET27-0953

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Retrainee	Industry Sector(s):	MEC Other Services (except Public Administration)
		Priority Industry:	☐ Yes ☒ No
Counties Served:	Alameda, Alpine, Amador, Butte, Calaveras, Contra Costa, El Dorado, Fresno, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Trinity, Tulare, Tuolumne, Yolo, Yuba	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
$54,542		$3,702		$58,244

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

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 Apprentice Retrainee	75	8-200	0-0	15	$352	$34.50
2	Priority Rate Journeyworker Retrainee	76	8-200	0-0	14	$419	$42.35

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wages
Job Number 2: $33.64 Modified SET Wages

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $0.00
Job Number 2: $0.00

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. This structured progression meets ETP requirements for demonstrating

	wage increases over time and supports long-term career development in the 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, Apprentice, Retrainee					
Apprentice- Autobody Refinish Technician	$34.50 - $42.00	**15**	0	0	15
Apprentice-Autobody Repair Planner	$34.50 - $42.00	**35**	0	0	35
Apprentice- Autobody Repair Technician	$34.50 - $42.50	**25**	0	0	25
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker- Autobody Repair Technician	$42.35 - $50.00	**15**	0	0	15
Journeyworker-Autobody Refinish Technician	$42.35 - $50.00	**50**	0	0	50
Journeyworker- Autobody Repair Planner	$42.35 - $50.00	**11**	0	0	11

Introduction

Founded in 2015 and headquartered in Santa Rosa, G & C Collision Training Institute (G&C) (www.gandcautobody.com) provides automotive repair services and operates a comprehensive apprenticeship training program for Auto Body Repair Planners, Technicians, and Refinishers. The company collaborates with the California Auto Body Association and adult education schools to assess hiring and training needs throughout Northern California.

G&C has gained an average of 70 Apprentices year over year and has expanded to accommodate 75 new Apprentices each year for the next three years. Training provides Apprentices and Journey-level workers with skills in EV repair, ADAS diagnostics, OEM procedures, advanced refinishing, repair planning, and emerging vehicle technologies. Additional industry certifications create a portable and transferable skill set, strengthening career opportunities for workers while helping employers meet the evolving demands of the automotive repair industry.

G&C has a specific marketing program to bring women into the industry, which currently has less than 4% women. G&C employs 18% women, which has been increasing year over year. Additionally, the company actively recruits from community high schools, Adult Education programs and community colleges and a large part of that program is tailored toward recruiting underserved and underrepresented populations. Within the Adult Education environment, G&C provides opportunities for long term unemployed and returning women in the workforce. The company does hire at risk youth and ex offenders on a case by case basis.

ETP Priority 10200(b)

G&C follows High Road Apprenticeship standards: work as you learn model, guaranteed wage increases, industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during the training and after training.

Veterans Program

G&C programs provide preference for veterans, allowing for instant placement. The program markets to area military bases through initiatives such as “Troops to Trades,” local base outreach, Skillbridge, as well as through Adult Education, Employment Development Department, and Workforce Innovation and Opportunity Act (WIOA) channels to recruit veterans.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is 18 to 36 months. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case in this case Visalia Adult School).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

G&C supports high-wage California jobs, advanced technology adoption, apprenticeship development, workforce training and retention, and growth in California’s automotive service sector. The automotive repair industry is undergoing significant technological change. This project will provide hands-on training in electric vehicle (EV) powertrains, hybrid and hydrogen systems, and Advanced Driver Assistance Systems (ADAS). Technicians will develop skills in diagnostics, recalibration, repair procedures, and safety protocols that align with evolving industry and OEM standards.

G&C continues to expand throughout California and is building a skilled, in-state workforce to support this growth. The training program prepares Apprentices and Journeyworkers for high-wage, in-demand positions across multiple locations. These jobs provide opportunities for career advancement and long-term employment while helping G&C meet the growing demand for qualified automotive service professionals. During this contract trainees will work on the following projects:

- Enterprise Rental Cars - Diagnostics, Maintenance and Repair
- Hertz Rental Cars - Diagnostics, Maintenance and Repair

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Business Skills: Training will be provided to all trainees. Training topics include Communication, Relationship Building, Time Management, and Teamwork.

Commercial Skills: Training will be provided to all trainees in the following topics Advanced Panel Bonding Techniques, Aluminum Panels and Structural Damage Analysis, Aluminum Repair, Electric and Hybrid Vehicle Estimating, Introduction to Refinishing and Corrosion Protection, Introduction to Safety Systems, Overview of Cycle Time Improvement and Electric Vehicle Safety, Vehicle Identification, Estimating Systems, and Terminology.

Commitment to Training

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

Training Infrastructure

The Human Resources Manager with the assistance of two support staff will be responsible for all administration duties including recordkeeping and reviewing attendance rosters. Each location will have a point of contact to ensure proper recordkeeping. G&C has also retained Synergy Peak Performance, Inc. to provide administrative services. Training will be provided by in-house subject-matter experts and vendors, if necessary

Marketing and Support Costs

G&C promotes Apprenticeship and training opportunities through community colleges, career fairs, workforce development events, community-based organizations, employer partnerships, online outreach, and direct community engagement. Recruitment efforts are targeted toward communities where participating employers perform work, including underserved and historically underserved areas receiving broadband and communications infrastructure investments. These efforts provide local residents with access to training, employment opportunities, and long-term career advancement pathways. G&C requests 8% in support costs to fund its staff in recruiting trainees for this program.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are subject matter experts in their specific trade or occupation.

Tuition Reimbursement

G&C 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) ($ %)
ET26-0940	09/29/25 - 09/28/27	$314,996	152	0	$29,239 (9%)

ET26-0940: Per Cal-E-Force the contractor has uploaded 1,031 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0976	12/16/24 - 12/15/26	$291,995	117	83	$288,889 (99%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Synergy Peak Performance Inc.	Grass Valley, CA	$5,824
Administrative	Synergy Peak Performance Inc.	Grass Valley, CA	13% of Earned Amount

Training Subcontractors	City, State	Cost	Description of Service
Not Applicable	-	-	-

Self-Attestations

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

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

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

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

Apprentice

- Communication
- Relationship Building
- Teamwork
- Time Management

Commercial Skills

Apprentice and Journeyworker

- 3M Plastic Repair
- Blending Process
- Color Theory (PPG)
- General Masking
- Hazardous Materials
- ICAR ProLevel 1, 2,3
- Intro to Collision Repair Process
- Intro to Industry Repair Terminology
- Intro to Parts Terminology
- Intro to Refinishing and Corrosion Protection
- Intro to Safety Systems
- Intro to Tools
- New Vehicle Technology and Trends
- Paint Materials Ratios Khan Academy
- Paint Refinish Denibbing I Polishing
- Plastic Repair Program
- PPG Refinish Certification
- Primer Masking/ Blocking
- Refinishing Equipment and Set up
- Refinishing Program
- Refinishing Supplement
- Surface Preparation, Primer and Topcoats
- Waterborne Products, Systems and Applications

Training Proposal for:

Pavement Stripers and Highway Maintenance Apprenticeship and Training Trust for Southern California

Contract Number: ET27-0920

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No LiUNA Local 1184		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$94,723		$6,547		$101,270

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

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 Apprentice Retrainee	130	8-210	0-0	33	$779	$33.64

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $4.21
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship Standards (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Parking & Highway Improvement Labor Apprentice	$29.43 - $39.97	**130**	0	0	130

Introduction

Founded in 2002 and headquartered in Riverside, the Pavement Stripers and Highway Maintenance Apprenticeship and Training Trust for Southern California (SoCal Striping) (https://socalstriping.com/) specializes in training for the parking and highway industry. The apprenticeship program provides training for four groups that each specialize in a particular skillset from abrasive blasting to protective coating.

This training proposal will provide critical skills training in both application and technical skills for all apprentices and will create a pipeline of qualified inside labor workers for local construction projects throughout Southern California. The JATC works with regional Workforce Development Boards, Community Based Organizations, Building Trades Councils, to ensure a diverse workforce that promotes inclusion of women, minorities, non-binary, and underserved individuals into the union.

ETP Priority 10200(b)

The JATC follows High Road Apprenticeship standards: earn-while-you learn model, performance-based wage progression as included in their Collective Bargaining Agreement (CBA), industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during training and after training.

Veterans Program

SoCal Striping works directly with Helmets to Hardhats, a national joint labor-management program to recruit and retain veterans into the program. The organization recognizes the critical skills developed in the military and the apprenticeship and building trades.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is two and a half years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Hacienda La Puente Adult Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less

than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

SoCal Striping continues to support industry expansion and employer demand for highly skilled parking and highway improvement laborers. Employers across Southern California rely on workers trained in striping, slurry and seal coat operations, pavement marking, truncated dome installation, traffic control, equipment operation, and general roadway maintenance. As construction projects grow in complexity and scale, apprentices must be prepared to perform a wide range of tasks with updated tools, equipment, and safety standards.

Training delivered under this proposal aligns with employer needs by providing apprentices with hands-on experience and DAS-approved technical instruction covering protective coating applications, pavement marking, layout techniques, equipment operation, blueprint reading, traffic control, and surface preparation. This comprehensive skill development ensures that contractors have a reliable pipeline of trained workers ready to support local infrastructure, transportation improvements, and roadway safety work.

Apprentices will contribute to several upcoming Southern California projects, including:

- City of Buena Park – Dale Street Rehabilitation: Roadway rehabilitation requiring pavement marking, slurry and seal operations, and traffic control support.
- City of Palm Springs – Library: Public-facility site improvements involving pavement marking, sealing, and surface preparation.
- City of Santa Ana – Bristol/Tolliver: Road improvement work requiring striping, delineation, slurry seal, and general pavement maintenance.
- Port of Los Angeles – Avalon Pedestrian Walkway: Pedestrian walkway enhancements requiring coating, delineation, and pavement marking work.
- Southwestern College – Transit Center: Transit-center upgrades involving pavement marking, signage installation, and slurry or seal operations.

Training Plan

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

Commercial Skills: Training will be provided to Apprentices on topics such as Basic Plan Reading, Advanced Layout Techniques, Pavement Marking Technician Training, Striping and Removal Techniques, and Traffic Control Flagger.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, the Applicant is asking for a modification of the cap. For Apprentice trainees who complete OSHA 10 this cap extends to 210 hours.

Commitment to Training

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

Training Infrastructure

The training project will be administered and overseen by the Program Director, who is responsible for scheduling classes, managing rosters, collecting and verifying training hours, and coordinating the upload of training data into the ETP system. Instructors take daily attendance, and administrative staff maintain records on a secure platform shared between the JATC, Strategy Workplace Communications, and ETP. The Trust has also retained Strategy Workplace Communications as its administrative subcontractor to support overall project administration, including data entry, reporting, compliance activities, and maintenance of required ETP documentation.

Marketing and Support Costs

SoCal Striping continues to conduct ongoing outreach to recruit new apprentices into the program. Announcements are distributed to local high schools, community colleges, military bases, correctional facilities, and community-based organizations. Outreach efforts also include flyers, bulletins, emails, personal contacts, job fairs, trade shows, and social media to increase awareness and expand access to the apprenticeship. To support these recruitment activities and employer engagement efforts, the JATC is requesting eight percent (8%) in support costs.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

SoCal Striping 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) ($ %)
ET26-0977	09/29/25 - 09/28/27	$172,200	120	0	$172,200 (100%)

ET26-0977: Per Cal-E-Force the contractor has uploaded 9,840 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0939	09/30/24 - 09/29/26	$128,401	91	52	$128,401 (100%)
ET24-0923	10/02/23 - 10/01/25	$193,725	75	116	$193,725 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

- Advanced Layout Techniques
- Basic Layout Techniques
- Basic Plan Reading
- Commercial License Preparation, Autonomous Vehicles, Robotics & Drones
- Crack Fill
- Forklift Training
- Layout Techniques Advanced – Temporary Delineation
- Pavement Marking Technician Training
- Performance Protective Coating Applications – Loading/Materials
- Performance Protective Coating Applications – Mixer Operator
- Performance Protective Coating Applications – Squeegee Techniques
- Plan Reading Advanced – Maps and Streets
- Skid Steer Training
- Slurry Seal & Seal Coat Applications – Stockpile Duties
- Slurry Seal & Seal Coat Applications – Utility Protection & Solar Reflective
- Slurry Seal & Seal Coat Applications – Various Tools/Devices
- Slurry Seal & Seal Coat Tools, Equipment & Materials – Front End Loader/Seal Roller
- Slurry Seal & Seal Coat Tools, Equipment & Materials – Slurry Box & Pour in Place
- Slurry Seal & Seal Coat Tools, Equipment & Materials – Slurry Truck
- Striping and Removal Techniques
- Tools, Equipment & Materials
- Tools/Equipment/Materials – Truncated Domes & Small Engines
- Traffic Control Flagger
- Traffic Control Supervision
- Traffic Control Technician

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Carpenters Training Trust Fund For Northern California

Contract Number: ET27-0935

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, Yuba	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	The United Brotherhood of Carpenters and Joiners of America Locals 22, 34, 35, 46, 102, 152, 180, 217, 405, 505, 605, 701, 712, 751, 1109, 1599, 1789, 2236, 9068, 9083, 9101, and 9144	

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$2,742,100		$186,828		$2,928,928

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

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 Apprentice Retrainee	3,758	8-210	0-0	29	$680	$35.87
2	Priority Rate Journeyworker Retrainee	372	8-200	0-0	34	$1,004	$59.78

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $0.00
Job Number 2: $0.00

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-

	the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice - Acoustical, Carpenter, Drywall, Millwright, Pile Driver, Scaffold	$35.87 - $63.66	**3,758**	0	0	3,758
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker Acoustical, Carpenter, Drywall, Millwright, Pile Driver, Scaffold	$59.78 - $67.16	**372**	0	0	372

Introduction

Founded in 1963 and headquartered in Pleasanton, Carpenters Training Trust Fund for Northern California (CTTF) (https://www.ctcnc.org/) is governed by a joint labor-management trust board and operates as a union-based organization under a collective bargaining structure. CTTF serves as the Northern California training affiliate of the United Brotherhood of Carpenters & Joiners of America. CTTF provides a successful training program to individuals starting as a Pre-Apprentice program, and continues as an Apprentice and Journeyworker training program.

Carpentry Apprentices are trained in concrete formwork, framing, and finish carpentry. The apprenticeship program equips individuals new to the trade with the foundational skills needed for long-term career success, while supplying union contractors with a skilled and reliable workforce. As industry demands evolve, CTTF mission is to enhance the skills of union members and improve the competitiveness of signatory contractors through state-of-the-art, real-world training.

The program is operated collaboratively by the union, its members, and contractors. This coordinated approach allows CTTF to develop relevant training programs, strengthen labor-management partnerships, and provide valuable hands-on experience through on-the-job training.

ETP Priority 10200(b)

CTTF's program trains highly paid and highly skilled workers. The Apprentices and Journeyworkers are trained with the latest and greatest technologies and methods to make

sure the demand of the workforce is met. Because of regularly negotiated Collective Bargaining Agreement, trainees have high-road jobs with consistent wage progression scheduled for each and every period of their training program. Trainees help reduce imports by keeping California jobsites employed by California workers.

Veterans Program

CTTF includes specialized training to support veterans in transitioning to the civilian workforce, while also helping employers recruit skilled and dedicated workers. Veterans are directly enrolled into first-year apprenticeships, bypassing the pre-apprenticeship requirement for non-veterans. Currently, approximately 148 Carpenter veterans are enrolled in the program. The organization collaborates with Helmets to Hardhats, a national joint labor-management program that assists active-duty military personnel in finding employment within the construction industry.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case American River College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Apprentice training will give workers new to the trade the basic skills they need to succeed in a long-term career and provide union contractors with the skilled workers they need to staff construction projects. As the requirements of the industry continue to change, workers must improve skill sets. The program was developed and is operated as a coordinated, collaborative team composed of the union, union members, and contractors. In order for signatory employers to successfully compete for jobs in the current economic recession, it is critical that Apprentices are highly skilled and productive. CTTF reports that the following projects are driving employer demand under this proposal:

- Gilead New R&D Building
- UC Davis Medical Center Sacramento
- UCSF in San Francisco
- Whiting and Turner Contracting; Stanford School of Medicine Research Facility Palo Alto

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Commercial Skills: Apprentices will be offered training on topics such as Advanced Construction Techniques, Blueprint Reading, Concrete Formwork, Cutting and Welding,

Engineered Structural Systems, Grid Ceilings, Interior Finish, Rigging Awareness, and Stair Building. Journeyworkers will be offered training on topics such as Commercial Door Hardware, Construction Math, Foreman Training, Mobile Elevated Working Platforms, and Steel Framing/Basic.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Electronic Recordkeeping / LMS

ETP staff has reviewed and approved the use of a Learning Management System (LMS) for recordkeeping.

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

CTTF's Executive Director (dedicated administrator) will oversee the project. Four staff members are responsible for training coordination including marketing, recruitment, needs assessments, scheduling and ETP administration. Training will be provided by 40 in-house experts. These instructors have acquired significant field experience and teaching credentials. Training attendance will be kept and the data will be maintained in the LMS. The Company has also retained a third-party subcontractor, Betat Advisories to provide assistance with ETP administration.

Marketing and Support Costs

CTTF partners with several community-based organizations and gives special consideration to graduates of these programs for entry into its apprenticeship program. These partners include Helmets to Hardhats, JobTrain, Fresno County Office of Education, Cypress Mandela in Oakland, Metropolitan Educational District in San Jose, Monterey Adult School, Richmond Works, San Francisco Unified School District, Stockton Youth Build, Tulare County Office of Education, and CityBuild in San Francisco. CTTF requests 8% in support costs for marketing, recruitment, and assessment activities.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

CTTF 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) ($ %)
ET26-0947	09/29/25 - 09/28/27	$362,454	368	0	$362,454 (100%)

ET26-0947: Per Cal-E-Force the contractor has uploaded 34,545 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0972	09/30/24 - 09/29/26	$389,844	221	310	$389,844 (100%)
ET24-0934	10/02/23 - 10/01/25	$499,892	2,659	530	$499,892 (100%)
ET23-0958	11/01/22 - 10/31/24	$494,000	304	399	$494,000 (100%)
ET22-0930-000	11/22/21 - 11/21/23	$598,290	259	707	$598,290 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Betat Advisories	San Francisco, CA	$10,000
Administrative	Betat Advisories	San Francisco, CA	10% of Earned Amount

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:

Commercial Skills

Apprentice - Carpenter

- Blueprint Reading - Advanced
- Blueprint Reading - Union Benefits Presentation
- Commercial Concrete
- Commercial Steel Framing
- Concrete Bridge Building
- Concrete Bridge Building Certification
- Concrete Formwork
- Concrete Formwork Certification
- Eng, Structural Systems-UBC Powered Industrial Truck Operator - Rough Terrain
- Engineered Structural Systems
- Exterior Finish
- Foundations & Floors
- Interior Finish
- Introduction to Apprenticeship I
- Introduction to Apprenticeship II
- Layout Instruments
- Rigging Awareness
- Stair Building
- Wood Framing

Commercial Skills

Apprentice - Drywaller

- Advanced Construction Techniques
- Applied Blueprint Technology
- Arches, Furring & Advanced Systems
- Basic Applications
- Blueprint Reading I
- Blueprint Reading II
- Building Envelope
- Ceiling Systems
- Commercial Framing Systems & Fire Control
- Doors, Frames, Hardware & Windows
- Exterior Lath Systems & Trims
- Interior Metal Lath Systems
- Introduction to Apprenticeship I
- Introduction to Apprenticeship II
- UBC (United Brotherhood of Carpenters) Powered Industrial Truck Operator Rough Terrain
- Welding Heavy Gauge
- Welding Light Gauge

Commercial Skills

Apprentice - Millwright

- Blueprint Reading Mobile Elevated Work Platform (MEWP)
- Conveyors
- Cutting & Welding 1
- Installation and Maintenance of Machinery
- Layout Procedures *Forklift (Industrial & Rough Terrain)
- Materials of Construction
- Math Applications
- Millwright Tool Skills
- Monorails
- Precision Optical Instrument *GE Turbine Familiarization/Hytorc Bolting/Human Performance
- Precision Tools & Shaft Alignment
- Rigging Awareness
- The Millwright Apprentice & The Trade *Millwright 16-hour Safety
- Turbines
- Welding 2 - Shielded Metal Arc Welding (SMAW)
- Welding 3 – Certification

Commercial Skills

Apprentice - Acoustical

- Access Floor Systems
- Blueprint Reading – Advanced
- Blueprint Reading – Basic
- Commercial Steel Framing
- Exterior Systems
- Grid Ceilings I (Basic Acoustical Installation Procedures, Components)\
- Grid Ceilings II
- Grid Ceilings III
- Introduction to Apprenticeship I
- Introduction to Apprenticeship II
- Introduction to Welding & Cutting
- Specialty Ceiling Systems
- Specialty Systems
- Suspended Framing Systems
- Wall/Ceiling Fabric Installation

Commercial Skills

Apprentice - Scaffolding & Shoring

- Hazard Awareness
- Introduction to Apprenticeship I
- Introduction to Apprenticeship II
- Introduction to Scaffolds
- Ladder Access & Stair Tower
- Reshoring and Ramps
- Rigging Awareness

- Scaffold Containment
- Scaffold Print Reading & Union Benefits
- Slopes and Vessels
- Suspended & Cantilevered Scaffold
- System Scaffold I
- System Scaffold II
- System Scaffold III
- Tiebacks
- Welded Frame and Mobile Tower Scaffold – Forklift Rough Terrain

Commercial Skills

Apprentice - Pile Driver

- Advanced Pile Driving - Land & Water
- Advanced Formwork
- Bridge Building and Advanced Structural Blueprints
- Concrete and Formwork
- Falsework, Shoring, & Heavy Timber Framing
- Introduction to Pile Driving, Land & Water *MEWP
- Introduction to Structural Blueprints & Layout Instruments
- Pile Driving II
- Rigging
- The Pile Driver Apprentice & The Trade, Construction Math
- Welding 1 - SMAW (Shieled Metal Arc Welding) (2F, 3F, 4F)
- Welding 2 - SMAW 1G, 2G, 3G, 4G *Forklift Rough Terrain
- Welding 3 - FCAW (Flux-Cored Arc Welding)1G, 2G, 3G, 4G Certification
- Welding 4 - FCAW 2G, 5G - Pipe
- Wharfage & Marine Structures
- Worker Safety & Tool Skills for Pile Drivers

Commercial Skills

Journeyworker - Multiskills Training

- Blueprint Reading – Basic and Advanced
- Carpenter Specific Hazard Communication and Chemical Safety
- CLT (Cross Laminated Timber)
- Commercial Door Hardware
- Concrete Bridge Building
- Construction Math
- Construction Safety Supervisor Training
- Drones and Part 107 Exam Prep
- Foreman Training
- Forklift Rough Terrain and Industrial
- ICRA (Infection Control Risk Assessment) Best Practices in Health Care Construction
- Layout Instruments
- Mobile Elevated Working Platforms
- Mobile Elevated Working Platforms Operator Qualification Group A/B Type 3
- Rigging Qualification
- Scaffold User and Erector

- Silica Awareness
- Steel Framing/Basic

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Cement Masons Joint Apprenticeship Trust

Contract Number: ET27-0950

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No Cement Masons Southern California Locals 500 & 600		
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$608,255		$41,739		$649,994

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

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 Apprentice Retrainee	834	8-210	0-0	32	$741	$33.64
2	Priority Rate Journeyworker Retrainee	40	8-200	0-0	27	$800	$50.00

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $8.64
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Cement Mason	$25.00 - $45.00	**834**	0	0	834
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker Cement Mason	$50.00 - $51.00	**40**	0	0	40

Introduction

Founded in 1952, Cement Masons Joint Apprenticeship Trust (Cement Masons) (https://cmscapprentice.org/) serves over 3,600 Journeyworkers and over 600 Apprentices. Cement Mason Apprentices learn all phases of concrete finishing including but not limited to edging, forms, jointing, layout and mixing materials, preparation, rodding, setting screeds, tamping and troweling. Apprentices will learn to cove base, curb and gutter, decorative finishes, set-up and finish steps, and stamp and stain concrete. Additional skills covered include composite work, concrete sawing, demolition, dry packing, epoxy injection, green concrete construction, including but not limited to previous and polished concrete, machine operation, and repairs and preparations. Training will be delivered by six internal training instructors, and will take place at Cement Masons' training locations in Arcadia, Bakersfield, and San Luis Obispo.

Cement Masons provides training to participating employers in the construction industry, serving both Apprentices and Journeyworkers. They work with a diverse range of clients across private, commercial, and residential sectors. Cement Masons deal with customers from private sectors, commercial and residential.

Cement Masons actively collaborates with Women in Non-Traditional Employment Roles (WINTER) to promote gender diversity within the trade. They regularly host women for facility tours and informational sessions, providing opportunities to explore careers in cement masonry. Additionally, the director of Cement Masons serves on various advisory boards across multiple counties, where they support employment training initiatives that benefit not only women but also individuals recently released from incarceration.

ETP Priority 10200(b)

Trainees are union employed and paid workers that are trained with regularly updated training methods and techniques. Certifications are also obtained which also increase pay and qualifications. Trainees are employed in California and work in jobs that increase construction to keep jobs local and compete against businesses from outside of California that might bid on jobs that our Apprentices work on. Cement Masons welcome and recruit displaced and laid-off workers, veterans, and underrepresented groups into our Apprentice program. The work trainees perform help to establish and improve California's infrastructure which in turn enables California to increase exports, reduce imports, and promote California's manufacturing sector.

Veterans Program

Cement Masons actively recruits veterans and regularly participates in a several job fairs and outreach programs to veterans, including Helmets to Hardhats. Cement Masons also works with Veterans who have GI Bill Benefits. Recruited Veterans have direct entry into the apprentice program.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case The San Joaquin County Education District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

This proposal aims to train and safeguard the future Cement Masons. Contractors require workers at all experience levels, ranging from first-year Apprentices to Journeyworkers, to be more productive and adaptable from the start of their employment. As new cement masonry materials and systems emerge, they demand updated skills. This program will provide Apprentices and Journeyworkers with advanced training in OSHA safety standards to ensure safer and more effective performance on job sites.

Training will give Apprentices the technical skills to perform increasingly complex jobs. Apprentices will learn the basic principles of the trade and how to work safely so they can be productive on the job site and complete the Apprentice program. Journeyworkers will receive refresher training as well as training in new materials and systems. In addition, this project will support training for more workers to meet increased local industry demands.

Assessments are conducted at the conclusion of each class. In addition, trainees provide training feedback regarding their success in using skills learned in training, through their union representatives. Likewise, contractors provide feedback, such as the skills needed for their business, and the effectiveness of the training, via their representatives.

Some of the projects the trainees are working on include:

- Dodger Stadium Dugout and Seat Expansion
- San Bernardino Sheriff Helicopter Pad
- State of California Department of Transportation: Newhall – Los Angeles
- San Dieguito Academy Athletic Field Project
- Los Angeles World Airports: Airfield and Terminal Modernization Project
- Sanitation District of Los Angeles County: Trunk Sewer Rehab
- Los Angeles County Development Authority: Veteran Commons
- Santa Paula Unified School District: High School

Training Plan

Training will be delivered via Class/Lab and E-Learning methodologies:

Commercial Skills: Apprentices will receive instruction in topics such as: Blueprint Reading, Concrete Ingredients, Curb & Gutter Standards, History of Cement, Placing & Leveling Concrete, and Specifications and Testing. Journeyworkers will receive advanced instruction in ADA Ramps Standards, City Standards, Designing Concrete Mixes, Finishing Floors, Polishing, and Stenciling & Imprinting.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Electronic Recordkeeping / LMS

ETP staff has reviewed and approved the use of a Learning Management System (LMS) for recordkeeping.

Commitment to Training

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

Training Infrastructure

The Client Services Executive and Training Director will oversee the training program. Training attendance will be reported by Cement Masons' trainers. Electronic training records will be prepared by Cement Masons administrative staff. ETP administration will be provided under subcontract to Betat Advisories who will maintain a database of training records, upload training and enrollment data to ETP, and prepare invoices.

Instructors are qualified to train others by having at least a high school diploma, completion of the apprenticeship program as part of their experience, proficiency in all aspects of the Cement Mason trade, including blue print reading, form setting, finishing, patching, and concrete repair, and have the following credentials: Designated Subjects Teaching Credential in the Building Trades Construction industry sector for the Specific Subject of Concrete.

Marketing and Support Costs

Marketing for training programs is carried out via the website, email, flyers, and advertisements. Cement Masons has requested allocating 8% of support costs for ongoing recruitment, employer outreach, and assessment of job requirements. While many participating employers have already been engaged, additional recruitment will be necessary to complete the project

and accommodate any changes in employer training needs. All assessments of employer-specific requirements will be conducted during the contract term.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

Cement Masons 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) ($ %)
ET26-0905	09/29/25 - 09/28/27	$362,500	410	0	$0 (0%)
ET25-0900	09/30/24 - 09/29/26	$389,950	350	0	$389,950 (100%)

ET26-0905: Per Cal-E-Force the contractor has uploaded 0 hours and projects to earn 100% of the agreement.

ET25-0900: Per Cal-E-Force the contractor has uploaded 35,816 hours and projects to earn 100% of the agreement.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Betat Advisories	San Francisco, CA	$10,000
Administrative	Betat Advisories	San Francisco, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- ADA Ramps Standards
- Approaches Curbs
- Blueprint Reading
- Cement Masons Written Exam
- Certification for Boom Lift Training
- City Standards
- Concrete Ingredients
- Curb & Gutter Standards
- Curb and Gutter Machine
- Curbs and Gutters
- Curing & Protection
- Designing Concrete Mixes
- Drives
- Estimating
- Exposed Aggregate Finishes
- Finishing Floors
- Foreman Training
- Form Tools
- Fundamental Math
- Hand Tools
- History of Cement
- Industry Orientation
- Joints in Concrete
- Lath Survey Stakes
- Levels & Transits
- Measuring
- On-Grade Curb and Gutter
- Pavements
- Pervious Concrete
- Placing & Leveling Concrete
- Polishing
- Power Screed
- Screeds & Bulkheads
- Sealant
- Sidewalks & Patios
- Silica Awareness
- Site Layout
- Specifications and Testing
- Stenciling & Imprinting
- Steps

- Structural Grout
- Structural Repair
- Subgrade Preparation
- Super Flat Floors
- Surface Defects & Treatments
- Trowel Machine
- Wall Form Methods

Commercial Skills

Journeyworkers

- ADA Ramps Standards
- Approaches Curbs
- Blueprint Reading
- Cement Masons Written Exam
- Certification for Boom Lift Training
- City Standards
- Concrete Ingredients
- Curb & Gutter Standards
- Curb and Gutter Machine
- Curbs and Gutters
- Curing & Protection
- Designing Concrete Mixes
- Drives
- Edge Forms on Grade
- Estimating
- Exposed Aggregate Finishes
- Finishing Floors
- Foreman Training
- Form Tools
- Fundamental Math
- Hand Tools
- History of Cement
- Industry Orientation
- Joints in Concrete
- Lath Survey Stakes
- Levels & Transits
- Measuring
- On-Grade Curb and Gutter
- Pavements
- Pervious Concrete
- Placing & Leveling Concrete
- Polishing
- Power Screed
- Screeds & Bulkheads
- Sealant
- Sidewalks & Patios
- Silica Awareness
- Site Layout

- Specifications and Testing
- Stenciling & Imprinting
- Steps
- Structural Grout
- Structural Repair
- Subgrade Preparation
- Super Flat Floors
- Surface Defects & Treatments
- Trowel Machine
- Wall Form Methods

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Alameda County Electrical Industry Apprenticeship and Training Trust

Contract Number: ET27-0901

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Alameda	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Brotherhood of Electrical Workers Local 595		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$159,052		$10,834		$169,886

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

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 Apprentice Retrainee	218	8-210	0-0	29	$677	$33.64
2	Priority Rate Journeyworker Retrainee	50	8-200	0-0	15	$446	$79.25

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $1.94
Job Number 2: $0.00

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice - Electrician Inside Wireman	$31.70 - $63.40	**218**	0	0	218
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker - Electrician Inside Wireman	$79.25 - $91.14	**50**	0	0	50

Introduction

The Alameda County Electrical Industry Apprenticeship and Training Trust (Alameda Electrical Trust) (www.595jatc.org) is a joint labor-management organization, founded in 1946 to provide high-quality, up-to-date training in electrical inside wiring for Apprentices, Pre-apprentices, and Journeyworker members of the International Brotherhood of Electrical Workers (IBEW) Local 595. Alameda Electrical Trust is governed by a Board of Trustees consisting of four labor representatives and four management representatives, collectively representing approximately 532 employers. Located in San Leandro, Alameda Electrical Trust trains electricians to plan, layout, install, repair, and maintain electrical systems that provide lighting, heating, communication, and power.

Alameda Electrical Trust collaborates with regional Workforce Development Boards, Community-Based Organizations, and Building Trades Councils to ensure a diverse workforce. These partnerships support the inclusion of women, non-binary individuals, and underrepresented and underserved communities in the union and the electrical trade. By providing the highest level of skills training, Alameda Electrical Trust helps increase worker efficiency and reduce the risk of workplace accidents and injuries.

ETP Priority 10200(b)

Alameda Electrical Trust follows High Road Apprenticeship standards, which include a "work-as-you-learn" model, performance-based wage increases, industry-recognized certifications, a DAS approved curriculum, and paid job placement both during and after training. Apprentices also receive healthcare and other benefits throughout the program and upon completion.

Veterans Program

Alameda Electrical Trust is committed to providing job-related training that supports veterans in their transition to the California workforce. Veterans enrolled in the apprenticeship program are eligible for Montgomery GI Bill benefits, including a monthly housing allowance, which is paid directly to them.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the

program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Chabot College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

As stated by Alameda Electrical Trust, in 2023, the U.S. energy sector employed 8.4 million workers, over 5% of the national workforce, and grew by 3%, outpacing the overall job growth rate of 2%. Energy-related construction jobs grew even faster, at 4.5%, nearly double the national construction growth rate. Energy-related manufacturing also added over 50,000 jobs, reflecting a 3% increase. Jobs such as solar photovoltaic installers, wind turbine service technicians, and electricians are projected to grow rapidly, driven by the transition to clean energy and the need to modernize the electrical grid. Alameda County electricians are critical to helping California meet its 2040 low-carbon goals.

Alameda Electrical Trust is preparing workers to meet the growing demand for clean energy infrastructure. As experienced electricians retire and energy-focused construction expands, the need for skilled replacements is increasing. To address this, the Alameda Electrical Trust offers specialized training in greenhouse gas emission reduction systems and emerging technologies, ensuring a steady pipeline of highly qualified electricians ready to support both current and future energy projects involving solar panel installations and electric vehicle charging stations. These projects include:

- Amazon Data Center, Hayward
- Microsoft Data Center, Union City
- Oakland Children's Hospital, Oakland
- UC Berkeley Student Housing, Berkeley
- Kaiser Research Center, Emeryville

Training Plan

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

Commercial Skills: Training will be offered to Apprentices in subjects such as Aerial and Scissor Lift, Codes and Standards, Construction Documentation, Rough Terrain Forklift, and Trimble Total Robot GPS Tracking. Journeyworkers will receive training in courses such as Advanced Instrumentation and Motor Controls, Blueprints and Schematics, Codeology, Special Occupancies and Equipment, and Specialized Tools.

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.

Training Hours Limitation

Alameda Electrical Trust is asking for a modification of the cap. Retraining hours are capped at 200 per-trainee. However, for Apprentices with OSHA 10 training, this cap extends to 210 hours.

Electronic Recordkeeping / LMS

ETP staff has reviewed and approved the use of a Learning Management System (LMS) for recordkeeping.

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

Alameda Electrical Trust's Director of Training (dedicated administrator) will oversee training with six Administrative Staff to assist with ETP administration including marketing, recruitment, and scheduling. It has full-time and part-time trainers who will deliver training. It has also retained a third-party subcontractor-Strategy Workplace Communications (Strategy) to assist with ETP administration. Rosters will be used to meet ETP's recordkeeping requirements and track hours.

Marketing and Support Costs

Alameda Electrical Trust's recruitment process includes direct mailings, informational flyers, personal outreach, telephone calls, public service announcements, emails, and updates posted on its website. Program announcements and class information are regularly shared with local, state, and federal agencies, as well as local high schools, community colleges, and community-based organizations throughout the year. Alameda Electrical Trust is requesting 8% in support costs to promote training opportunities.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

Alameda Electrical Trust 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) ($ %)
ET26-0954	09/29/25 - 09/28/27	$362,736	237	0	$362,736 (100%)
ET25-0938	09/30/24 - 09/29/26	$380,219	272	130	$380,219 (100%)

ET26-0954: Per Cal-E-Force the contractor has uploaded 17,763 hours and projects to earn 100% of the agreement.

ET25-0938: Per Cal-E-Force the contractor has uploaded 16,259 hours and projects to earn 100% of the agreement.

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 $ %
ET24-0954	10/02/23 - 10/01/25	$293,342	310	138	$293,342 (100%)
ET23-0939	10/03/22 - 10/02/24	$365,214	203	180	$365,214 (100%)
ET22-0940-000	03/28/22 - 03/27/24	$597,169	178	166	$441,212 (74%)
ET21-0939-000	11/02/20 - 11/01/22	$377,398	167	174	$377,382 (100%)
ET20-0932-000	10/01/19 - 09/30/21	$746,290	275	342	$704,796 (94%)

ET22-0940 Based on the CEF system 22,695 reimbursable hours were tracked for earnings of $441,212 which is (74%) of the approved amount. The performance was due to effects from the COVID 19 pandemic.

Reported Audits

Contract Number	Final Audit Report Date	Unearned/Disallowed Costs	Audit Findings

ET19-0927-000	5/1/2026	$0.00	• Except for the administrative deficiencies noted below, we obtained a reasonable assurance that the Contractor complied with the terms of the Contract, ETP regulations, and the applicable provisions of the California Unemployment Insurance Code. Administrative Deficiencies: • Questionable recordkeeping procedures. • Trainee wage rates were inaccurately reported to ETP.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- Aerial and Scissor Lift
- Basic Surveying
- Battery Storage Technology
- Beginning Fiber Optics
- Codes and Standards
- Construction Documentation
- Construction Leadership
- Construction Technology
- Electrical Control Systems
- Electrical Equipment
- Electrical Systems
- Electrical Theory
- Electrical Vehicle Charging Equipment Module
- Industry Orientation
- Installation Applications
- Jobsite Skills and Practices
- Microgrid & Battery Storage Module
- Navis Autodesk
- NFPA (National Fire Protection Association) 70E Electrical Safety
- Power Quality Analysis
- Rough Terrain Forklift
- Trimble Total-Robot GPS Tracking
- Trimble Training Module

Commercial Skills

Journeyworker

- 3 and 4-Way Switching
- Advanced Instrumentation and Motor Controls
- Advanced Lighting Control Systems
- Aerial and Scissor Lift
- Alternating Current/Direct Current (AC/DC) Principles
- Arc Flash
- Architecture Designs and Advanced Plan Reading
- Basic Surveying
- Battery Storage Technology
- Beginning Fiber Optics (new)
- Blueprints and Schematics
- Building Automation Systems
- California Advanced Lighting Control Program (CALCTP)
- CALCTP Acceptance Testing
- Codeology

- Codes and Standards
- Conduit Bending
- Construction Documentation
- Construction Leadership
- Construction Technology
- Control Relays and Timers
- Definitions and Systems
- Design of Electrical Circuits
- Developing Ladder Programming
- Dimming Controls
- Electric Vehicle Charging Systems (EVCS)
- Electrical Design
- Electrical Vehicle Charging Equipment Module
- Energy Storage and Microgrid Training Certification (ESAMATC)
- Fire Alarm Systems and Installations
- Fire Life Safety System Installation Requirements
- Firestop Installation
- Generators
- Grounding
- Inductance/Reactance
- Industrial Motor Control
- Industry Specific Skills
- Initiating Devices and Notification Systems
- Introduction to Programmable Equipment
- Jogging and Plugging Controls
- Lighting Control Strategies
- Line Voltage Switching Controls
- LonWorks and Building Automation
- Low Voltage Switching Control
- Magnetic Motor Control and the Code
- Management and Monitoring of Materials
- Manual Starters and Magnetic Coils
- Math for Electricians
- Microgrid & Battery Storage Module
- National Electrical Code
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 250 Grounding and Bounding
- National Electrical Code Article 430-Motors
- National Electrical Code Article 760
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- National Fire Protection Act, 1972 (NFPA 72)
- NFPA 70E Electrical Safety
- Occupancy Sensors
- Ohm’s Law
- Other Recognized Standards (Installation Changes)
- Photosensors

- Plan, Build, and Use
- Programmable Logic Control (PLC)
- Programming Programmable Logic Controllers
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Push Buttons, Selector Switches, and Mechanical Devices
- Related Standards (Mandatory and Permissive Rules)
- Renewable Energy Systems
- Rigging and Lifting
- Safe Working Practices
- Series/Parallel Circuits
- Significant Changes to 2023 National Electric Code
- Solar Panel Installation
- Solid State Electronic Devices
- Special Occupancies and Equipment
- Specialized Tools
- Start Up and Check Out Procedures
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
- Transformers and the Code
- Trimble Total-Robot GPS Tracking

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

California Nevada Electrical Joint Apprenticeship Training Trust Fund

Contract Number: ET27-0962

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Statewide	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	International Brotherhood of Electrical Workers (IBEW) Local 47, 1245 and 396	

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$354,333		$24,261		$378,594

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

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 Apprentice Retrainee	486	8-210	0-0	33	$779	$44.66

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

Published Minimum Hourly Wage by County: Job Number 1: $33.64 Modified SET Wage	
Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: ☐ Yes ☒ No	
Health Benefits may be used to meet the Post-Retention Wage as follows: Job Number 1: $0.00	
Fringe Benefits:	This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.
Wage Progression:	This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Outside Lineman Apprentice	$44.66 - $66.99	**486**	0	0	486

Introduction

The mission of the California Nevada Electrical Joint Apprenticeship Training Trust Fund (California–Nevada JATC) (calnevjatc.org) is to train the highest-caliber outside electrical linemen in the industry. The program prepares Apprentices to build, maintain, and repair the power lines that deliver electricity to homes and businesses. California–Nevada JATC is governed by a six-member board with equal representation from the Western Line Chapter of National Electrical Contractors Association (NECA) and the IBEW, and serves contractors working for California's public utility companies.

The program operates under a trust agreement involving IBEW Local 47 (Diamond Bar, CA), Local 1245 (Vacaville, CA), and Local 396 (Las Vegas, NV). Apprentices work under their respective IBEW/NECA collective bargaining agreements, with Locals 47 and 1245 covering all of California and parts of Nevada, and Local 396 covering the remaining areas of Nevada. Only Apprentices working in California will be included under this ETP contract. Training is delivered at facilities in Riverside and Woodland.

Approximately 51% of Apprentices come from underrepresented populations, and the California–Nevada JATC is committed to broad outreach supporting the recruitment of women, and other underserved individuals. Application announcements are widely distributed to schools, colleges, agencies, and community organizations, and the JATC maintains partnerships with regional occupational programs, Workforce Investment Boards, re-entry centers, women's advancement initiatives, adult-education organizations, and tradeswomen advocacy groups to ensure apprenticeship opportunities reach diverse communities.

ETP Priority 10200(b)

The JATC follows High Road Apprenticeship standards: (1) earn-while-you-learn model, (2) performance-based wage progression as included in their Collective Bargaining Agreement, (3) industry, not company or private certifications, (4) DAS-approved curriculum, (5) paid job placement during training and after training, and (6) healthcare and benefits during training and after training.

Veterans Program

The California-Nevada JATC supports Veterans transitioning into the electrical trade. Applicants who have been honorably discharged within five years of applying receive a direct, priority interview. Veterans participate in the same training as all Apprentices and may qualify for Montgomery GI Bill benefits, including a monthly housing allowance. Currently, more than 18 percent (18%) of California-Nevada JATC Apprentices are Veterans.

California-Nevada JATC also participates in the Veterans Electrical Entry Program (VEEP), developed by the Electrical Training Alliance. VEEP provides transitioning service members with no-cost Pre-Apprenticeship training and connects graduates to JATCs in their selected location through direct-entry agreements. California-Nevada JATC accepts up to six VEEP graduates per year.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the

program is three and a half years years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Santiago Canyon College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

The California–Nevada JATC ensures a dependable pipeline of highly skilled Apprentice linemen to meet the outside electrical construction needs of California. These workers perform essential, high-risk tasks to maintain and restore power under challenging and hazardous conditions, requiring strong physical capability, mental resilience, and specialized safety-driven training. Contractors rely on consistently employing Apprentices and maintaining program standards to meet utility requirements, making the preparation of qualified outside electrical linemen critical for continued operational reliability and public safety.

Apprentices complete a three and a half-year training program that includes twelve week-long, 40-hour related-training sessions at the Riverside and Woodland facilities, paired with extensive hands-on experience using tools, heavy equipment, and industry-specific technologies. The curriculum is employer-driven and regularly updated to reflect current industry needs, including new technologies, renewable-energy materials, and fire-hardening techniques. Ongoing pressures—such as increased competition, cost-reduction mandates, and rising customer expectations—reinforce the need for a highly trained, adaptable workforce capable of meeting evolving utility and construction demands.

Apprentices will be dispatched to high-priority utility projects that drive grid modernization and resilience, including:

- Lugo–Victorville Upgrade Project — Transmission corridor improvements including tower and conductor upgrades.
- Manning Substation Project — Substation upgrades involving new high-voltage equipment and reliability improvements.
- Olympic Substation — Modernization of a metropolitan substation with advanced switching and protection equipment.
- Power the Bay — Coastal-region grid updates supporting renewable integration and system hardening.
- Riverside Transmission Reliability Project — Transmission enhancements designed to strengthen grid reliability and add system redundancy.

Training Plan

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

Commercial Skills: Training will be provided to Apprentices on topics such as Basic Crane Inspections, Crane Set-Up, Electrical Transmission, Grounding Equipment, Splicing Cables, and Transformer Lab/Theory.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, California-Nevada JATC is asking for a modification of the cap. For Apprentice trainees who complete OSHA 10 training, the cap may be extended to 210 hours.

Commitment to Training

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

Training Infrastructure

The Executive Director will oversee the program and the Administrator will manage the administration of the contract. The trainers are former or current members of the trade who bring credentials and vast field experience. Strategy Workplace Communications will assist with the project administration.

Marketing and Support Costs

California–Nevada JATC actively recruits and trains new Apprentices each year. Application announcements are distributed to local, state, and federal agencies, as well as to high schools, community colleges, and community-based organizations. JATC representatives also conduct outreach through presentations at schools, community groups, and local events. California–Nevada JATC is requesting 8% support costs to assist with recruitment, employer outreach, and assessments of employer-specific training and job requirements.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

California-Nevada JATC 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) ($ %)
ET26-0959	09/29/25 - 09/29/27	$362,320	280	0	$361,186 (100%)
ET25-0910	09/30/24 - 09/29/26	$390,515	415	364	$390,515 (100%)

ET26-0959: Per Cal-E-Force the contractor has uploaded 15,320 hours and projects to earn 100% of the agreement.

ET25-0910: Per Cal-E-Force the contractor has uploaded 16,600 hours and projects to earn 100% of the agreement.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- Basic Crane Inspections
- Basic Hot Stick Applications Using Different Sticks
- Care and Use of Hot Sticks
- Continuing Education Class
- Crane Load Charts and Calculations
- Crane Set-Up
- Crane Signals
- Electrical Industry Crane Association (EICA)
- Electrical Transmission
- Grounding Equipment
- Lift Plans
- Overhead Electrical Distribution
- Principles of Identifying the Second Point of Contact and Utilizing the Insulate and Isolate Method While Working with Primary Conductor
- Review of Local Rules Pertaining to Rubber Gloving
- Rigging and Load Securement
- Rubber Glove Class
- Splicing Cables
- Standards, Best Practices, Rules
- Switching Circuits
- Terminating Cables
- Transformer Lab/Theory
- Underground Class
- Underground Electrical Distribution
- Underground Practices for Pulling Cable

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Central Valley Electrical Industry Training & Educational Trust

Contract Number: ET27-0914

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Stanislaus	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Brotherhood of Electrical Workers Local 684		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$79,529		$5,424		$84,953

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

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 Apprentice Retrainee	109	8-210	0-0	32	$752	$33.64
2	Priority Rate Journeyworker Retrainee	3	8-200	0-0	33	$995	$51.00

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $10.69
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Inside Wireman Apprentice	$22.95 - $45.90	**109**	0	19	90
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Inside Wireman Journeyworker	$51.00 - $66.30	**3**	0	0	3

Introduction

The Central Valley Electrical Industry Training & Educational Trust (CVEIT) (www.cvjatc684.org), located in Modesto, was formed in 1964. CVEIT is governed by a Board of Trustees as a joint effort between International Brotherhood of Electrical Workers Local 684 and the National Electrical Contractors Association. The Organization was formed to create a pipeline of qualified inside wiremen who install power, lighting, controls, and other electrical equipment for local construction projects. Training will take place at CVEIT's Modesto location.

CVEIT trains Apprentices to perform inside wireman work in the construction trades. This allows the Apprentices to build careers that lead to good wages, steady income, and excellent benefits.

ETP Priority 10200(b)

CVEIT adheres to High Road Apprenticeship standards, which include a "work-as-you-learn" model, guaranteed wage progression, industry-recognized (not company-specific or private) certifications, a DAS-approved curriculum, paid job placement both during and after training, and access to healthcare and benefits throughout the training period and upon completion.

Veterans Program

CVEIT recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Stanislaus County Office of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

CVEIT is dedicated to providing up-to-date industry skills training and securing high-quality job opportunities for its members. Training during this project will focus on new green construction practices and materials, energy efficient buildings as outlined by Leadership in Energy and Environmental Design (LEED) and other energy efficient standards, qualified trades people to replace retiring journey level electricians, new technology, and safety compliance. Training will ensure Apprentices and Journeyworkers can keep up with new and emerging technologies such as digital equipment and electrical construction including efficient electrical systems and energy conservation. The Apprentice curriculum meets the need of the participating employers, because it is employer driven. It was designed to address needs as determined by customers and changes in the industry. Local projects and their hiring demands help to shape the curriculum during the Apprentice's time in the program.

Training will include public and private works projects that have been impacted with LEED Certification, AB32, pending green legislation, and commercial interest in developing, retrofitting, and maintaining greener buildings. Furthermore, workers will learn to work more efficiently with new materials, thus reducing scrap and re-work. By having a workforce that can work more efficiently, the employers will be able to reduce their costs and run more profitably.

During this contract the trainees will be working on the following construction projects:

- Atwater Elementary Fire Alarm Upgrade
- Don Pedro Dam
- Los Banos High School Modernization
- UC Merced Expansion
- Zeta Solar

Training Plan

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

Commercial Skills: Apprentice training topics include AC Systems, Blueprint Reading, Code, Standards & Practices, Electrical Theory, Fire Alarm Systems, Grounding & Bonding and High Voltage Cable Splicing. Journeyworker training topics include Code, Standards, & Practices, Electrical Code Calculations and Grounding & Bonding, Fire Alarm Systems, Grounding & Bonding, Hazardous Locations, Lightning Protection.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Commitment to Training

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

Training Infrastructure

The Training Director will oversee the project, and the Office Administrator will assist with the administration, including scheduling of training and collection of rosters. Strategy Workplace Communications will assist with administrative services to ensure that all training records adhere to ETP requirements. Training will be conducted by in-house experts.

Marketing and Support Costs

CVEIT is requesting 8% in support costs to fund marketing to employers to recruit apprentices; fund its staff in recruiting and qualifying additional participating employers for this program; and conduct ongoing assessments of employer-specific job requirements. CVEIT staff will assist with the marketing, recruitment, needs assessments, and scheduling of training.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

CVEIT 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) ($ %)
ET26-0972	09/29/25 - 09/28/27	$154,656	74	14	$145,133 (94%)

ET26-0972: Per Cal-E-Force the contractor has uploaded 6,168 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0946	09/30/24 - 09/29/26	$145,173	76	68	$145,173 (100%)
ET24-0918	10/02/23 - 10/01/25	$134,968	82	80	$134,189 (99%)
ET23-0942	10/03/22 - 10/02/24	$204,116	101	86	$202,892 (99%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- AC Theory
- Applied Codeology - National Electric Code - 2020 Code Book
- Automated Demand Response
- Blueprint Reading
- Building Automation
- Code Calculations
- Code, Standards & Practices
- Codeology - National Electric Code - 2020 Code Book Review
- Computer Mediated Learning (CML)
- Conduit System Fabrication 2
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- Electrical Theory 2: AC Systems
- Electrical Theory 3: AC Theory
- Estimating
- Fire Alarm Systems
- Foreman Development
- Fundamental Code Calculations
- Grounding and Bonding
- Health Care Systems
- Instrumentation
- Lighting Design Basics
- Lightning Protection
- Motor Control
- Motors
- National Fire Protection Association (NFPA) 70E Standards
- Photovoltaic Systems
- Pipe Bending – Conduit Fabrication
- Preparing For Leadership
- Programmable Logics
- Rigging, Hoisting and Signaling
- Test Instruments
- Torque
- Transformers Principles and Applications 1

Commercial Skills

Journeyworker

- Applied Codeology CML
- Blueprints
- Code, Standards & Practices

- Electrical Code Calculations
- Electrical Safety-Related Practices
- ESAMATC Energy Storage (Energy Storage and Microgrid Training and Certification)
- EVCS (Electrical Vehicle Charging Station)
- Fire Alarm Systems
- Grounding & Bonding
- Hazardous Locations
- Health Care Systems
- Lightning Protection
- Motor Calculation

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Training Proposal for:

Electrical Training Trust of Santa Barbara County

Contract Number: ET27-0932

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Santa Barbara	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Brotherhood of Electrical Workers Local 413		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$59,038		$4,061		$63,099

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

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 Apprentice Retrainee	81	8-210	0-0	33	$779	$29.01

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

Published Minimum Hourly Wage by County: Job Number 1: $29.01 Per Collective Bargaining Agreement	
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: $7.17 **Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.**	
Fringe Benefits:	This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.
Wage Progression:	This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice - Inside Wireman	$21.84 - $49.15	**81**	0	16	65

Introduction

Founded in 1917, the Electrical Training Trust of Santa Barbara County (ETT-SBC), (www.ibew413.org) in Santa Maria is a nonprofit organization dedicated to equipping its members with up-to-date industry skills and securing high-quality job opportunities. The program is a joint initiative between the International Brotherhood of Electrical Workers (IBEW) Local 413 and the National Electrical Contractors Association (NECA), governed by a Board of Trustees representing both labor and management. Participating employers contribute funding to support the apprenticeship program.

ETT-SBC trains Inside Wiremen who install electrical systems—including power, lighting, controls, and related equipment—in commercial and industrial settings. Apprentices complete a five-year program, combining 10,000 hours of on-the-job training with 975 hours of classroom instruction. Under the supervision of journey-level electricians, Apprentices gain hands-on experience installing and maintaining a variety of electrical systems.

ETT-SBC participated in the DAS Equal Representation in Construction Apprenticeship (ERiCA) Grant program to expand outreach efforts to current and new partners, with the goal of enrolling more women, non-binary individuals, and members of underserved communities. They anticipate continued participation in future ERiCA funding rounds and remain committed to working with local schools, Workforce Investment Boards, and community organizations to promote inclusive access to apprenticeship opportunities.

ETP Priority 10200(b)

ETT-SBC follows High Road Apprenticeship standards: work as you learn model, performance-based wage increases, industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during and after training.

Veterans Program

ETT-SBC is committed to supporting job-related training that helps veterans transition into the California workforce. Veterans enrolled in the apprenticeship program are eligible to receive Montgomery GI Bill benefits, including a monthly housing allowance, which is paid directly to them.

ETT-SBC recruits veterans in partnership with Helmets to Hardhats, a national labor-management program that connects military experience with careers in the building trades. SBCE-JATC also promotes veteran-specific application opportunities by advertising designated application days on its website.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Allan Hancock Community College and the Los Angeles County Office of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Electrical contractors are facing growing demands from customers for workers who are trained in green construction practices and materials, skilled in maintaining energy-efficient buildings in line with Leadership in Energy and Environmental Design (LEED) and other standards, able to replace a retiring workforce, adaptable to emerging technologies, proficient in safety practices beyond basic awareness, and competitive with out-of-state workers in terms of skill level.

ETT-SBC has three Project Labor Agreements in place and is preparing for new projects that will incorporate solar panels and electric vehicle charging stations. It is critical that the ETT-SBC continues to offer the training outlined in this application to keep pace with changes in electrical construction, including updated codes, safety practices, and emerging technologies. The apprentice curriculum is employer-driven and tailored to meet evolving industry needs. By doing so, the ETT-SBC ensures a steady supply of well-trained electricians to support current and future construction projects. During this contract, trainees will be working on the following construction projects:

- El Estero Water Resource Center
- Santa Barbara Police Station
- Sentinel Air Education Training Command Formal Training Unit
- Space Launch Complex 3 VSFB
- University of California Santa Barbara Student Housing
- Vandenberg Space Force Base

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Business Skills: Training will be provided to Apprentices. Areas of emphasis will include Creating Project Bids, Customer Service Skills, Decision Making Skills, Green Awareness Training and Green Certifications, Leadership Skills, Project Management, and Teambuilding Skills. Trainees will learn the skills to plan, organize, and manage construction projects efficiently and on time.

Commercial Skills: Training will be provided to Apprentices. Training will focus on skills development in Electrical Systems, Electrical Theory, Grounding and Bonding, Instrumentation, Lighting Design Basics, Motor Controls, Test Instruments, and Transformers.

Computer Skills: Training will be provided to Apprentices. Topics include, 3-D Modeling – Virtual Construction, Auto Computer-Aided Design, Benchmark Software – Lean Construction, and Scheduling and Planning Jobs.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, SBCE-JATC is asking for a modification of the cap. For Apprentice trainees who complete OSHA 10 training, the cap may be extended to 210 hours.

Commitment to Training

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

Training Infrastructure

The ETT-SBC Training Director will oversee overall project administration. The Administration Team will coordinate training schedules, recruitment efforts, and needs assessments. Journeyworkers will lead instruction in their respective areas of expertise. Additionally, ETT-SBC has retained a third-party administrator to support ETP project administration.

Marketing and Support Costs

ETT-SBC markets its program through flyers, email, trade shows, and various web postings to union members and signatory contractors. Application announcements are also sent to local, state, and federal agencies as well as local high schools, community colleges, and community-based organizations. ETT-SBC representatives also give presentations at local schools and community events. ETT-SBC requests 8% support costs to fund recruitment and assessment of additional participants.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

ETT-SBC 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) ($ %)
ET26-0958	09/29/25 - 09/28/27	$106,444	52	38	$106,444 (100%)

ET26-0958: Per Cal-E-Force the contractor has uploaded 5,580 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0935	09/30/24 - 09/29/26	$109,297	41	29	$109,297 (100%)
ET24-0953	10/02/23 - 10/01/25	$104,382	54	38	$104,382 (100%)
ET23-0912	10/03/22 - 10/02/24	$101,114	40	38	$97,813 (97%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

Training Subcontractors	City, State	Cost	Description of Service
Not Applicable	-	-	-

Self-Attestations

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

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

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

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

Apprentice

- Advanced Time Management
- Conflict Resolution
- Creating Master Plan for Future Improvements
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

Commercial Skills

Apprentice

- Alternating Current (AC) Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation and Controls
- Catastrophic Failure Response
- Code and Practices
- Code Calculations
- Codeology – National Electric Code – 2014 Code Book Review
- Cybersecurity
- Digital Electronics
- Electrical Safety
- Electrical Systems
- Electrical Theory
- Electrical Vehicle Charging Stations (EVCS)
- Energy Storage and Microgrid Training Certification's Energy Storage (ESAMATC Energy Storage)
- Estimating
- Exam Prep
- Fire Alarm Systems
- Grounding and Bonding
- Hazardous Locations
- Health Care Systems
- Instrumentation
- Intrusion Detection

- Lighting Design Basics
- Lightning Protection
- Motor Controls
- Motors
- National Fire Protection Association 70E Training (NFPA 70E)
- Photovoltaic Systems
- Pipe Bending – Conduit Fabrication
- Power Quality
- Preparing For Leadership
- Programmable Logic Controllers
- Rigging, Hoisting and Signaling
- Semiconductor Electronics
- Structured Cabling
- Test Instruments
- Torque
- Transformers
- Transformer Connections

Computer Skills

Apprentice

- 3-D Modeling – Virtual Construction
- Auto Computer-Aided Design (AutoCAD)
- Automated Systems Applications Scheduling & Planning Jobs
- Benchmark Software – Lean Construction
- Scheduling and Planning Jobs

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

IBEW Local 40 Training Trust Fund

Contract Number: ET27-0959

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Los Angeles	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Brotherhood of Electrical Workers Local No. 40		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$52,508		$3,568		$56,076

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

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 Apprentice Retrainee	72	8-210	0-0	28	$658	$33.64
2	Priority Rate Journeyworker Retrainee	30	8-200	0-0	10	$290	$70.00

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $5.64
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Inside Wireman Apprentice	$28.00 - $59.50	**72**	0	0	72
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Inside Wireman Journeyworker	$70.00 - $87.64	**30**	0	0	30

Introduction

IBEW Local 40 Training Trust Fund (IBEW Local 40) (ibew40.org/apprenticeship), founded in 1962, is located in North Hollywood and is dedicated to training electricians specifically for the motion picture industry. Members of IBEW Local 40 perform a wide range of electrical work, including maintaining electrical grids, audio and video systems, show lighting, film projection equipment, and repairing various lighting systems used in film production. IBEW Local 40 was established through an Inside Wireman's agreement between IBEW Local 40 and the Los Angeles County Chapter of NECA. This agreement covers all contracted electrical work at motion picture studios, as well as related off-lot electrical projects in the industry. IBEW Local 40 along with partners from other trades serves as a vital training pipeline for contractors serving the major film studios. IBEW Local 40 ensures a steady supply of well-trained electrical apprentices, providing employers with a reliable workforce for new projects.

IBEW Local 40 also works with regional Workforce Investment Boards and Community Based Organizations to ensure a diverse workforce that promotes the inclusion of women, underrepresented and underserved individuals into the union.

ETP Priority 10200(b)

The JATC follows High Road Apprenticeship standards: (1) earn-while-you-learn model, (2) performance-based wage progression as included in their Collective Bargaining Agreement (CBA), (3) industry, not company or private certifications, (4) DAS-approved curriculum, (5) paid job placement during training and after training, and (6) healthcare and benefits during training and after training.

Veterans Program

Approximately 5% of IBEW Local 40 Apprentices are veterans. Veterans who have been honorably discharged within five years of their application date are granted a priority, direct interview for entry into the program. IBEW Local 40 is committed to supporting job-related training that helps veterans successfully transition into the California workforce. Veterans enrolled in the apprenticeship program may be eligible to receive Montgomery GI Bill benefits, including a monthly housing allowance, which is paid directly to the veteran trainees.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-

approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Fresno Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

IBEW Local 40 maintains its strong reputation through a history of resilience, high-quality instruction, and member-focused leadership. This approach attracts both new and returning workers, especially those interested in careers within the motion picture industry. The growing demand for IBEW Local 40 electricians is driven by retirements, Apprentices leaving the trade, and increased competition from out-of-state contractors. These challenges have made it more difficult to keep film production jobs in California.

Film production is highly competitive. Although California remains a leader in the industry, other states offer tax incentives and lower production costs, drawing studios to film elsewhere. By training electricians who produce high-quality work on time and within budget, IBEW Local 40 helps contractors stay competitive. IBEW Local 40 training blends hands-on experience with current technology to prepare members for the industry's evolving demands.

As Journeyworkers retire, they take years of valuable experience with them. To address this, IBEW Local 40 focuses on recruiting, training, and retaining new Apprentices to keep employers' labor pipelines full. To improve retention, IBEW Local 40 created a mentorship program, which supports and encourages newer workers to stay in the trade.

Over the next 12 to 24 months, IBEW Local 40 Apprentices will be working on the following programs:

- Disney Studios – Studio facility projects requiring advanced sheet metal fabrication, sound-stage ventilation, and mechanical system upgrades supporting production environments.
- Echelon Studios – Studio modernization involving HVAC installation, ductwork, architectural metal systems, and energy-efficient mechanical improvements.
- Fox Studios – Large-scale studio campus work requiring precision sheet metal installation, ventilation upgrades, and support for high-performance building systems.
- Paramount Studios – Historic studio facility upgrades including duct systems, architectural sheet metal, and modernized HVAC components across sound stages and production buildings.
- Universal Studios Hollywood – Major entertainment-complex projects requiring extensive ventilation work, fabrication of specialty metal components, and energy-efficient mechanical systems supporting theme-park operations and studio buildings.

Training Plan

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

Commercial Skills: Training will be provided to all trainees. Apprentices will receive training on topics such as Building Automation, Conduit System Fabrication, Rigging for the Electrical Industry, and Transformer Principles and Applications. Journeyworkers will receive training on topics such as Cybersecurity, Energy Storage and Microgrid Training and Certification (ESAMTAC), and Certified Fiber Optics Technician (CFOT).

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, IBEW Local 40 is asking for a modification of the cap. For Apprentice trainees who complete OSHA 10, the cap may be extended to 210 hours.

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

IBEW Local 40 publishes the training schedule online, and class attendance is mandatory. Strategy Workplace Communications assists with maintaining the paperwork required under the ETP contract. This includes consulting with IBEW Local 40 staff to ensure ongoing compliance with ETP regulations, filing required documentation, entering enrollees and class rosters into the ETP database, creating progress reports, invoicing, attending quarterly audits, and submitting revisions and amendments as needed.

Marketing and Support Costs

Application announcements for the IBEW Local 40 program will be distributed to local, state, and federal agencies, as well as to high schools, community colleges, community-based organizations, and at community events. IBEW Local 40 requests 8% support costs to help with recruiting and qualifying additional participating employers for this program and to assist with assessments and curriculum development.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

IBEW Local 40 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) ($ %)
ET26-0976	09/29/25 - 09/28/27	$208,438	118	0	$208,438 (100%)

ET26-0976: Per Cal-E-Force the contractor has uploaded 9,012 hours and projects to earn 100% of the agreement.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- Building Automation
- Code, Standards, and Practices
- Conduit System Fabrication
- Construction Drawings
- Digital Electronics
- Distributed Generation
- Electrical Safety Related Work Practices
- Electrical Theory: AC Systems
- Electrical Theory: Alternating Current
- Electrical Theory: Direct Current
- Fire Alarm Systems
- Fundamental Code Calculations
- Grounding and Bonding
- Healthcare Facilities
- Hazardous Locations
- Introduction to Instrumentation
- Introduction to PLCs
- Intrusion Detection
- Lighting Essentials
- Lightning Protection
- Load and Service Calculations
- Motors for Electricians
- Motor Control for Electricians
- Motor Code Calculations
- Photovoltaics
- Power Quality
- Rigging for the Electrical Industry
- Structured Cabling
- Test Instruments
- Torque for the Electrical Industry
- Transformer Principles and Applications

Commercial Skills

Journeyworker

- Building Automation
- California Advanced Lighting Controls Training Program (CALCTP) – Lighting Controls
- Cybersecurity
- Energy Storage and Microgrid Training and Certification (ESAMTAC)
- Fiber Optic Association (FOA) – Certified Fiber Optic Technician (CFOT)

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Kern County Electrical Journeyman and Apprentice Training Trust

Contract Number: ET27-0916

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Kern	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Brotherhood of Electrical Workers Local 428		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$302,493		$20,927		$323,420

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

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 Apprentice Retrainee	415	8-210	0-0	30	$704	$33.64
2	Priority Rate Journeyworker Retrainee	60	8-200	0-0	17	$521	$58.65

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $7.25
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice- Inside Wireman	$26.39 - $52.79	**415**	0	0	415
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker - Inside Wireman	$58.65 - $70.38	**60**	0	0	60

Introduction

Founded over 53 years ago and located in Bakersfield, Kern County Electrical Journeyman and Apprentice Training Trust (Kern Electrical JATC) (www.kerncountyjatc.com) is a nonprofit training organization dedicated to providing up-to-date industry skills training and securing high-quality job opportunities for its members. It is governed by a Board of Trustees comprised of three labor and three management representatives and is a joint effort of the International Brotherhood of Electrical Workers (IBEW) Local 428 and the National Electrical Contractors Association (NECA).

During the 5-year apprenticeship, Apprentices accumulate a minimum of 8,000 hours of on-the-job training, over 1,000 hours of classroom instruction, and earn their California State Electrician Certification. Given that the program is sponsored by Bakersfield College, apprentices also receive college credits through the institution. In addition, Kern Electrical JATC collaborates with regional Workforce Development Boards, Community Based Organizations, and Building Trades Councils to reduce the area's youth unemployment, and to promote workforce diversity by encouraging the inclusion of women, minorities, and underserved individuals in union apprenticeship programs.

ETP Priority 10200(b)

Kern Electrical JATC follows High Road Apprenticeship standards, which include a "work-as-you-learn" model, performance-based wage increases, industry-recognized (not company-specific or private) certifications, a DAS-approved curriculum, and paid job placement both during and after training. Apprentices also receive healthcare and other benefits throughout the program and upon completion.

Veterans Program

Veteran recruitment is conducted in partnership with Helmets to Hardhats, a national labor-management initiative that bridges the skills acquired through military service with careers in the building trades. The JATC actively promotes veteran participation by advertising designated application days specifically for veterans to apply to the apprenticeship program through its website.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-

approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Bakersfield College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Participating employers and union representatives have identified several additional reasons for training: increased competition, the need for contractors to implement cost reduction measures, and customers demanding higher quality standards while keeping projects on budget and on schedule.

The Apprentice curriculum is employer driven, designed to meet the evolving needs of participating employers based on customer demands and industry changes. Since 2012, a steady increase in renewable energy projects has been the primary driver of Kern Electrical JATC's growth. Typically, Kern Electrical JATC manages between five and ten renewable projects simultaneously. Furthermore, the Inflation Reduction Act has accelerated this growth by mandating that only registered Apprentices or Journeyworkers are allowed on certain projects. This has compelled Kern Electrical JATC to accelerate its expansion plans in the coming years. Kern Electrical JATC will continue to provide a pipeline of well-trained electrical Apprentices, ensuring employers have a reliable workforce to meet new project demands. Kern Electrical JATC will be engaged in the following projects:

- Aratina 2 Solar - Kern County large solar and battery storage project.
- California High-Speed Rail - Public infrastructure program electrified passenger rail system.
- Buttonbush Solar - Utility-scale solar photovoltaic and battery storage project.
- Mojave Micro Mill - Steel recycling and manufacturing facility.
- Windhub Solar & Substation Expansions - Photovoltaic solar project delivering renewable electricity to Southern California.

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Commercial Skills: Training will be offered to all Apprentices and Journeyworkers. Apprentices training will include AC Theory, Blueprints and Layout Yard, Combination Circuit Wiring, Transformer Wiring, Rigging. Journeyworkers will receive instruction in Advanced Lighting Control Systems, Analog/Digital Circuit (AC/DC) Principles, CALCP Acceptance Testing, the California Advanced Lighting Control Program (CALCP), Dimming Controls, Electric Vehicle Charging Stations (EVCS), and Electrical Design.

Business Skills: Training will be offered to Journeyworkers and focuses on Advanced Time Management, Conflict Resolution, Customer Service Skills, Decision Making Skills, and Green Awareness and Certifications. Training will also include Leadership Skills, Problem Solving, and Teambuilding to ensure Journeyworkers can lead teams in an effective and efficient manner.

Computer Skills: Training will be offered to Journeyworkers and will include AutoCAD, Job Tracking System and Scheduling & Planning Jobs Systems.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Commitment to Training

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

Training Infrastructure

The Training Director will oversee training with the assistance of two designated staff members who are responsible for all administrative duties including scheduling, securing recording and tracking training. Kern Electrical JATC has retained an administrative subcontractor to provide administrative services to ensure that all training records adhere to ETP requirements.

Marketing and Support Costs

Kern Electrical JATC conducts marketing through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and its website. Class information will be distributed throughout the year to all Apprentice and Journeyworker electricians within the jurisdiction, as well as to the electrical contractors who employ them. Many participating employers have been recruited; however, additional recruitment and assessment activities are anticipated. As such, Kern Electrical JATC is requesting 8% support costs to fund its staff in recruiting and qualifying additional participating employers for this program.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

Kern Electrical JATC 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) ($ %)
ET26-0973	09/29/25 - 09/28/27	$362,670	200	0	$362,670 (100%)
ET25-0917	09/30/24 - 09/29/26	$367,614	161	157	$367,614 (100%)

ET26-0973: Per Cal-E-Force the contractor has uploaded 9,073 hours and projects to earn 100% of the agreement.

ET25-0917: Per Cal-E-Force the contractor has uploaded 15,820 hours and projects to earn 100% of the agreement.

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 $ %
ET24-0960	10/02/23 - 10/01/25	$287,872	167	119	$287,872 (100%)
ET23-0905	10/03/22 - 10/02/24	$171,084	87	141	$171,084 (100%)
ET22-0938-000	12/20/21 - 12/19/23	$322,217	88	97	$244,101 (76%)
ET21-0920-000	07/01/20 - 06/30/22	$143,637	77	99	$110,302 (77%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

Training Subcontractors	City, State	Cost	Description of Service
Not Applicable	-	-	-

Self-Attestations

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

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

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

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

Journeyworker

- Advanced Time Management
- Conflict Resolution
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

Commercial Skills

Apprentice

- AC (Alternating Current) Theory
- Aerial Lift
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections
- Blueprints
- Blueprints (& Layout Yard)
- Cad-Welding
- CALCTP (California Advanced Lighting Controls Training Program)
- Code and Practices
- Code Calculations
- Code Prep
- Codeology, Level I
- Conduit Bending: Rigid & Electrical Metallic Tubing (EMT), Chicago & 555
- ESAMATC (energy storage & Microgrid Training & Certification
- EVCS (Electric Vehicle Charging Stations)
- Field Trip to Motor Repair Shop and Folsom Powerhouse
- Foreman Training: Managing the Work (Including NECA/IBEW presentations)
- Forklift
- Ground Testing
- Grounding and Bonding
- High Voltage Cable Splicing
- Lighting Control Panels
- Lighting Essentials
- Lightning Protection

- Motor Control
- Motor Control Lab
- Motor Controls: Mag Starter & 3-Wire Control
- Motor Controls: Relays & Start/Stop
- Motors
- Orientation
- Orientation, Level II
- PLC's (Programmable Logic Controller)
- PV/Solar Installer
- Rigging
- Test Instruments, Level I
- Torque
- Transformer Wiring
- Transformers
- Transformers, Level I
- VFD's (Variable Frequency Drive)
- Work Practices, Level I

Commercial Skills

Journeyworker

- 3 and 4-Way Switching
- Advanced Instrumentation and Motor Controls
- Advanced Lighting Control Systems
- Advanced Welding
- Analog/Digital Circuit (AC/DC) Principles
- Arc Flash
- Architecture Designs and Advanced Plan Reading
- Audio Distribution
- Blueprints and Schematics
- Building Automation Systems
- CALCP Acceptance Testing
- California Advanced Lighting Control Program (CALCP)
- CCTV Security Surveillance
- Computer Networking
- Conduit Bending
- Control Relays and Timers
- Definitions and Systems
- Design of Electrical Circuits
- Developing Ladder Programming
- Dimming Controls
- Electric Vehicle Charging Stations (EVCS)
- Electrical Design
- ESAMATC Energy Storage
- Fiber Optics
- Fire Alarm Systems and Installations
- Fire Life Safety
- Firestop Installation
- Foreman Development Series

- Generators
- Green Training
- Grounding
- Grounding and Bounding
- High Voltage Cable Splicing
- Inductance/Reactance
- Industrial Motor Control
- Industry Specific Skills
- Initiating Devices and Notification Systems
- Introduction to Programmable Equipment
- Jogging and Plugging Controls
- Lighting Control Strategies
- Line Voltage Switching Controls
- Lon Works and Building Automation
- Low Voltage Switching Control
- Magnetic Motor Control and the Code
- Management and Monitoring of Materials
- Manual Starters and Magnetic Coils
- Math for Electricians
- National Electrical Code
- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code and Installation Requirements
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 725
- National Electrical Code Article 760
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- National Fire Protection Act, 1972 (NFPA 72)
- Occupancy Sensors
- Ohm’s Law
- Other Recognized Standards (Installation Changes)
- Photosensors
- Plan, Build, and Use
- Principles of Electronics
- Programmable Logic Control (PLC)
- Programmable Logic Controllers
- Programming Programmable Logic Controllers
- Proper Equipment Set-Up
- Proper Installation and Use of Testing and Auditing Materials and Equipment
- Push Buttons, Selector Switches, and Mechanical Devices
- Related Standards (Mandatory and Permissive Rules)
- Rigging and Lifting
- Series/Parallel Circuits
- Significant Changes to National Electric Code
- Solar Panel Installation
- Solar Photovoltaics
- Solid State Electronic Devices

- Special Occupancies and Equipment
- Specialized Tools
- Start Up and Check Out Procedures
- Telephonic Interconnect
- Testing Materials and Equipment – Proper Set-Up and Use
- Transformers and the Code
- Understanding Changes to Industry Standards
- Understanding New Technologies and Changes to Industry Standards
- Using Timers and Counters in Logic Programs
- Variable Frequency Drives
- Voice, Data, and Video
- Workflow and Resources
- Writing a Program

Computer Skills

Journeyworker

- Auto Computer-Aided Design (AutoCAD)
- Job Tracking System
- Scheduling & Planning Jobs

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Local 100 International Brotherhood of Electrical Workers Joint Electrical Training Trust Fund

Contract Number: ET27-0924

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Fresno, Kings, Madera, Tulare	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Brotherhood of Electrical Workers Local 100		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$158,250		$10,821		$169,071

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

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 Apprentice Retrainee	217	8-210	0-0	27	$623	$33.64
2	Priority Rate Journeyworker Retrainee	70	8-200	0-0	16	$484	$51.00

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $10.69
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice - Inside Wireman and Sound & Communications	$22.95 - $60.31	**217**	0	67	150
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker - Inside Wireman	$51.00 - $83.76	**70**	0	0	70

Introduction

Founded in 1982, Local 100 International Brotherhood of Electrical Workers Joint Electrical Training Trust Fund (Fresno Electrical JATC) (https://www.ibew100.org) provides up-to-date skills training and secures high-quality job opportunities for its members. The Fresno Electrical JATC is a training organization operated through a joint effort between the International Brotherhood of Electrical Workers (IBEW) Local 100 and the National Electrical Contractors Association (NECA). Governed by a Board of Trustees consisting of equal labor and management representatives, the JATC is located in Fresno. It trains electricians who install and maintain electrical systems, including communications, controls, lighting, power, sound, and other electrical equipment in commercial, industrial, and residential buildings. IBEW Local 100 represents approximately 900 electricians across Fresno, Kings, Madera, and Tulare counties.

Funding from ETP will support both Journeyworker and Apprentice training programs at Fresno Electrical JATC. The Journeyworker program aims to update the skills and knowledge of experienced electricians to meet the evolving demands of contractors and worksite property managers. The organization currently faces a high demand for well-trained, qualified electricians, especially as employers seek skilled professionals to install and maintain electrical systems in various settings. The expanded training efforts will help address this need and ensure a steady supply of qualified electricians for the region.

ETP Priority 10200(b)

Fresno Electrical JATC follows High Road Apprenticeship standards: (1) earn-while-you learn model, (2) performance-based wage progression as included in their Collective Bargaining Agreement, (3) industry, not company or private certifications, (4) DAS-approved curriculum, (5) paid job placement during training and after training, and (6) healthcare and benefits during training and after training.

Veterans Program

Fresno Electrical JATC is committed to supporting job-related training that helps veterans transition into the California workforce. Veterans in an Apprenticeship are eligible to receive Montgomery GI Bill benefits, such as a monthly housing allowance. These benefits are paid directly to the veteran trainees.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Fresno Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

The training program will directly address changes in the industry. This includes new mandated energy requirements, a retiring workforce, increasing complexity of construction projects and a shift to "green" building standards. The training program will focus on increased training for energy efficient technologies and products. Apprentices and Journeyworkers will learn the skills to work with higher quality standards, increased material cost, and more advanced technology. Trainees will learn to utilize new products, reduce waste, and improve efficient working standards.

Trainees will work on the following upcoming projects:

- Darden Renewables Project
- Grape Solar
- North Fork Casino Hotel
- Scarlett Bess
- Walmart Distribution Center

Training Plan

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

Business Skills: Training will be offered to Journeyworkers to provide the tools to plan, organize, and manage their construction projects and complete them efficiently and on time. Training topics include: Advanced Time Management, Creating Project Bids, Customer Service Skills, Decision Making Skills, Problem Solving, and Project Management.

Commercial Skills: Training will be offered to all trainees. Apprentices will include topics such as: AC Theory, Blueprints Level I, Code and Practices, Fire Alarm Systems, Motor Control Labs, Rigging, and Torque. Journeyworkers will receive training in California Advanced Lighting Controls, Electric Vehicle Charging Stations, Energy Storage and Microgrid Training and Certification, Lighting Control Strategies, Low Voltage Switching Controls, and Solar Photovoltaics.

Computer Skills: Training will be offered to provide Journeyworkers, topics include: Auto Computer-Aided Design, Job Tracking Systems, and Scheduling & Planning Jobs.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, Fresno Electrical JATC is asking for a modification of the cap. For Apprentice trainees with OSHA 10 training, this cap to be extended to 210 hours.

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

Fresno Electrical JATC's Training Director will oversee the project with two staff members assisting with administration, marketing, recruitment, needs assessments and scheduling of training. Fresno Electrical JATC has three full-time and six part-time trainers who will be providing training. An administrative subcontractor has been hired to assist with administrative services.

Marketing and Support Costs

Marketing is done through direct mailings, informational flyers, personal contracts, telephone calls, public service announcements, emails, and the Fresno Electrical JATC website. Announcements for the program are sent to local, state, and federal agencies as well as to local high schools, community colleges and community-based organizations. Fresno Electrical JATC is requesting 8% support costs to support these efforts.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

Fresno Electrical JATC 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) ($ %)
ET26-0931	09/29/25 - 09/28/27	$340,212	262	0	$340,212 (100%)

ET26-0931: Per Cal-E-Force the contractor has uploaded 16,958 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0948	09/30/24 - 09/29/26	$367,758	250	159	$367,758 (100%)
ET24-0941	10/02/23 - 10/01/25	$287,175	233	157	$286,781 (100%)
ET23-0930	10/03/22 - 10/02/24	$269,767	161	118	$258,822 (96%)
ET21-0921-000	08/03/20 - 08/02/22	$210,776	169	143	$210,102 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

Training Subcontractors	City, State	Cost	Description of Service
Not Applicable	-	-	-

Self-Attestations

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

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

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

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

Journeyworkers

- Advanced Time Management
- Conflict Resolution
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

Commercial Skills

Apprentices

- AC (Alternating Current) Theory
- AC Systems
- AC Theory
- AC Theory, Level I
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections
- Audio, Video, and Streaming Media Technologies
- Automated Demand Response Metering
- Blueprints
- Blueprints (& Layout Yard)
- Blueprints, Level I
- Building Automation 1
- Cabling, Networking and Communication Technologies
- Cad-Welding
- California Advanced Lighting Controls (CALCTP)
- Code and Practices
- Code Calculations
- Code Prep
- Codeology, Level I
- Communication Fundamentals
- Conduit Bending: Rigid & EMT, Chicago & 555
- Craft Certification
- Cyber Security for Electricians
- Electric Vehicle Charging Stations (EVCS)

- Electrical Safety-Related Work Practices
- Electronic Access Control
- ESAM-TAC (Energy Storage and Microgrid Training and Certification) Energy Storage
- Fire Alarm Systems
- Foreman Training: Managing the Work
- Ground Testing
- Grounding and Bonding
- I/T (Information Technology) Grounding
- I/T Power Quality
- I/T Smart Home Technologies
- Intelligent Network Video
- Introduction to Network Technologies
- Intrusion Detection
- Lighting Control Panels
- Lighting Essentials
- Lightning Protection
- Motor Control
- Motor Control Lab
- Motor Controls: Mag Starter & 3-Wire Control
- Motor Controls: Relays & Start/Stop
- Motors
- NEC Code (Code, Standards & Practices1, based on the 2023NEC)
- Next Generation Networks
- Orientation
- Orientation, Level II
- Paging Systems
- Programmable Logic Controls (PLCs)
- PV (Photovoltaic) Solar Installer
- Rigging
- Semiconductors
- Solar Photovoltaics
- Sound Reinforcement Systems
- Test Instruments, Level I
- Torque
- Transformer Wiring
- Transformers
- Transformers, Level I
- Variable Frequency Drives (VFDs)

Commercial Skills

Journeyworkers

- 3 and 4-Way Switching
- Advanced Instrumentation and Motor Controls
- Advanced Lighting Control Systems
- Advanced Welding
- Analog/Digital Circuit (AC/DC) Principles
- Arc Flash

- Architecture Designs and Advanced Plan Reading
- Audio Distribution
- Automated Demand Response Metering
- Basic Welding
- Blueprints and Schematics
- Building Automation Systems
- CALCTP (California Advanced Lighting Control Program)
- CALCTP Acceptance Testing
- CCTV Security Surveillance
- Codeology
- Computer Networking
- Conduit Bending
- Control Relays and Timers
- Craft Certification
- Cyber Security for Electricians
- Definitions and Systems
- Design of Electrical Circuits
- Developing Ladder Programming
- Dimming Controls
- Electric Vehicle Charging Stations
- EVCS (Electric Vehicle Charging Stations)
- Electrical Design
- ESAM-TAC (Energy Storage and Microgrid Training and Certification) Energy Storage
- Fiber Optics
- Fire Alarm Systems and Installations
- Fire Life Safety
- Firestop Installation
- Generators
- Grounding
- Grounding and Bounding
- Inductance/Reactance
- Industrial Motor Control
- Industry Specific Skills
- Initiating Devices and Notification Systems
- Introduction to Programmable Equipment
- Jogging and Plugging Controls
- Lighting Control Strategies
- Line Voltage Switching Controls
- LonWorks and Building Automation
- Low Voltage Switching Control
- Magnetic Motor Control and the Code
- Management and Monitoring of Materials
- Manual Starters and Magnetic Coils
- Math for Electricians
- Medium Voltage Cable Splicing
- National Electrical Code
- National Electrical Code

- National Electrical Code and Installation Requirements
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 725
- National Electrical Code Article 760
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- National Fire Protection Act, 1972 (NFPA 72)
- Occupancy Sensors
- Ohm's Law
- Other Recognized Standards (Installation Changes)
- Photosensors
- Plan, Build, and Use
- Principles of Electronics
- Programming Programmable Logic Controllers
- Proper Equipment Set-Up
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Push Buttons, Selector Switches, and Mechanical Devices
- Related Standards (Mandatory and Permissive Rules)
- Rigging and Lifting
- Series/Parallel Circuits
- Significant Changes to National Electric Code
- Solar Panel Installation
- Solar Photovoltaics
- Solid State Electronic Devices
- Special Occupancies and Equipment
- Specialized Tools
- Start Up and Check Out Procedures
- Telephonic Interconnect
- Testing Materials and Equipment – Proper Set-Up and Use
- Traffic Signaling
- Transformers and the Code
- Understanding New Technologies and Changes to Industry Standards
- Using Timers and Counters in Logic Programs
- Variable Frequency Drives
- Voice, Data, and Video
- Work Flow and Resources
- Writing a Program

Computer Skills

Journeyworkers

- Auto Computer-Aided Design (AutoCAD)
- Job Tracking System
- Scheduling & Planning Jobs

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Los Angeles County Electrical Educational and Training Trust Fund

Contract Number: ET27-0954

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Los Angeles	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Brotherhood of Electrical Workers Local Union 11		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$912,354		$63,426		$975,780

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

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 Apprentice Retrainee	1,251	8-210	0-0	33	$780	$33.64

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $7.72
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Inside Wireman, Transportation System	$25.92 - $55.25	**1,251**	0	0	1,251

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	$20 and Under	$20.01 to $25	Over $25.01
Electrician					

Introduction

Founded in 1964, the Los Angeles County Electrical Educational and Training Trust Fund (LA County ETI) (www.laett.com) is a nonprofit training organization jointly administered by International Brotherhood of Electrical Workers (IBEW) Local 11 and the Los Angeles County Chapter of National Electrical Contractors Association (NECA). LA County ETI serves all of Los Angeles County and is governed by a six-member labor-management Board of Trustees. The Institute works with about 400 signatory contractors and trains more than 3,900 electricians each year, including roughly 1,859 apprentices across its Inside Wireman, Sound and Communication, Intelligent Transportation, and Residential programs. All trainees covered under this proposal are members of IBEW Local 11.

LA County ETI partners with Workforce Development Boards, Community-Based Organizations, and Building Trades Councils to strengthen outreach to women, underrepresented, and underserved communities. It participates in the DAS Equal Representation in Construction Apprenticeship or ERiCA initiative and has expanded its EMPOWER group to support and recruit women through mentorship and peer connection. These efforts continue to broaden access to apprenticeship opportunities throughout Los Angeles County.

ETP Priority 10200(b)

LA County ETI follows High Road Apprenticeship standards, including a “work as you learn” model, progressive wage increases, industry-recognized certifications, a DAS-approved curriculum, paid job placement both during and after training, and healthcare and benefits throughout the training period and beyond.

Veterans Program

LA County ETI hosts the Veterans Electrical Entry Program, which provides a structured pathway for veterans to become IBEW electricians. Serving as a pre-apprenticeship, the program allows qualified candidates to bypass the initial boot camp and enter directly as first-year Apprentices upon completion. The program aims to enroll at least 100 new veteran hires each year.

To further support this initiative, LA County ETI employs a Director of Veterans Affairs responsible for outreach and engagement with the veteran community. This role focuses on encouraging veterans to explore careers in the electrical trades and guiding them through the apprenticeship enrollment process.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the

program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles County of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

LA County ETI trains electricians who install, maintain, and modernize electrical systems across commercial, industrial, and residential buildings in Los Angeles County. Statewide energy-efficiency goals are driving demand for workers able to reduce carbon output and meet increasingly stringent Title 24 requirements. The proposed training ensures Apprentices can install high-performance electrical and control systems that support California's carbon-reduction and building-retrofit mandates. LA County ETI also trains Transportation Systems Electricians skilled in streetlighting, traffic signals, underground installation, fiber-optic communications, and emerging smart-infrastructure technologies. Transportation apprentices support major transportation infrastructure projects throughout Los Angeles County. This work includes the installation, maintenance, and modernization of intelligent transportation systems, tolling infrastructure, traffic-control systems, roadway electrical systems, lighting, communications, and related equipment.

As energy codes and technologies evolve, electricians must adapt to more complex standards, rising quality expectations, and growing non-union competition. Safety risks—including electrocution, fire hazards, and failures of life-safety systems—underscore the need for highly trained, compliant workers. LA County ETI's employer-driven curriculum is continually updated to meet these needs and includes expanded renewable-energy and net-zero training, hands-on labs that replicate jobsite conditions, advanced transformer and switchgear instruction, smart-building energy-management systems, cyber-security fundamentals, and improved high-voltage cable-splicing training. These enhancements ensure Apprentices graduate with the skills required to support California's energy-transition priorities. Los Angeles faces a critical workforce shortage of Transportation System Electricians approximately 185 staff maintain more than 220,000 streetlights with a backlog of roughly 32,000 open service requests. At the same time, major initiatives—including the planned replacement of 60,000 streetlights with solar units and expansion of connected and sensor-based systems—require significantly more qualified technicians with updated skills in AC/DC theory, safety, excavation, fiber optics, and solar systems.

ETI remains a reliable pipeline of skilled electricians for major regional construction and modernization efforts. Apprentices will be dispatched to work on key projects, including:

- Burbank Airport Roadway Improvements — Electrical and transportation infrastructure supporting roadway improvements at Hollywood Burbank Airport.
- Harbor–UCLA Hospital (Torrance) — Multi-phase campus redevelopment including new inpatient/outpatient facilities and major electrical upgrades.
- LADWP Solar Light Conversion — Conversion and modernization of solar-powered lighting systems throughout the Los Angeles area.
- LAX/LAWA Roadway Improvements — Electrical and transportation infrastructure supporting roadway, bridge, and overpass improvements at Los Angeles International Airport.

- LAX – Terminal 4 & Terminal 5 (Los Angeles International Airport) — Large-scale terminal modernization with new vertical core, passenger processing areas, and updated electrical infrastructure.
- LAX – Tom Bradley International Terminal (Los Angeles International Airport) — Ongoing modernization improving passenger flow, lighting systems, and electrical distribution.
- Los Angeles Convention Center (Downtown LA) — Expansion and modernization adding new exhibit, meeting, and event space ahead of the 2028 Olympics.
- Los Angeles Metro Purple Line Extension (Los Angeles County) — Expansion of the D Line adding new underground stations and upgraded electrical systems along the Wilshire Corridor.
- Metro I-105 Freeway ExpressLanes — FasTrak and high-occupancy vehicle lane infrastructure across three segments of the I-105 corridor.
- West Hollywood Roadway Improvements — Traffic-control, roadway electrical, lighting, and related infrastructure improvements within the City of West Hollywood.

Training Plan

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

Commercial Skills: Training will be provided to Apprentices.

Apprentices will receive training on topics such as AC Systems Level I, Blueprint Level II, Electric Vehicle Charging Systems (EVCS-17), and Smart Building Energy Management.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Electronic Recordkeeping / LMS

Staff has reviewed and approved the use of a Learning Management System.

Commitment to Training

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

Training Infrastructure

The Training Director will oversee the project with support from 15 administrative staff. Strategy Workplace will assist with compliance, documentation, reporting, and audits. Training is

delivered in-house across the Commerce and San Fernando campuses. Class schedules are posted online, with notifications sent by email and text. Apprentices access schedules through the LMS-connected Student Portal, and attendance is mandatory. Instructors take daily attendance and administer assessments. Administrative staff manage training records, and Strategy Workplace ensures all ETP requirements are met.

Marketing and Support Costs

LA County ETI requests 8% in support costs to sustain essential outreach and recruitment activities across Los Angeles County. These funds help LA County ETI engage with schools, Workforce Development Boards, Community-Based Organizations, and Building Trades Councils; participate in statewide initiatives such as ERiCA; and conduct targeted outreach to women, non-binary individuals, veterans, and underserved communities. Support-cost resources also fund job-fair participation, application announcements, and community recruitment events that strengthen awareness of apprenticeship opportunities and help maintain a diverse, high-road workforce prepared to meet ongoing employer demand.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

LA County ETI 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) ($ %)
ET25-0927	09/30/24 - 09/29/26	$390,515	415	237	$390,515 (100%)

ET26-0951: Per Cal-E-Force the contractor has uploaded 17,064 hours and projects to earn 100% of the agreement.

ET25-0927: Per Cal-E-Force the contractor has uploaded 16,600 hours and projects to earn 100% of the agreement.

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 $ %
ET26-0951	09/29/25 - 09/28/27	$362,627	257	308	$362,627 (100%)
ET24-0927	10/02/23 - 10/01/25	$475,258	818	327	$475,258 (100%)
ET23-0903	10/03/22 - 10/02/24	$499,574	314	384	$499,574 (100%)
ET22-0943-000	11/22/21 - 11/21/23	$594,207	262	292	$594,207 (100%)
ET20-0937-000	11/04/19 - 11/03/21	$749,520	520	833	$749,520 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- AC Systems, Level I
- AC Theory, Level I
- AC Theory, Level II
- Advanced Blueprint Reading
- Advanced License Preparation
- Advanced Conduit Bending
- Alternative Energy Sources and Fiber Optic Construction
- Blueprint Reading
- Building Automation I: Control Devices and Applications, Level I
- CALCTP – Western Electrical Cybersecurity Awareness Training (WECAT)
- Caltrans Plans and Specifications
- Code Calculations, Level I
- Code Calculations, Level III
- Codeology
- Codes and Practices 3, Level I
- Codes and Practices 4, Level I
- Code, Standards and Practices 1, Based on the 2023 NEC
- Code, Standards and Practices 2, Based on the 2023 NEC - CML
- Code, Standards and Practices 3, Based on the 2023 NEC - CML
- Code, Standards and Practices 2, Level I
- Code, Standards and Practices 2, Level II
- DC Theory, Level I - 3rd Edition
- DC Theory, Level II - 3rd Edition
- DC Theory, Level III - 3rd Edition
- DC Theory, Level IV - 3rd Edition
- Electrical Code Calculations, Level II
- Electrical Safety-Related Work Practices Based on the 2024 70E-CML
- Electrical Safety-Related Work Practices (ESRWP), Level I
- Electrical Safety-Related Work Practices (ESRWP), Level II
- Electrical Theory 2: AC Systems - CML
- Electric Vehicle Charging Systems (EVCS-17)
- Energy Storage and Microgrids
- Excavation, Shoring and Underground
- Fiber Optic Association Certification
- Fiber Optics and Interconnect
- Fire Alarm Systems, Level I
- Fundamental Code Calculations, Based on the 2023 NEC - CML
- Grounding and Bonding, Level I
- Grounding and Bonding, Level II
- IMSA Traffic Signal Level I

- IMSA Work Zone Safety
- Introduction to Lighting Control – Lighting Essentials, Level I
- Introduction to Programmable Logic Controllers
- Job Information 1, Level I, Based on the 2023 NEC
- Load and Service Calculations - 2023 NEC - CML
- Motor Control, Level I
- Motor Control, Level II
- Motors for Electricians - CML
- Motors, Level I
- Motors, Level II
- NEC Traffic Signal Blueprints
- NFPA 70E
- Orientation, Level III
- Photovoltaics, Level I Workbook
- Photovoltaics, Level II
- Power Systems Cyber Security – WECAT
- Public Works Construction Specifications and Detailed Drawings
- Rigging, Hoisting, and Signaling, Level I
- Semiconductors, Level I
- Smart Building Energy Management – WECAT
- Sound and Communication: Pre-Indenture Boot Camp
- Splicing
- Street Lighting
- Supervision
- Tech Math
- Test Instruments Phasing
- Torque, Level I
- Traffic Gear Installation
- Transformers, Level I
- Transformers, Level II
- Transformer Principles and Applications 1 - CML
- Troubleshooting
- Vehicle and Pedestrian Detection Systems

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Napa-Solano Counties Electrical Industry Apprenticeship and Training Trust Fund

Contract Number: ET27-0934

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Napa, Solano	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Brotherhood of Electrical Workers Local 180		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$71,874		$4,950		$76,824

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

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 Apprentice Retrainee	99	8-210	0-0	33	$776	$33.64

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $4.93
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice-Inside Wireman	$28.71 - $51.05	**99**	0	0	99

Introduction

Founded in 1971 and based in Napa, Napa-Solano Counties Electrical Industry Apprenticeship and Training Trust Fund (Napa-Solano Counties Electrical) (www.jatclu180.org) provides education and training for Apprentices and Journeyworker electricians throughout Solano and Napa Counties, serving approximately 660 members. Based in Napa, the organization was established by the International Brotherhood of Electrical Workers (IBEW) and the National Electrical Contractors Association (NECA) to develop and standardize educational opportunities and provide the electrical construction industry with a highly trained workforce. Napa-Solano Counties Electrical has recently enhanced its training facilities by adding a Lighting Control/Watt Stopper lab, a Service Change lab, and Virtual Reality (VR) training, which provides Apprentices with immersive simulations that enhance their learning experience.

Local 180 electricians install, repair, and maintain electrical systems that provide lighting, heating, communications, and power in residential, commercial, educational, and industrial buildings. The apprenticeship program prepares new workers to replace retiring Journeyworker electricians and meet the growing demand for skilled electricians in the region.

Napa-Solano Counties Electrical also partners with regional Workforce Development Boards, Community Based Organizations, and Building Trades Councils to promote a diverse workforce and increase opportunities for women, non-binary individuals, underrepresented and underserved populations.

ETP Priority 10200(b)

Napa-Solano Counties Electrical follows High Road Apprenticeship standards by using a work-as-you-learn model, providing performance-based wage increases, awarding industry-recognized certifications rather than company-specific or private certifications, implementing a DAS-approved curriculum, offering paid job placement during and after training, and providing healthcare and benefits throughout the training period and after completion.

Veterans Program

The veteran training curriculum is the same as the apprentice training curriculum. Napa-Solano Counties Electrical is committed to supporting job-related training that helps veterans transition into the California workforce. Veterans participating in Napa-Solano Counties Electrical are eligible to receive Montgomery GI Bill benefits, including a monthly housing allowance, which is paid directly to the veteran trainees.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Napa Valley Adult School).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Participating employers and union representatives have identified several factors driving the need for training, including changes in building codes and standards, the rapid growth of EV charging infrastructure and renewable energy projects, increased out-of-state competition, the need for contractors to reduce costs, and customer expectations for higher-quality projects completed on time and within budget. The Apprentice curriculum is employer-driven and designed to address these evolving industry needs.

Funding from the Bipartisan Infrastructure Law increased demand for qualified construction workers, making it essential for the Napa-Solano Counties Electrical to continue developing a pipeline of skilled electricians. Maintaining a steady number of Apprentice graduates helps prevent shortages of Journeyworkers and ensures compliance with Apprentice-to-Journeyworker ratios on job sites. According to the Employment Development Department, electricians are among the state's fastest-growing occupations, with employment projected to increase by 32.5%. During the contract, Apprentices will work on the following projects:

- Fairfield School District
- Napa School District
- Travis Air Force Base
- Vacaville School District

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Commercial Skills: Training will include Air Conditioning (AC) Systems, AC Theory, Arc Flash 70E, Blueprint Reading , Building Automation, California Advanced Lighting Controls Training Program Lighting, Code and Practices, Test Instruments, and Title 24 Lighting Installation and Codes.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Electronic Recordkeeping / LMS

ETP staff has reviewed and approved the use of a learning management system (LMS) for recordkeeping.

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

Napa-Solano Counties Electrical's Training Director will oversee the project. Training will be delivered by eight in-house part-time trainers who are former or current members of the trade and who are subject-matter experts. It has also retained a third-party subcontractor to assist with ETP administration

Marketing and Support Costs

Napa-Solano Counties Electrical recruits and trains new apprentices annually through informational flyers, personal contacts, telephone calls, public service announcements, emails, social media, websites, and community events. Application announcements are distributed to local, state, and federal agencies, as well as local high schools, community colleges, military bases, state and federal prisons, and community-based organizations. Napa/Solano Electrical has continued to experience growth despite broader trends of limited growth because the commercial sector represents a smaller portion of the local economic base than in larger cities. Napa-Solano Counties Electrical requests 8% in support costs to promote training opportunities.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

Napa-Solano Counties Electrical 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) ($ %)
ET26-0965	09/29/25 - 09/28/27	$153,288	72	0	$153,288 (100%)

ET26-0965: Per Cal-E-Force the contractor has uploaded 8,694 hours and projects to earn 100% of the agreement

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 $ %
ET24-0955	10/02/23 - 10/01/25	$104,168	58	78	$104,168 (100%)
ET23-0949	10/03/22 - 10/02/24	$243,476	94	66	$158,881 (65%)
ET21-0913-000	09/14/20 - 09/13/22	$161,921	93	83	$161,921 (100%)

ET23-0949: Per Cal-E-Force the contractor uploaded 9,286 hours and earned 65% of the agreement. The performance was due to the effects of the Covid 19 pandemic.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- 3M Medium Voltage Splicing
- AC Systems
- AC Theory
- Arc Flash 70E
- Automated Demand Response
- Blueprint Reading
- Boom Lift
- Building Automation
- California Advanced Lighting Controls Training Program Lighting Certification
- Catastrophic Failure Response
- Code and Practices
- Code Book Review
- Code Calculations
- Code of Excellence
- Codeology- National Electric Code (2014 Code Book Review)
- Conductor Ampacity
- Conduit Test
- DC Circuits
- Digital Electronics
- Distributed Generation
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- Electrical Vehicle Charging Stations Training Program (EVSC)
- Electronic Systems
- Energy Storage
- Estimating
- Fall Protection
- Fire Alarm Systems
- Folk Lift
- Grounding and Bonding
- Hazardous Locations
- Health Care Systems
- High Voltage Cable Splicing
- Instrumentation
- Intrusion
- Intrusion Detection
- Lighting Design Basics
- Lighting Essentials

- Lightning Protection
- Motor Controls
- Motors
- MSHA
- Network Technologies
- NFPA 70E
- Panel Makeup
- Personnel Quality
- Photovoltaic Systems
- Pipe Bending
- Pipe Bending – Conduit Fabrication
- Preparing For Leadership
- Programmable Logics
- Rigging, Hoisting, and Signaling
- Scissor Lift
- Structured Cabling
- Test Instruments
- Title 24 Lighting Installation and Codes
- Torque
- Transformers

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

NECA/IBEW Inland Training Fund (ITF)

Contract Number: ET27-0922

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Inyo, Mono, Riverside, San Bernardino	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Brotherhood of Electrical Workers Locals 440 and 477		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$322,941		$22,320		$345,261

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

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 Apprentice Retrainee	443	8-210	0-0	33	$767	$33.64
2	Priority Rate Journeyworker Retrainee	10	8-200	0-0	18	$548	$57.00

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $10.84
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice - Sound and Communications & Inside Wireman	$22.80 - $65.41	**443**	0	122	321
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker - Sound and Communications & Inside Wireman	$57.00 - $84.65	**10**	0	0	10

Introduction

The NECA/IBEW Inland Training Fund (ITF) (https://www.ieetc.org/en-US) was established in 1985 to support the education and training of Apprentices, Journeyworkers, and other personnel in the electrical construction industry. ITF operates on behalf of the Riverside County Educational and Training Trust Fund (440 JATC Riverside) and the Training Trust Fund (477 JATC San Bernardino), managing expenses related to staff, instructors, and training materials. Due to their close geographic proximity, both JATCs share the Inland Empire Electrical Training Center in San Bernardino as their main training site, with additional locations in Palm Springs, Blythe, and Main.

The ITF Training Center provides a highly skilled workforce for the electrical, transportation, and telecommunications sectors. A collaborative effort between the Southern Sierras Chapter of the the National Electrical Contractors Association (NECA) and the International Brotherhood of Electrical Workers (IBEW) Locals 440 and 477, the Center is recognized as a model for workforce development. It produces top-tier Apprentices and Journeyworkers trained in up-to-date industry practices, safety standards, and emerging technologies.

ITF coordinates with regional Workforce Development Boards, Community-Based Organizations, and Building Trades Councils to promote diversity and inclusion, particularly for women, underrepresented and underserved populations. Outreach efforts include regular engagement with local youth through school tours, hands-on bootcamps, and a recently launched youth apprenticeship pathway program in local high schools. ITF staff also maintain a presence at school district career days to increase awareness of union trade opportunities.

ETP Priority 10200(b)

ITF follows High Road Apprenticeship standards: (1) earn-while-you-learn model, (2) performance-based wage progression as included in their Collective Bargaining Agreement, (3) industry, not company or private certifications, (4) DAS-approved curriculum, (5) paid job placement during training and after training, and (6) healthcare and benefits during training and after training.

Veterans Program

Veteran Apprentices follow the same curriculum as all other apprentices to ensure consistent, high-quality training. However, veterans with prior construction experience may be eligible to

bypass the initial written assessment and advance directly to the interview stage of the application process. ITF actively recruit veterans through a partnership with Helmets to Hardhats, a national labor-management program that connects military service members with careers in the building trades by recognizing the value of skills gained through military experience.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Norco College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Participating employers and union representatives have identified several key reasons for ongoing training: increased competition from out-of-state contractors, the need for cost-effective labor management, and growing customer demands for high-quality work that stays on budget and schedule. The Apprentice curriculum is employer-driven and regularly updated to reflect customer feedback, industry changes, and local hiring demands. The 440 JATC (Riverside) and 477 JATC (San Bernardino) customize standardized education programs developed by the National Joint Apprenticeship and Training Committee for the Electrical Industry, supported by NECA and the IBEW. With input from labor and management, the ITF adapts these programs to meet the specific needs of its members, employers, and the local industry. The union actively participated in developing the curriculum and fully supports the training plan. During this ETP contract, ITF Electricians will be working on the construction of five new projects:

In San Bernardino County:

- Electric Vehicle GO (EVGO) Charging Station-Chino Hills
- EVGO Charging Station-Rancho Cucamonga
- EVGO Charging Station-Rialto
- Electric Vehicle (EV) Reality
- Greenland Charging Hub

In Riverside County:

- Cobalt Solar Project
- Eastside Elementary School
- Lakeshore Village Library
- Lake Elsinore Water Treatment Plant
- Tiny Homes Project

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Business Skills: Training will be provided to Journeyworkers in the following subjects, Advanced Time Management, Conflict Resolution, Customer Service Skills, Decision Making Skills, and Project Management.

Commercial Skills: Training will be provided to all trainees. Apprentices will received instruction in AC Theory, Blueprint Reading, Code and Practices, Electrical Safety, Electrical Theory, Fire Alarm Systems, Grounding and Bonding, Lighting Design Basics, Rigging, Hoisting, and Code and Practices, Electrical Safety, Electrical Theory, Fire Alarm Systems, Grounding and Bonding, Lighting Design Basics, Rigging, Hoisting, and Signaling, Test Instruments and Transformers. Journeyworkers will be trained in Advanced Lighting, Fiber Optics, Cable Splicing, Motor Controls, Rigging, Hoisting, and Signaling, Test Instruments and Transformers and Welding.

Computer Skills: Training will be offered to Journeyworkers. Course topics include AutoCAD, Job Tracking, and Scheduling and Planning Jobs.

Green/Clean Skills: Training will be offered to Journeyworkers and Apprentices in courses such as Green Certifications, Mechanical Technology and Terminology**.**

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Commitment to Training

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

Training Infrastructure

This project will be overseen by the ITF Director of Training with support from Administrative Staff who will collect and manage all attendance and trainee enrollment data. Instruction is delivered in classroom and laboratory setttings by one of ITF's 35 expert trainers, all of whom are current or former trade members with specialized knowledge, ensuring consistent, high-quality training. ITF has retained Strategy Workplace Communications, to assist with the administration of this project.

Marketing and Support Costs

Application announcements for the apprenticeship program will be distributed to local, state, and federal agencies, as well as to local high schools, community colleges, community-based organizations, and shared at community events. In addition, ITF representatives will utilize

social media platforms to increase awareness and promote opportunities within the apprenticeship program. ITF requests 8% support costs to help with recruiting and qualifying additional participating employers for this program and to assist with assessments and curriculum development.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

ITF 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) ($ %)
ET26-0938	09/29/25 - 09/28/27	$362,712	364	0	$362,712 (100%)

ET26-0938: Per Cal-E-Force the contractor has uploaded 20,398. hours and projects to earn 100% of the agreement.

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 $ %
ET25-0923	09/30/24 - 09/29/26	$390,400	200	205	$390,400 (100%)
ET24-0921	10/02/23 - 10/01/25	$499,410	492	324	$498,996 (100%)
ET23-0906	10/03/22 - 10/02/24	$499,740	355	212	$499,669 (100%)
ET21-0900-000	08/17/20 - 08/16/22	$375,833	221	158	$375,833 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

Training Subcontractors	City, State	Cost	Description of Service
Not Applicable	-	-	-

Self-Attestations

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

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

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

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

Journeyworkers

- Advanced Time Management
- Conflict Resolution
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

Commercial Skills

Apprentice

- Alternating Current (AC) Systems
- AC Theory
- AC Theory
- Automated Demand Response
- Blueprint
- Blueprint Reading/Construction Documentation
- Building Automation
- Closed Circuit – CCTV
- Code and Practices
- Code Calculations
- Codeology – National Electric Code – 2020 Code Book
- Direct Current (DC) Theory
- Electrical Safety
- Electrical Systems
- Electrical Theory
- Electrical Vehicle Charging Stations (EVCS)
- Electronic Systems
- Estimating
- Exam Prep
- Fiber Optic
- Fire Alarm Systems
- Grounding and Bonding
- Hazardous Locations
- Health Care Systems
- Instrumentation
- Intrusion Detection
- Lighting Design Basics

- Lightning Protection
- Motor Controls
- Motors
- Network Technologies
- NFPA (National Fire Protection Association) 70E
- NFPA 70E – Arc Flash
- Nurse Call Systems
- Paging and Voice Systems
- Pipe Bending – Conduit Fabrication
- Power Quality Analysis
- Preparing For Leadership/Effective Leadership Skills
- Programmable Logics
- Radio Frequency Communications
- Residential Advanced Technologies
- Rigging, Hoisting and Signaling
- Security Systems
- Semiconductor
- Sound Reinforcement Systems
- Structured Cabling
- Telephony
- Test Instruments
- Torque
- Transformers

Commercial Skills

Journeyworkers

- Advanced Lighting
- Aerial Lift
- Basic Wiring
- Cable Splicing
- Codeology
- Conduit/Pipe Bending
- Electrical Vehicle
- Energy Storage
- Estimation
- Fiber Optic
- Foreman Development
- Forklift – Boom Lift – Scissor Lift
- Forklift Operator
- Grounding and Bonding
- High Voltage Cable Splicing
- Introduction to Industrial Wiring
- Instrumentation
- Mine Safety and Health Administration (MSHA)
- Motor Controls
- National Electric Code – Exam Prep – Code Calculations
- National Fire Protection Association (NFPA)70E – Arc Flash
- Pipe Bending – Conduit Fabrication

- Rigging Hoisting and Signaling
- Solar Power Systems
- Test Instruments
- Welding

Computer Skills

Journeyworkers

- Auto Computer-Aided Design (AutoCAD)
- Job Tracking System
- Scheduling & Planning Jobs

Green/Clean Skills

Apprentice and Journeyworkers

- Concepts
- Green Certifications
- Mechanical Technology
- Terminology

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Northern California Sound and Communication Joint Apprenticeship and Training Committee

Contract Number: ET27-0908

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Alameda, Contra Costa, Fresno, Kings, Marin, San Francisco, Santa Clara	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	International Brotherhood of Electrical Workers (IBEW), Local Unions 6, 100, 180, 234, 302, 332, 340, 551, 595 and 617	
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$177,870		$12,250		$190,120

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

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 Apprentice Retrainee	245	8-210	0-0	33	$776	$33.64

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $11.09
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice-Sound and	$22.55 - $33.64	**245**	0	45	200

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	$20 and Under	$20.01 to $25	Over $25.01
Communications Installer					

Introduction

The Northern California Sound and Communication Joint Apprenticeship and Training Committee (NorCal JATC) (https://www.norcal-jatc.com) was founded in 1987 with a mission to prepare highly skilled Sound and Communication Installers and Technicians for careers in the low-voltage electrical industry. NorCal JATC operates as a labor-management partnership between NECA and IBEW, serving Apprentices throughout Northern California through IBEW Local Unions 6, 100, 234, 302, 332, 340, 551, 595, 617, and 684.

NorCal JATC trains Apprentices in the occupation of Sound and Communication Installer/Technician and supports the development of a skilled workforce through a combination of classroom instruction and paid, on-the-job training. The program serves a diverse trainee population and supports recruitment efforts for veterans, women, disadvantaged individuals, justice-impacted individuals, and individuals from underserved communities. NorCal JATC markets apprenticeship opportunities through IBEW Local Unions, NECA contractors, workforce development boards, community colleges, high schools, career fairs, community organizations, veteran organizations, and other workforce partners throughout Northern California.

The low-voltage electrical industry continues to experience significant technological advancements, including increased demand for fiber optic networks, smart building systems, Power over Ethernet (PoE), advanced security systems, wireless infrastructure, and cybersecurity-related technologies. ETP-funded training will provide workers with the technical skills necessary to install, maintain, and troubleshoot these evolving systems while improving productivity, safety, and quality. Apprentices receive job readiness preparation, safety instruction, related classroom training, and hands-on workplace experience with participating contractors.

ETP Priority 10200(b)

NorCal JATC follows High Road Apprenticeship standards: work as you learn model, guaranteed wage increases, industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during the training and after training.

Veterans Program

NorCal JATC veteran training curriculum follows the same standards as the apprenticeship program. NorCal JATC supports veterans transitioning into the California workforce by providing job-related training opportunities. Eligible veterans may receive Montgomery GI Bill benefits, including a monthly housing allowance, paid directly to veteran apprentices.

NorCal JATC recruits veterans through partnerships with Helmets to Hardhats, a national joint labor-management program that connects military experience with career opportunities in the

building trades. NorCal JATC also promotes veteran-specific application opportunities through its website and outreach efforts.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is three years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Foothill College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Driven by rapid technological advancement, NorCal JATC continues to adapt to the ongoing transformation within the low-voltage industry. As NorCal JATC enters the 2026–2027 training cycle, the traditional boundaries between audiovisual systems, physical security, telecommunications, and information technology have largely disappeared, creating an urgent need for a highly skilled, cross-functional workforce. As industry demand increases and integrated systems become more sophisticated, apprenticeship training must continue to evolve to prepare technicians for the technologies shaping the future.

The integration of Artificial Intelligence (AI) has transformed the Sound and Communication industry. Modern systems now utilize AI for predictive maintenance, automated audio mixing, real-time audio and video optimization, intelligent content delivery, and the creation of new audio experiences. Advances in Voice Recognition (VR) and Audio Recognition (AR) technologies have also increased the demand for technicians capable of designing, installing, and supporting immersive 3D sound environments and intelligent communication systems.

Networking and information technology have become the foundation of nearly every low-voltage system. Today’s technicians are no longer simply installers; they are systems integrators who require strong networking knowledge, including IP addressing, subnetting, network architecture, and network topologies. During this contract trainees will work on the following projects:

- Hagginwood Library, Sacramento
- Meta, Sunnyvale
- Midway Village, Daly City
- Solaris, South San Francisco
- Washington Hospital, Fremont

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Commercial Skills: Apprentices will receive instruction in AC vs. DC, Capacitor Introduction, Capacitors in Parallel, Capacitors in Series, Capacitive Reactance, Computer Skills, DC Theory Review, Diodes and Rectifiers, Eddy Currents, Frequency, Frequency and Inductance, Inductance in Parallel, Inductors, Inductors in Series, Inductive Reactance, Master Clocks, and Multimeter Use.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Commitment to Training

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

Training Infrastructure

The Executive Director will oversee the program and the Administrator will manage the administration of the contract. The trainers are former or current members of the trade who bring credentials and vast field experience. Strategy Workplace Communications will assist with the project administration.

Marketing and Support Costs

Application announcements for the apprenticeship program are distributed year-round through flyers, emails, websites, social media, job fairs, and community outreach. Information is shared with local, state, and federal agencies, high schools, community colleges, military bases, correctional facilities, and community-based organizations. NorCal JATC representatives also conduct presentations and attend community events to increase program awareness. Apprentices who successfully complete the program receive Certificates of Completion from the DAS and the U.S. Department of Labor.

Due to marketing efforts, NorCal JATC has served a total of 245 Apprentices and has 26 apprentices awaiting the start of training. This reflects 100% growth, with an approximate turnover rate of 11.9% since 2023. NorCal JATC would like to receive 8% support costs to fund its staff in recruiting and qualifying additional participating employers and trainees for this program.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified

trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

NorCal JATC 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) ($ %)
ET26-0964	09/29/25 - 09/28/27	$229,216	116	0	$175,014 (76%)

ET26-0964: Per Cal-E-Force the contractor has uploaded 7,437 hours and projects to earn 100% of the agreement.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

- AC vs. DC
- Capacitive Reactance
- Capacitor Introduction
- Capacitors in Parallel
- Capacitors in Series
- Circuits (SLC, IDC, NAC)
- Computer Skills
- DC Theory Review
- Device Termination (heat, smoke, NAC)
- Diodes, Rectifiers
- ECS to FACP Integration
- Eddy Currents
- FA - System Functions
- FA - System Purpose
- FA: Inputs, Controls, Outputs
- Fire Alarm - System Goals
- Fire Alarm System Full Install
- Fire Alarm System Testing
- Fire Life Safety State Exam
- Frequency
- Frequency & Inductance
- Hands-on Assessment
- Inductance in Parallel
- Inductive Reactance
- Inductors
- Inductors in Series
- Initiating Device Circuit (IDC)
- Master Clocks
- Multimeter Use
- Navigating the NFPA 70 & 72
- NFPA 70 Review
- NFPA 72
- Notification Appliance Circuit (NAC)
- Nurse Call Cable Termination
- Nurse Call Connections
- Nurse Call Devices
- Nurse Call Review
- Nurse Call System Installation
- Nurse Call System Testing
- Ohm's Law Review
- Paging Lab

- Paging Review
- Parallel Circuit
- Prefix Multipliers Review
- Review
- Series Circuit
- Signaling Line Circuit (SLC)
- Sine Waves (Oscilloscope)
- Sound Masking System
- System Build Out (lab boards)
- Trainer Function Generator
- Transformers
- Voltage Generation
- Water Flow & Tamper Mechanics
- Wiring in Parallel
- Wiring Relays
- Word & Excel

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Orange County Electrical Joint Apprenticeship and Training Trust Fund

Contract Number: ET27-0947

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Orange	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Brotherhood of Electrical Workers Locals 441 and 237		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$254,499		$17,508		$272,007

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

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 Apprentice Retrainee	349	8-210	0-0	32	$763	$28.33
2	Priority Rate Journeyworker Retrainee	20	8-200	0-0	10	$286	$61.10

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

Published Minimum Hourly Wage by County:
Job Number 1: $28.33 Per Collective Bargaining Agreement
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $6.94
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice - Inside Wireman	$21.39 - $51.94	**349**	0	95	254
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker - Inside Wireman	$61.10 - $74.91	**20**	0	0	20

Introduction

The Orange County Electrical Joint Apprenticeship and Training Trust Fund (OCETT) (www.ocett.org) has served the electrical industry in Orange County since 1950. The Trust provides training for local inside wiremen and transportation and telecommunication electricians. The Training Center is a partnership between the Orange County Chapter of NECA (National Electrical Contractors Association) and the International Brotherhood of Electrical Workers Local 441 and its 237 local employers.

The funding proposed in this application will help train electricians to use new techniques and materials that help reduce significant carbon emissions. These decreases in emissions will help CA meet its clean energy goals and move CA towards less dependency on fossil fuels. The employers and their electricians play an important role in retrofitting the buildings so that these buildings use the latest energy efficient technologies and materials.

OCETT works with local middle schools and high schools, the Orange County Workforce Development Board (OCWDB), and Building Trades Councils to ensure a diverse workforce that promotes the inclusion of women, underrepresented, and underserved individuals into the union.

ETP Priority 10200(b)

OCETT follows High Road Apprenticeship standards: earn-while-you-learn model, performance-based wage progression as included in their Collective Bargaining Agreement, industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during training and after training.

Veterans Program

OCETT recruits and employs Veterans transitioning into the California workforce. OCETT recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Veterans who apply for an apprenticeship can skip the first stage, written assessment, and go into the second stage, interview.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-

approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Santiago Canyon College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

OCETT will provide training in order to keep up with changes in the electrical industry. Training will also be provided in new, emerging technologies that focus on renewable energy and highly efficient electrical control systems. A more energy efficient construction industry and an aging workforce retiring from the industry have created major challenges for employers.

The local hiring demands of OCETT have helped shape the curriculum, such as the need for electricians with the ability to work with green materials, energy management, lighting and controls at technically advanced construction projects. With input from both labor and management, the OCETT has developed and customized the training to address the local needs of its members, participating employers and the industry. To enter the apprenticeship program, applicants must pass an entrance test and interview.

These new skills obtained via the training from this proposed project will assist the trainees as they work on the following upcoming projects:

- Disney Resort Parking Structure and Campus Expansion
- Orange County Sanitation District Plant
- Orange County Vibe Development of a Mixed Use Entertainment District
- Santa Ana Main Library Renovation
- Westminster Battery Energy Storage System

Training Plan

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

Commercial Skills: The Apprentice training will focus on topics such as: Code Calculations, Electrical Safety-Related Work Practices, Electrical Safety-Related Work Practices, Grounding and Bonding, Motor Control Labs, PV/Solar Installer and Rigging, Hoisting and Signaling. Journeyworker training will include Arc Flash, California Advanced Lighting Control Program, Controls Relays, and Timers, Electrical Design, Fiberoptics, Line Voltage Switching Controls, and Variable Frequency Drives.

Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for 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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Commitment to Training

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

Training Infrastructure

The OCETT Training Director with approximately five of its staff will assist with the marketing, recruitment, needs assessments, and scheduling of training. The Trust has 22 trainers who will assist with the training. The trainers are former or current electricians and are experts in the areas that they teach. Strategy Workplace Communications, a third-party administrative subcontractor, has been retained to provide administrative services.

Marketing and Support Costs

OCETT uses direct mailings, emails, informational flyers, personal contacts, public service announcements, telephone calls and their website to market its program. Class information will also be disseminated throughout the year to all Apprentices, Journeyworkers and employers. Application announcements for the apprentice program are sent to local, state and federal agencies as well as to local high schools, community colleges and community-based classes. The support cost funds to cover these additional outreach efforts will be needed. OCETT requests 8% support costs to help fund its recruiting efforts.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

OCETT 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) ($ %)
ET26-0925	09/29/25 - 09/28/27	$362,627	257	115	$362,627 (100%)

ET26-0925: Per Cal-E-Force the contractor has uploaded 19,365 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0966	09/30/24 - 09/29/26	$390,347	244	134	$390,347 (100%)
ET24-0945	10/02/23 - 10/01/25	$498,952	254	210	$498,952 (100%)
ET23-0917	10/03/22 - 10/02/24	$498,879	243	238	$498,879 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- AC (Alternating Current) Systems, Level 1
- AC Theory, Level I
- AC Theory, Level II
- Blueprints, Level I
- Blueprints, Level II
- Blueprints, Level III
- CALCTP (California Advanced Lighting Controls Training Program)
- Code and Practices
- Code Calculations
- Code of Excellence
- Code Prep
- Code, Standards & Practices 2, Level I
- Code, Standards & Practices 2, Level II
- Code, Standards and Practices 3, Level 1
- Code, Standards and Practices 6, Level 1
- Codeology, Level I
- Complete Code Calculations
- Electrical Safety Arc Flash
- Electrical Safety-Related Work Practices, Level I
- Electrical Safety-Related Work Practices, Level II
- ESAMTAC (Energy Storage and Microgrid Training and Certification)
- EVCS (Electric Vehicle Charging Station)
- Foreman Training
- Grounding and Bonding, Level I
- Grounding and Bonding, Level II
- Motor Control Labs
- Motor Control, Level I
- Motor Control. Level II
- Motors, Level I
- Motors, Level II
- Orientation, Level II
- Orientation, Level III
- Preparing for Leadership, Level I
- PV (PhotoVoltaic) Solar Installer
- Rigging, Hoisting and Signaling
- Test Instruments, Level I
- Torque
- Transformer Wiring
- Transformers, Level I
- Transformers, Level II

Commercial Skills

Journeyworkers

- 3 and 4-Way Switching
- Advanced Lighting Control Systems
- Analog/Digital Circuit (AC/DC) Principles
- Arc Flash
- Audio Distribution
- CALCTP (California Advanced Lighting Control Program)
- CALCTP Acceptance Testing
- CCTV (Closed-Circuit Television) Security Surveillance
- Codeology
- Computer Networking
- Control Relays and Timers
- Definitions and Systems
- Design of Electrical Circuits
- Dimming Controls
- Electrical Design
- Exhibit B 3 of 4
- Fiber Optics
- Fire Alarm Systems and Installations
- Fire Life Safety
- Generators
- Grounding
- Grounding and Bounding
- Inductance/Reactance
- Industrial Motor Control
- Initiating Devices and Notification Systems
- Jogging and Plugging Controls
- Lighting Control Strategies
- Line Voltage Switching Controls
- Lon Works and Building Automation
- Low Voltage Switching Control
- Magnetic Motor Control and the Code
- Manual Starters and Magnetic Coils
- Math for Electricians
- National Electrical Code
- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code and Installation Requirements
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 725
- National Electrical Code Article 760
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4 Significant
- Changes to National Electric Code
- National Fire Protection Act, 1972 (NFPA 72)
- Occupancy Sensors

- Ohm's Law
- Other Recognized Standards (Installation Changes)
- Photosensors
- Plan, Build, and Use
- Principles of Electronics
- Push Buttons, Selector Switches, and Mechanical Devices
- Related Standards (Mandatory and Permissive Rules)
- Series/Parallel Circuits
- Solid State Electronic Devices
- Special Occupancies and Equipment
- Start Up and Check Out Procedures
- Telephonic Interconnect
- Transformers and the Code
- Variable Frequency Drives
- Voice, Data, and Video

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Redwood Empire Electrical Joint Apprenticeship Trust

Contract Number: ET27-0904

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Del Norte, Humboldt, Lake, Marin, Mendocino, Sonoma	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Brotherhood of Electrical Workers (IBEW) Local 551		
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$62,673		$4,322		$66,994

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

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 Apprentice Retrainee	86	8-210	0-0	33	$779	$33.64

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $7.24
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Inside Electrician	$26.40 - $57.60	**86**	0	0	86

Introduction

Since 1941, the Redwood Empire Electrical Joint Apprenticeship Trust (REJATC) (https://www.rejatc.org/) has provided training for Apprentices and Journeyworker electricians across the Redwood Empire region. Training is conducted at the REJATC facility located in Santa Rosa. REJATC is a nonprofit organization established jointly by the International Brotherhood of Electrical Workers (IBEW) and the National Electrical Contractors Association (NECA).

The mission of REJATC is to standardize and deliver high-quality education for Inside Electricians, ensuring a steady pipeline of safe, skilled workers to support the region's electrical infrastructure. Apprentices are trained to replace a large wave of retiring Journeyworkers and to meet increased regional demand for electrical work related to construction, public facilities, and expanding clean-energy initiatives.

REJATC participated in the first round of the Equal Representation in Construction Apprenticeship (ERiCA) initiative to strengthen outreach to new and existing partners and expand enrollment among women, non-binary individuals, and members of underserved communities. REJATC is now participating in the second round of ERiCA and continues to collaborate with local schools, Workforce Development Boards, and community organizations, while also using social media to broaden awareness of apprenticeship opportunities.

ETP Priority 10200(b)

REJATC follows High Road Apprenticeship standards: earn-while-you-learn model, performance-based wage progression as included in their Collective Bargaining Agreement (CBA), industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during training and after training.

Veterans Program

REJATC actively recruits Veterans through partnerships with Helmets to Hardhats, a national labor-management organization connecting military service experience to the building trades. Veterans with qualifying construction experience may bypass the written entry exam and proceed directly to the interview stage.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Santa Rosa Junior College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

The 328 signatory employers in the REJATC provide valuable on-the-job learning opportunities, while the REJATC delivers the formal, DAS-approved apprenticeship instruction that ensures a strong, consistent pipeline of highly skilled Inside Electricians. Although COVID-19 affected some regional construction activity, the major local projects listed below remain fully staffed, reinforcing the need for standardized, high-quality training. As electrical construction continues to evolve, with updated codes, enhanced safety requirements, and rapid movement toward digital systems and clean-energy technologies, the training center must continue offering the curriculum and emerging-technology coursework outlined in this proposal.

The REJATC operates as a joint labor-management partnership between IBEW Local 551 and its unionized contractors. Through regular input from both employers and labor representatives, the JATC customizes its DAS-approved curriculum to reflect local project demands and industry trends.

This project will ensure a reliable supply of well-trained electricians prepared to meet workforce needs across the Redwood Empire, including ongoing work at:

- Graton Resort and Casino – Continued commercial facility expansion requiring advanced electrical system installation and upgrades.
- Humboldt State University – Campus modernization projects involving energy-efficient electrical infrastructure and new technology integration.
- Petaluma City Schools – Multi-site improvements requiring updated lighting, controls, and modern electrical systems.
- Santa Rosa City Schools – District-wide modernization supporting safe, reliable, and energy-efficient electrical infrastructure.
- Santa Rosa Junior College (SRJC) – Ongoing construction and renovation requiring electricians trained in current codes, safety practices, and advanced electrical technologies.

Training Plan

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

Commercial Skills: Training will be offered to all Apprentice trainees on courses that include Blueprint Reading, Building Automation, Code and Practices, Electrical Theory, and Transformers while also offering courses in energy efficiency training to better help participating employers meet local work demand.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, REJATC is asking for a modification of the cap. Apprentice trainees with OSHA 10 training have a cap of 210 hours.

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

REJATC's Director of Training will oversee all training activities as the dedicated administrator. Within the REJATC office, two Training Directors and one Administrative Staff member support marketing, recruitment, needs assessments, and the scheduling of training. Instruction is delivered by two full-time trainers and one part-time trainer, all former or current members of the trade and subject-matter experts. Trainers take daily attendance using standardized training rosters, which are reviewed regularly for accuracy. REJATC has retained Strategy Workplace Communications as its administrative subcontractor to assist with ETP project administration.

Marketing and Support Costs

The program will be marketed through direct mailings, informational flyers, personal contacts, telephone calls, public service announcements, emails, and REJATC's website. Class information will be distributed throughout the year to all Apprentices. Application announcements through mailings and onsite job fairs are provided to local, state, and federal agencies, as well as to local high schools, community colleges, and community-based organizations. To support these outreach and recruitment activities, REJATC is requesting 8% support costs.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

REJATC 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) ($ %)
ET26-0943	09/29/25 - 09/28/27	$91,923	39	0	$87,908 (96%)
ET25-0967	09/30/24 - 09/29/26	$120,080	110	0	$120,080 (100%)

ET26-0943: Per Cal-E-Force the contractor has uploaded 4,072 hours and projects to earn 100% of the agreement.

ET25-0967 Per Cal-E-Force the contractor has uploaded 5,968 hours and projects to earn 100% of the agreement.

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 $ %
ET24-0958	10/02/23 - 10/01/25	$168,777	63	51	$154,674 (92%)
ET23-0929	10/03/22 - 10/02/24	$208,531	81	75	$203,830 (98%)
ET22-0932-000	10/04/21 - 10/03/23	$348,348	87	102	$348,348 (100%)
ET21-0904-000	07/01/20 - 06/30/22	$139,067	80	57	$139,067 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- AC Systems
- AC Theory
- AC Theory
- AC Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- CALCTP Advanced Lighting Controls
- Code and Practices
- Code Book Review
- Code Calculations
- Codeology – National Electric Code
- Conduit Hands-On Application
- Cybersecurity
- Electrical Safety
- Electrical Safety-Related Work Practices
- Electrical Systems
- Electrical Theory
- Electric Vehicle Charging Stations (EVCS)
- Electronic Systems
- Energy Storage and Microgrid Training
- Fall Protection
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lightning Protection
- Lighting Design Basics
- Motor Control
- Motors
- Network Technologies
- Pipe Bending – Conduit Fabrication
- Photovoltaic Systems
- Programmable Logic Controllers (PLCs)
- Rigging, Hoisting, and Signaling
- Solar – Commercial Application
- Structured Cabling
- Test Instruments

- Torque
- Transformers
- Wiring Practical Labs

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Sacramento Area Electrical Workers Joint Apprenticeship and Training Trust

Contract Number: ET27-0930

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Alameda, Alpine, Butte, Colusa, El Dorado, Glenn, Lassen, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Sutter, Tehama, Trinity, Yolo, Yuba	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	International Brotherhood of Electrical Workers Local 340	

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$280,684		$19,212		$299,896

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

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 Apprentice Retrainee	382	8-210	0-0	24	$564	$33.64
2	Priority Rate Journeyworker Retrainee	91	8-200	0-0	31	$928	$53.70

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $9.47
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice-Inside Wireman	$24.17 - $42.96	**382**	0	82	300
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker- Inside Wireman	$53.70 - $107.4	**91**	0	0	91

Introduction

Founded in 1941, the Sacramento Area Electrical Workers Joint Apprenticeship and Training Trust (SAC JATT) (www.340jatc.org) is workforce development organization dedicated to delivering electrical training and connecting Apprentices and Journeyworker electricians with high-quality career opportunities. Governed by an eight-member Board of Trustees consisting of four labor representatives and four management representatives, SAC JATT operates as a joint labor-management partnership between the International Brotherhood of Electrical Workers (IBEW) Local 340 and the National Electrical Contractors Association (NECA), Greater Sacramento Chapter.

SAC JATT's primary mission is to develop highly skilled Inside Wiremen who install, integrate, and maintain the advanced electrical and electronic systems that power today's commercial, industrial, institutional, and public infrastructure. SAC JATT operates in a newly constructed, state-of-the-art training facility completed in June 2026. The expanded campus provides additional classroom space, specialized laboratories, and hands-on training environments designed to prepare electricians for the technologies driving California's clean energy future. Headquartered in Sacramento, SAC JATT currently serves approximately 2,400 Apprentices and Journeyworker electricians throughout an 18-county jurisdiction.

SAC JATT also works with regional Workforce Development Boards, Community Based Organizations, Building Trades Councils, to ensure a diverse workforce that promotes inclusion of women, non-binary, and underserved individuals into the union. We currently work with the following organizations: People Working Together, Valley Vision, Grid Alternatives, Sacramento Regional Conservation Corps, California Conservation Corps, Anti-Recidivism Coalition, St. John’s Center for Change, Northern California Construction Training, and North Far North.

ETP Priority 10200(b)

SAC JATT follows High Road Apprenticeship standards, including a work as you learn model, progressive wage increases, industry-recognized certifications rather than company or privately issued ones, a DAS-approved curriculum, paid job placement both during and after training, and healthcare and benefits throughout the training period and beyond.

Veterans Program

SAC JATT actively recruits veterans through the Helmets to Hardhats program, a national labor-management initiative that connects military veterans with careers in the building and construction trades. This partnership recognizes that many skills gained through military service

transfer directly to the construction industry. Veterans accepted into the program complete the same training curriculum and meet the same requirements as all other apprentices. SAC JATT is committed to supporting veterans by providing job-related training that helps them successfully transition into California's workforce.

In some cases, veterans applying for an apprenticeship who have qualifying construction experience documented on their DD Form 214 may be eligible to bypass the first stage of the selection process, the written assessment and proceed directly to the second stage, the interview.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case American River College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Demand for skilled electricians is being driven by several major market sectors. Major infrastructure investments, including the California High-Speed Rail Program, Sites Reservoir, the Delta Conveyance Project, and the multi-billion-dollar Sacramento International Airport (SMF) Expansion, require large numbers of qualified electrical workers. Commercial, industrial, healthcare, education, manufacturing, and public works construction projects also depend on a highly trained electrical workforce. At the same time, a significant wave of retirements among experienced journey-level electricians has created an urgent need to replace retiring workers while preserving institutional knowledge through apprenticeship and advanced training.

To meet these evolving industry requirements, SAC JATT has expanded its curriculum to include emerging technologies, with a strong emphasis on renewable energy, battery energy storage, and microgrid systems. As California continues investing in solar generation, battery energy storage, and resilient electrical infrastructure, the JATT provides specialized Energy Storage and Microgrid Training and Certification (ESAMTAC). This advanced curriculum prepares Apprentices and Journeyworkers to safely assemble, install, test, commission, maintain, retrofit, troubleshoot, and decommission utility-scale energy storage and microgrid systems.

SAC JATT continues to deliver advanced technical training while ensuring California employers have access to a highly skilled workforce capable of supporting the state's infrastructure investments, clean energy transition, and long-term economic growth. During the contract period, Apprentices and Journeyworker electricians will work on the following projects:

- Kaiser – Railyards Project
- McClellan AFB
- SMUD

- State Capital
- UC Davis Medical Center

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Business Skills: Training will be provided to all trainees and include Creating Project Bids, Customer Service Skills, Decision Making Skills, Filling Out Work Documents and Reports Accurately, Green Awareness Training and Green Certifications, Inventory Checklist, Project Management, and Teambuilding Skills.

Commercial Skills: Training will be provided to all trainees and include AC Theory, Circuit Wiring, Blueprints, Codeology, Electrical Code Calculations, Arc Flash, and National Electrical Code.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Commitment to Training

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

Training Infrastructure

The Training Director with the assistance of two support staff, will oversee all aspects of the project including project administration and roster collection. There are five staff assisting with the marketing, recruitment, needs assessments and scheduling of training. A third-party administrator will provide SAC JATT with administration services. SAC JATT will use and retain ETP approved rosters.

Marketing and Support Costs

SAC JATT disseminates program information year-round through informational flyers, personal outreach, telephone calls, email communications, public service announcements, websites, and social media. Apprenticeship application announcements are distributed to local, state, and federal agencies, as well as high schools, community colleges, military installations, correctional facilities, workforce development organizations, and community-based organizations. SAC JATT representatives also participate in job fairs, career expos, and other community outreach events to promote apprenticeship opportunities and recruit a diverse pool

of qualified applicants. SAC JATT is requesting 8% in support costs to fund recruitment and assessment of additional participating employers.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

SAC JATT 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) ($ %)
ET26-0936	09/29/25 - 09/28/27	$362,465	355	135	$362,465 (100%)

ET26-0936: Per Cal-E-Force the contractor has uploaded 0 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0955	09/30/24 - 09/29/26	$390,251	115	87	$390,251 (100%)
ET24-0931	10/02/23 - 10/01/25	$499,860	297	171	$499,860 (100%)
ET23-0943	10/01/22 - 09/30/24	$489,674	215	186	$489,674 (100%)
ET22-0935-000	12/20/21 - 12/19/23	$597,853	244	202	$597,853 (100%)
ET21-0934-000	09/08/20 - 09/07/22	$354,835	210	169	$354,835 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

Training Subcontractors	City, State	Cost	Description of Service
Not Applicable	-	-	-

Self-Attestations

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

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

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

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

Apprentice

- Advanced Time Management
- Conflict Resolution
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

Commercial Skills

Apprentices

- 2023 Code: Codes, Standards, & Practices 1, Level 1
- 3-Phase Systems
- 3-Way/4-Way Switching Refresher
- AC Theory
- AC Theory Refresher/Applications
- AC Theory, Level I
- Advanced Electrical Code Study
- Application #5: Conduit Bending
- Application #6: Conduit Bending
- Application #7: Comb. Circuit Wiring
- Application #8: Transformer Connections
- Automated Demand Response (ADR)
- Basic (Production) Conduit Bending
- Basic Level Motor Control
- Basic Motor Control
- Blue Beam Refresher
- BlueBeam
- Bluebeam Fundamentals
- Blueprint Fundamentals Refresher
- Blueprints (& Layout Board)
- Blueprints, Level I
- Blueprints: PlanGrid Fundamentals
- Building Automation
- CAD-Welding
- CALCTP
- Circuitry & Conduit Installation
- Code and Practices
- Code Calculations

- Code Prep
- Codeology, Level I
- Codes, Standards, & Practices 2, Level 1
- Codes, Standards, & Practices 2, Level 2
- COMET
- Commercial Blueprint Reading
- Conduit Bending: Rigid & EMT, Chicago & 555
- Construction Documents
- DC Theory Refresher
- Elect 120 and Elect 121
- Elect 130 and Elect 131
- Elect 140 and Elect 141
- Elect 150 and Elect 151
- Electric Vehicle Supply Equipment (EVSE)
- Electrical Code Calculations, Level 1
- Electrical Safety-Related Work Practices
- Electrical Safety-Related Work Practices, Level I
- Electromagnetism
- EVCS (Electric Vehicle Charging Systems)
- Fire Alarm Systems
- Foreman Training: Managing the Work
- Ground Testing
- Grounding and Bonding
- Industrial Blueprint Reading
- Intermediate Circuitry
- Intermediate Level Conduit Bending
- Intermediate Level Motor Control
- Introduction to Control Circuits
- Introduction to Controls
- Journeyman/Apprentice Relations
- Lighting Control Panels
- Lighting Essentials
- Lightning Protection
- Load Calculations
- Motor Code and Makeup
- Motor Control
- Motor Control Labs
- Motor Controls: Mag Starter & 3-Wire Control
- Motor Controls: Relays & Start/Stop
- Motors
- NFPA 70E
- OCPD’s
- PlanGrid Training
- PLC's
- PV/Solar Installer
- Residential Blueprint Reading
- REVU Training
- Rigging
- Rigid Conduit Bending
- Sizing and Selecting Conductors

- Supervision and Training Methods
- Test Instruments, Level I
- Torque
- Total Station Training
- Transformer Code and Makeup
- Transformer Theory
- Transformer Wiring
- Transformers
- VFD's

Journeyworkers

Codeology

- Arc Flash
- Generators
- Inductance/Reactance
- Math for Electricians
- National Electrical Code
- Ohm’s Law
- Other Recognized Standards (Installation Changes)
- Plan, Build, and Use
- Related Standards
- Series/Parallel Circuits
- Special Occupancies and Equipment

Analog/Digital Circuit (AC/DC) Principles

- Generators
- Inductance/Reactance
- Math for Electricians
- Ohm’s Law
- Series/Parallel Circuit

Grounding

- Grounding and Bounding
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110-Requirements
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- Significant Changes to National Electric Code

Fire Alarm Systems and Installations

- Definitions and Systems
- Initiating Devices and Notification Systems
- National Electrical Code and Installation Requirements
- National Fire Protection Act, 1972 (NFPA 72)
- Start Up and Check Out Procedures

Fire Life Safety

- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code Article 725
- National Electrical Code Article 760
- NFPA 70E
- NFPA 72
- Principles of Electronics

Industrial Motor Control

- Basic Motor Control

- Control Relays and Timers
- Intermediate Level Motor Control
- Jogging and Plugging Controls
- Manual Starters and Magnetic Coils
- Push Buttons, Selector Switches, and Mechanical Devices
- Solid State Electronic Devices
- Variable Frequency Drives

Programmable Logic Control (PLC)

- Developing Ladder Programming
- Introduction to Programmable Equipment
- Programming Programmable Logic Controllers
- Using Timers and Counters in Logic Programs
- Writing a Program

Electrical Design

- 3-Way/4-Way Switching Refresher
- Design of Electrical Circuits
- LonWorks and Building Automation
- Magnetic Motor Control and the Code
- Transformers and the Code

Voice, Data, and Video

- Audio Distribution
- CCTV Security Surveillance
- Computer Networking
- Fiber Optics
- Telephonic Interconnect

Industry Specific Skills

- AC Theory Refresher/Applications
- Advanced Instrumentation and Motor Controls
- Advanced VRD PI & D
- Advanced Welding
- Arc Flash Protection
- Architecture Designs and Advanced Plan Reading
- Auto Demand Response (ADR)
- BlueBeam REVU Training
- Blueprint Fundamentals Refresher
- Blueprints and Schematics
- Building Automation Systems
- Cable Spicing
- CALCTP Acceptance Testing
- Circuitry & Conduit Installation
- Conduit Bending
- Data Center Operations
- Digital Electronics
- Electric Vehicle Charging Stations (EVCS)
- Electrical Code Update
- Energy Storage and Microgrid Training and Certification (ESAM-TAC)
- Fire Alarm for Wireman
- Firestop Installation
- Intermediate Level Conduit Bending
- Intro to Industrial Controls

- Lighting Essentials
- Lockout/Tagout
- Management and Monitoring of Materials
- Milwaukee Tools Update
- Motor Controls Fundamentals
- Panel Makeup & Bonding
- Pending Exam: 3-Phase Transformers
- Pending Exam: 3-way & 4-way Switching
- Pending Exam: DC Theory Refresher
- Pending Exam: Math Refresher
- Pending Exam: Motor Control
- PlanGrid Training
- Power Plant Operations
- Programmable Logic Controllers
- Proper Equipment Set-Up
- Proper Installation and Use of Testing and Auditing Materials and Equipment
- Rigging and Lifting
- Solar Panel Installation
- Solar Photovoltaics
- Specialized Tools
- Testing Materials and Equipment – Proper Set-Up and Use
- Total Station Training
- Transformer Theory
- Tugger/Bender Training
- Understanding New Technologies and Changes to Industry Standards
- Water Treatment Electrical Systems & Operations
- Workflow and Resources

CALCTP (California Advanced Lighting Control Program)

- Advanced Lighting Control Systems
- Dimming Controls
- Lighting Control Strategies
- Line Voltage Switching Controls
- Occupancy Sensors
- Photosensors

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

San Diego Electrical Training Trust Fund

Contract Number: ET27-0960

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Imperial, San Diego	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Brotherhood of Electrical Workers Local 569		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$404,639		$27,706		$432,345

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

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 Apprentice Retrainee	555	8-210	0-0	33	$779	$30.83

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

Published Minimum Hourly Wage by County: Job Number 1: $30.83 Per Collective Bargaining Agreement	
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: $7.25 **Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.**	
Fringe Benefits:	This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.
Wage Progression:	This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Inside Wiremen, Sound	$23.58 - $48.34	**555**	0	65	490

Introduction

Since 1944 San Diego Electrical Training Trust (SDETT) (www.etiedu.org) has provided training for highly skilled electricians throughout San Diego and Imperial Counties. The JATC's primary 32,000-square-foot training facility in Kearny Mesa is equipped with modern technology used in the electrical and telecommunications fields. Opened in 1983, the Kearny Mesa location is one of two training sites that prepares inside Apprentices, wiremen, and sound telecommunications electricians for the local workforce. The second 5,000-square-foot facility in Imperial County trains approximately 8% of SDETT Apprentices and Journeyworker trainees and was the first construction trade apprenticeship facility in the county.

SDETT programs support San Diego and Imperial County electrical and sound telecommunications contractors by helping them diversify and compete in emerging markets. As of 2026, IBEW Local 569 represents more than 3,700 electrical workers across San Diego and Imperial Counties and is supported by over 390 local signatory contractors. SDETT has participated in the first and second rounds of the DAS Equal Representation in Construction Apprenticeship, or ERiCA, program to expand outreach and increase enrollment among women, non-binary individuals, and underserved communities. SDETT continues to collaborate with local schools, Workforce Development Boards, community organizations, and social media platforms to increase awareness of apprenticeship opportunities.

ETP Priority 10200(b)

SDETT follows High Road Apprenticeship standards, including an earn-while-you-learn model, performance-based wage progression as included in the Collective Bargaining Agreement, industry rather than company or private certifications, a DAS-approved curriculum, paid job placement during and after training, and healthcare and benefits during and after training.

Veterans Program

SDETT is committed to supporting job-related training that helps veterans transition into the California workforce. The veteran training curriculum is the same as the Apprentice training outlined above. Veterans participating in an apprenticeship are eligible to receive Montgomery GI Bill benefits, such as a monthly housing allowance, which are paid directly to veteran trainees.

SDETT has developed the Veteran's Electrical Entry Program (VEEP) to help transition veterans into the electrical trade during their final months of military service. The program prepares veterans with the skills needed to work as construction wiremen and apply for apprenticeship opportunities. VEEP is available to recently separated veterans from all military services, including the Coast Guard, National Guard, and Reserve, within five years of their separation date. After completing VEEP, participants enter the apprenticeship program at the training center of their choice.

SDETT also recruits veterans in partnership with Helmets to Hardhats, a national joint labor-management program that connects military skills with opportunities in the building trades. Veterans applying for an apprenticeship may bypass the first stage of the application process, the written assessment, and proceed directly to the interview stage.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding

supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Palomar College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

The electrical industry is experiencing significant changes that require updated training for apprentices. Increased demand for renewable energy systems, battery storage, electric vehicle infrastructure, building electrification, and advanced energy-saving controls has created a need for electricians with new technical skills. Construction practices and industry standards continue to evolve as employers adopt new technologies and systems that require specialized knowledge and training.

The growth of infrastructure development, commercial construction, and energy-efficiency projects has increased employer demand for skilled electricians. In addition, the retirement of Journeyworker electricians is creating a need to develop a new workforce pipeline to maintain the availability of qualified workers. SDETT has responded to these changes by enhancing its training resources, including website improvements, a Chatbot feature, BOLT Board Development (Bending, Overcurrent, Layout, Terminations) for laboratory training, and upgraded classroom technology to better prepare Apprentices for current and future industry requirements. During this contract apprentices will work on the following projects:

- COSMOS Data Center San Diego Supercomputer Center on the UC San Diego campus
- Imperial Battery Energy Storage System
- Vega Solar Energy System Projects

Training Plan

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

Commercial Skills: Training will be provided to all trainees and will include: Capacitance and Discharge Safe, Codebook Strategies, Fiber Optic Networks, Low Voltage Systems, and Motor Control Diagrams and Schematics.

Computer Skills: Training will be provided to all trainees and will include: Bluebeam Revu, Design Reviews, Document Creation and Layout, Drawing Management, File Management Skills and Tips, Formatting Formulas and Calculations.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Commitment to Training

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

Training Infrastructure

SDETT's Training Director will oversee the project, with additional administrative staff assisting with ETP administration, including scheduling, marketing, recruitment, and employment needs assessments. Strategy Workplace Solutions, a third-party subcontractor, has also been retained to assist with ETP administration.

Marketing and Support Costs

SDETT recruits and trains new apprentices annually. Application announcements are distributed to local, state, and federal agencies, local high schools, community colleges, military bases, state and federal prisons, and community-based organizations. SDETT representatives conduct presentations at schools, colleges, community organizations, and community events. Program information is shared throughout the year through informational flyers, personal contacts, telephone calls, public service announcements, emails, websites, job fairs, and social media. SDETT requests 8% in support costs to promote training opportunities.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

SDETT 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) ($ %)
ET26-0939	09/29/25 - 09/28/27	$362,285	385	264	$362,285 (100%)

ET26-0939: Per Cal-E-Force the contractor has uploaded 18,760 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0960	09/30/24 - 09/29/26	$390,195	377	293	$390,195 (100%)
ET24-0944	10/02/23 - 10/01/25	$499,448	596	231	$499,448 (100%)
ET23-0915	10/03/22 - 10/02/24	$499,737	413	335	$499,703 (100%)
ET21-0919-000	09/02/20 - 09/01/22	$381,068	284	175	$381,068 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

- AC Electrical Theory/Lab/Code & Practice I
- Advanced Blueprint Reading
- Advanced Conduit Bending
- Advanced Navigation of the NEC
- Advanced Wiring Practices
- All About Lighting Controls Curriculum
- Bluebeam Revu
- Blueprints, Level 1
- Building Information Modeling
- CALCTP Technician Course (Safety and Lighting Controls)
- California Advanced Lighting Controls Training CALCTP Certification
- Capacitance and Discharge Safe
- Codebook Strategies
- Codeology
- Conduit Bending Skills, Level 1
- Conduit Bending, Level 2
- Copper Structured Cabling Systems
- DC Combination Circuits
- Electrical Certification Prep
- Electromagnetic Induction
- Energy Storage & Micro-Grid Training
- ESAM-TAC (Energy Storage & Micro-Grid Training & Certification)
- EVCS (Electric Vehicle Charging Stations)
- Fiber Optic Networks
- Fire Alarm System
- Foremanship Skills
- HVAC Controls
- Industry Perspectives from Industry Professionals
- IPv6 Internet Addressing
- Low Voltage Systems
- M-385 Military Safety Training
- Mentoring
- Motor Control Diagrams and Schematics
- Motor Controls/Transformers
- Motors, Generators, & Transformers
- Navigating the National Electrical Code
- Networking and IP Addressing
- NFPA 70E & 70B
- Photovoltaic Systems & Installation
- Practicing Leadership
- Project Management Skills

- Project Supervision/Test Equipment
- Relays and Start/Stop Wiring
- Solar/ESAM-TAC Battery Storage/BIM & CAD
- State Certification Application Processes
- System Building Energy Management (SBEM)
- Test Equipment Use and Maintenance
- Testing Strategies and Practices
- Transformer Meggering

Computer Skills

- Bluebeam Revu
- Design Reviews
- Document Creation and Layout
- Drawing Management
- File Management Skills and Tips
- Formatting
- Formulas and Calculations
- Importing Files
- Layering
- Markup and Referencing
- Microsoft Word & Excel
- Scaling and Mapping

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

San Francisco Electrical Industry Apprenticeship and Training Trust

Contract Number: ET27-0923

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	San Francisco	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Brotherhood of Electrical Workers Local Union No. 6		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$65,652		$4,488		$70,140

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

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 Apprentice Retrainee	90	8-210	0-0	28	$658	$37.00
2	Priority Rate Journeyworker Retrainee	70	8-200	0-0	5	$156	$92.50

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $0.00
Job Number 2: $0.00

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Inside Wireman Apprentices	$37.00 - $74.00	**90**	0	0	90
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Inside Wireman Journeyworker	$92.50 - $92.50	**70**	0	0	70

Introduction

Founded in 1962 and headquartered in San Francisco, San Francisco Electrical Industry Apprenticeship and Training Trust (SFJATC) (www.sfelectricaltraining.org) is a cooperative effort between the San Francisco Chapter of the National Electrical Contractors Association (NECA) and the International Brotherhood of Electrical Workers (IBEW) Local Union #6. SFJATC is responsible for recruiting and training Apprentices to meet San Francisco's ever-growing and changing needs of the industry. It trains Inside Wiremen to install, maintain, and repair various types of electrical and electronic equipment in commercial, industrial, and residential establishments. ETP training will be delivered at SFJATC's facility in San Francisco.

SFJATC works with regional Workforce Development Boards, Community Based Organizations, and Building Trades Councils to ensure a diverse workforce that promotes inclusion of women, minorities, non-binary, and underserved individuals into the union. SFJATC is also part of the DAS Equal Representation in Construction Apprenticeship, or ERiCA Grant program that helps offset members' childcare costs and supports the efforts to enroll more women and hard-to-serve communities into the training program.

ETP Priority 10200(b)

The JATC follows High Road Apprenticeship standards: earn-while-you-learn model, performance-based wage progression as included in their Collective Bargaining Agreement (CBA), industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during training and after training.

Veterans Program

SFJATC hires and employs veterans through its normal hiring practices. It has a formal veterans' hiring program with Helmets to Hardhats, which is a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. It also advertises special days just for veterans to apply for the program. Veterans who apply can skip the first stage, the written assessment, and go the second stage, the interview. It remains committed to supporting job-related training that helps veterans transition into the California workforce.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding

supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Foothill College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

The SFJATC is supporting continued regional recovery as commercial upgrade projects increase across San Francisco. Employers need qualified Inside Wiremen who can install and maintain modern power, lighting, controls, and electrical systems across commercial, industrial, and public facilities. Training provided under this contract prepares Apprentices and Journeyworkers to meet these demands through an earn-and-learn model that combines workplace experience with RSI.

The curriculum is employer-driven and aligned with changing industry needs and workers will receive industry-recognized certifications valued by contractors, such as Arc Flash Safety Awareness, California Advanced Lighting Controls Training Program, OSHA 10/30, and NFPA 70E. Apprentices completing the program receive certificates from DAS and United States Department of Labor.

SFJATC reports Apprentices and Journeyworkers will work on the following:

- University of California, San Francisco (UCSF) – Ongoing electrical work across medical and research facilities, including power, lighting, controls, and specialized systems.
- St. Luke's Hospital – Electrical installation and upgrades supporting patient-care areas, emergency systems, and general hospital operations.
- Presidio Heights – Residential and commercial electrical projects involving panel upgrades, lighting, power distribution, and efficiency improvements.
- San Francisco Wastewater Treatment Plant – Ongoing municipal infrastructure work requiring installation and maintenance of power, motor controls, and electrical systems supporting wastewater operations.
- San Francisco Community College (SFCC) – Campus modernization projects including lighting, controls, HVAC electrification, and other electrical upgrades.
- San Francisco School District (SFSD) – Electrical improvements across multiple school facilities, including panel upgrades, lighting systems, communications wiring, and EV charging support.

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Commercial Skills: Training will be provided to all trainees. Apprentice training will be offered on course topics like Air Conditioning (AC) Systems, Level I, AC Theory, Level I, Blueprints, Level II, Codes, Standards, and Practices, Level I and Electrical Code Calculations, Level I. Journeyworker training will be offered on course topics like Electric Vehicle Charging Stations

(EVCS), Energy Storage & Microgrids (ESAMTAC), Fiber Optic Training, Foreman Development Training – Series II, and Programmable Logic Controllers.

Computer Skills: Training will be offered to all trainees on course topics like Auto Computer-Aided Design (AutoCAD), Bluebeam Software, Leica Construction Layout Tool and PlanGrid software to provide the tools to not only read blueprints but to modify them as needed while at the jobsite.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, SFJATC is asking for a modification of the cap. Apprentice trainees with OSHA 10 training have a cap of 210 hours.

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

SFJATC's Training Director (dedicated administrator) will oversee the project with three administration staff assisting with the marketing, recruitment, needs assessments, and scheduling of training and with two other staff dedicated to ETP administration. Training will be delivered by in-house subject-matter experts who are former or current members of the trade. It also retained a third-party subcontractor, Strategy Workforce Communications, for ETP administration.

Marketing and Support Costs

Recruitment and outreach for the SFJATC are conducted throughout the year using a variety of communication channels. Program information is distributed through informational flyers, personal contacts, telephone calls, public service announcements, emails, websites, and social media. Application announcements are sent to local high schools, community colleges, military bases, state and federal prisons, and community-based organizations. Program representatives also attend job fairs across the community to promote the apprenticeship program and increase awareness among potential applicants.

To support these ongoing employer-recruitment and trainee-outreach activities, the SFJATC is requesting eight percent (8%) in support costs. These funds will help staff recruit and qualify additional participating employers and trainees for the program. The projected personnel costs associated with outreach, marketing, and employer engagement exceed the available ETP support cost funding, and the JATC will cover the remaining expenses.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

SFJATC 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) ($ %)
ET26-0945	09/29/25 - 09/28/27	$149,810	44	0	$149,810 (100%)

ET26-0945: Per Cal-E-Force the contractor has uploaded 9,251 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0974	09/30/24 - 09/29/26	$135,995	59	42	$135,995 (100%)
ET24-0949	10/02/23 - 10/01/25	$172,368	126	62	$172,368 (100%)
ET23-0925	10/03/22 - 10/02/24	$498,176	224	162	$356,333 (72%)
ET22-0955-000	01/01/22 - 12/31/23	$596,965	371	209	$443,767 (74%)
ET21-0942-000	10/05/20 - 10/04/22	$380,932	229	193	$380,932 (100%)
ET20-0928-000	10/07/19 - 10/06/21	$749,597	215	249	$749,597 (100%)

ET22-0955: Per Cal-E-Force the contractor uploaded 23,027 hours and earned 74% of the agreement. The performance was due to the effects of the Covid 19 pandemic.

ET23-0925: Per Cal-E-Force the contractor uploaded 20,826 hours and earned 72% of the agreement. The performance was due to the effects of the Covid 19 pandemic.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- Air Conditioning Systems, Level I
- Air Conditioning Theory, Level I
- Application Number 5: Conduit Bending
- Application Number 6: Conduit Bending
- Application Number 7: Combination Circuit Wiring
- Application Number 8: Transformer Connections
- Blueprints, Level II
- Blueprints, Level III
- California Advanced Lighting Controls Training Program – Lighting Controls
- Code Calculations Review
- Codes, Standards, and Practices, Level I
- Codes, Standards, and Practices, Level II
- Codes, Standards, and Practices, Level III
- Codes, Standards, and Practices, Level IV
- Conduit Bending: Rigid and Electrical Metallic Tubing (Chicago and 555)
- Conduit Fabrication, Level II, Second Edition
- Electrical Code Calculations, Level I
- Electrical Safety-Related Work Practices, Level I
- Electrical Safety-Related Work Practices, Level II
- Exothermic Welding Laboratory
- Fire Alarm Blueprints
- Fire Alarm Code – National Fire Protection Association (NFPA) 72
- Fire Alarm Laboratory Work
- Fire Alarm, Level I
- Fire Alarm, Level II
- Grounding
- Grounding and Bonding, Level I
- Grounding and Bonding, Level II
- Grounding Laboratory
- Heating, Ventilation, and Air Conditioning Controls
- Motor Control Laboratory Work
- Motor Controls, Level I
- Motor Controls, Level II
- Motor Drives / Variable Frequency Drives
- Motors
- Motors Connections Laboratory
- National Electrical Code – 2020 Edition
- Orientation, Level II
- Pipe Bending
- Programmable Logic Controllers

- Solar Voltaic
- Solar Voltaic Laboratory
- Test Instruments, Level I
- Transformers, Level I
- Transformers, Level II
- Transformers, Level III
- Trimble GPS Training

Commercial Skills

Journeyworker

- Electric Vehicle Charging Stations (EVCS)
- Energy Storage & Microgrids (ESAMTAC)
- Fiber Optic Training
- Fire Alarm Installation
- Foreman Development Training – Series II
- Motor Controls
- NFPA 70E – Electrical Safety
- Programmable Logic Controllers
- PVC Coated Rigid Conduit
- Significant Code Changes

Computer Skills

Apprentice and Journeyworkers

- Auto Computer-Aided Design (AutoCAD)
- Bluebeam
- Introduction to Computer-Aided Design and Leica Construction Layout Tool
- Introduction to PlanGrid
- Leica Construction Layout Tool
- PlanGrid

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

San Joaquin and Calaveras County Electrical Industry Apprenticeship and Training Trust

Contract Number: ET27-0927

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Calaveras, San Joaquin	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Brotherhood of Electrical Workers Local 595		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$67,823		$4,655		$72,478

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

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 Apprentice Retrainee	93	8-210	0-0	31	$726	$33.64
2	Priority Rate Journeyworker Retrainee	10	8-200	0-0	17	$496	$53.85

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $9.41
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice - Inside Wireman	$24.23 - $45.77	**93**	0	21	72
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker - Inside Wireman	$53.85 - $70.01	**10**	0	0	10

Introduction

Founded in 1945, San Joaquin and Calaveras County Electrical Industry Apprenticeship and Training Trust (SJC JATC) (https://sjeti.org/)is dedicated to developing a highly skilled electrical workforce through comprehensive training and education. Located in Stockton, the Joint Apprenticeship and Training Committee (JATC) is a partnership between the International Brotherhood of Electrical Workers (IBEW) Local 595 and the National Electrical Contractors Association (NECA). The JATC combines on-the-job training with classroom instruction to prepare Apprentices for long-term careers as Inside Wiremen in the electrical construction industry.

Through this collaborative effort, SJC JATC maintains a steady pipeline of qualified electricians prepared to meet the evolving demands of the commercial and industrial sectors. This project will provide Inside Wiremen training across San Joaquin and Calaveras counties. Over the past five years, SJC JATC has successfully graduated 61 Apprentices to journey-level status. The trust is funded through contributions from signatory employers, approximately 20% of which are large businesses and 80% small businesses. SJC JATC also partners with regional Workforce Development Boards, Community-Based Organizations, and Building Trades Councils to foster the development of a diverse and inclusive workforce. These initiatives promote the inclusion of women, non-binary individuals, and other underserved populations in union apprenticeship programs.

ETP Priority 10200(b)

SJC JATC follows High Road Apprenticeship standards: earn-while-you-learn model, performance-based wage progression as included in their Collective Bargaining Agreement, industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during training and after training.

Veterans Program

SJC JATC is committed to supporting job-related training that assists veterans in transitioning into the California workforce. Veterans enrolled in the apprenticeship program are eligible to receive benefits through the Montgomery GI Bill, including a monthly housing allowance. These benefits are paid directly to the veteran trainees.

SJC JATC actively recruits veterans in collaboration with Helmets to Hardhats, a national labor-management program that connects military service members with careers in the building trades by recognizing transferable skills acquired during military service

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case San Joaquin Delta College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

SJC JATC is dedicated to providing up-to-date industry skills training and creating access to secure, high-quality job opportunities for its members. Apprentice training ensures that trainees are equipped to plan, lay out, install, repair, and maintain electrical systems that deliver lighting, heating, communications, and power to a wide range of electrical construction customers. Journeyworker training emphasizes new and emerging technologies, including renewable energy systems, high-efficiency electrical control systems, and sustainable construction practices and materials. This training initiative enables electricians to adopt techniques and tools that significantly reduce carbon emissions. These reductions contribute directly to California's clean energy goals and help decrease the state's reliance on fossil fuels.

SJC JATC provides a consistent pipeline of well-trained electricians, ensuring employers have access to a reliable workforce capable of meeting the demands of upcoming construction projects. During the contract period, trainees will be engaged in the following construction projects:

- Ameresco Forward Renewable
- Mariposa Industrial Park
- Ripon Reliability Energy Storage
- Tracy Costco Expansion Project
- Weber Institute Gymnasium

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Commercial Skills: Apprentices will receive instruction on Alternating Current (AC) Systems, AC Theory, Blueprint Reading, Code Calculations, Code and Practices, Codeology – National Electric Code (2020 Code Book Review), Electrical Safe Work Practice, Electrical Theory, Estimating, Pipe Bending – Conduit Fabrication, Test Instruments, and Transformers & Transformer Connections. Journeyworkers will receive training on AC Systems, AC Theory, Automated Demand Response, Building Automation, Catastrophic Failure Response, and High Voltage Cable Splicing.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Commitment to Training

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

Training Infrastructure

The SJC JATC Director of Training oversees the training. SJC JATC will use and retain ETP-approved rosters. Training is held at the SJC JATC headquarters located in Stockton and will be provided by five full-time trainers, who are former or current members of the trade and subject matter experts. Two staff members at SJC JATC will assist with the marketing, recruitment, needs assessments, and scheduling of training. The SJC JATC has retained Strategy Workplace Communications to assist with project administration.

Marketing and Support Costs

Application announcements for the apprenticeship program are distributed to local, state, and federal agencies, as well as to high schools, community colleges, and community-based organizations. In addition, SJC JATC representatives conduct in-person presentations at schools, colleges, community organizations, and public events to raise awareness and increase participation. Support cost funds are needed to sustain and expand these outreach efforts. To sustain and expand these outreach efforts, SJC JATC is requesting 8% in support costs.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

SJC JATC 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) ($ %)
ET26-0930	09/29/25 - 09/28/27	$199,535	85	0	$199,535 (100%)
ET25-0949	09/30/24 - 09/29/26	$167,142	79	70	$167,142 (100%)

ET26-0930: Per Cal-E-Force the contractor has uploaded 8,763 hours and projects to earn 100% of the agreement.

ET25-0949: Per Cal-E-Force the contractor has uploaded 6,957 hours and projects to earn 100% of the agreement.

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 $ %
ET24-0913	10/02/23 - 10/01/25	$186,632	82	65	$186,632 (100%)
ET23-0945	10/03/22 - 10/02/24	$151,245	79	67	$151,245 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- Alternating Current (AC) Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Book Review
- Building Automation & Controls
- Code and Practices
- Code Calculations
- Codeology - National Electric Code - 2020 Code
- Control Diagrams/Drawings
- Electrical Code/Generators
- Electrical Motor Control Circuits
- Electrical Motors
- Electrical Safe Work Practice
- Electrical Safety
- Electrical Systems
- Electrical Theory
- Electrical Vehicle Infrastructure
- Estimating
- Exam Prep
- Fire Alarm Systems
- Grounding and Bonding
- Hazardous Location
- Health Care Systems
- Instrumentation
- Intrusion Detection
- Lighting Design Basics
- Lightning Protection
- Motor Controls
- Motors
- NFPA (National Fire Protection Association Codes and Standards) 70E
- Photovoltaic Systems
- Pipe Bending – Conduit Fabrication
- Preparing For Leadership
- Programmable Logics
- Rigging, Hoisting and Signaling
- Structured Cabling
- Test Instruments
- Torque
- Transformer Theory

- Transformers & Transformer Connections

Commercial Skills

Journeyworker and All Trainees in All Years:

- AC (Alternating Current) Systems
- AC Theory
- Automated Demand Response
- Blueprint Reading
- Building Automation
- CALCTP (California Advanced Lightning Control Program)
- Catastrophic Failure Response
- Code And Practices
- Code Book Review
- Code Calculations
- Code Of Excellence
- Codeology - National Electric Code
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- ESAMTAC Energy Storage (Energy Storage and Microgrid Training Certification's Energy Storage)
- Estimating
- EVCS (Electrical Vehicle Charging Stations)
- Fire Alarm Systems
- Grounding and Bonding
- Health Care Systems
- High Voltage Cable Splicing
- Intrusion Detection
- Lighting Design Basics
- Lightning Protection
- Motor Control
- Motors
- MSHA (Mine Safety and Health Administration's Miner Site Entry Training)
- Network Technologies
- NFPA 70E (National Fire Protection Association Codes and Standards 70E Training)
- Photovoltaic Systems
- Pipe Bending
- Preparing For Leadership
- Programmable Logics
- Rigging, Hoisting and Signaling
- RSO (Refinery Safety Overview)
- Splicing
- Structured Cabling
- Test Instruments
- Torque
- Transformers
- Transformers & Transformer Connections

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

San Luis Obispo County Electrical Joint Apprenticeship & Training Trust

Contract Number: ET27-0910

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	San Luis Obispo	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Brotherhood of Electrical Workers Local 639		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$36,300		$2,500		$38,800

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

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 Apprentice Retrainee	50	8-210	0-0	33	$776	$33.64

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $6.86
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Inside Wireman	$26.78 - $53.55	**50**	0	0	50

Introduction

Founded in 1950, San Luis Obispo County Electrical Joint Apprenticeship & Training Trust (SLO County Electrical) (www.ibew639.org) is a nonprofit apprenticeship training organization jointly sponsored by the International Brotherhood of Electrical Workers (IBEW) Local 639 and the National Electrical Contractors Association (NECA). Governed by a joint Board of Trustees representing labor and management, SLO County Electrical provides industry-driven training that prepares Apprentices for careers as inside wire electricians in the commercial and industrial construction sectors. SLO County Electrical customizes the national electrical construction curriculum to meet regional workforce needs, and apprenticeship applicants are selected through a competitive process that includes an entrance examination and interview.

SLO County Electrical partners with the DAS program Equal Representation in Construction Apprenticeship, or ERiCA, with a focus on enrolling more women and non-binary individuals. SLO County Electrical also partners with regional Workforce Development Boards, Community-Based Organizations, and Building Trades Councils to promote apprenticeship opportunities for other underrepresented and underserved populations. By training Apprentices for careers in the electrical construction trades, SLO County Electrical creates a pipeline of qualified electrical workers to meet the workforce needs of local construction projects while providing family-sustaining careers with competitive wages and excellent benefits.

ETP Priority 10200(b)

SLO County Electrical follows High Road Apprenticeship standards by providing an earn-while-you-learn model, performance-based wage progression through the Collective Bargaining Agreement, industry-recognized certifications, a DAS-approved curriculum, paid job placement during and after training, and healthcare and employee benefits throughout the apprenticeship and into employment.

Veterans Program

SLO County Electrical actively recruits veterans through its partnership with Helmets to Hardhats, a national labor-management program that connects military experience with careers in the building trades. SLO also hosts dedicated application days for veterans, making it easier for them to apply for and enter the apprenticeship program.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

SLO County Electrical recruits and trains approximately eight new Apprentices each year and has enrolled 54 Apprentices since 2022. Although apprenticeship growth has remained flat following the disruptions caused by the COVID-19 pandemic, SLO County Electrical has strategically shifted its training focus from traditional commercial construction to utility-scale energy and public infrastructure projects to meet the evolving needs of the Central Coast. With significant federal and state investments supporting infrastructure modernization and California's clean energy transition, the demand for skilled electricians continues to grow.

Training funded through this application will equip Apprentices with advanced skills in utility-scale solar and battery energy storage systems, building electrification, Title 24 compliance, EV infrastructure, advanced lighting controls, building automation systems, and specialized safety training for high-voltage and industrial environments. The funding will also help address the retirement of journey-level electricians, maintain state-required Apprentice-to-Journeyworker ratios, and ensure that local contractors have access to a skilled workforce capable of delivering critical infrastructure and clean energy projects while providing Apprentices with family-sustaining careers through the High Road Apprenticeship model. During this ETP contract, Apprentices will be working on several major construction and infrastructure projects throughout San Luis Obispo County. SLO County Electrical is preparing Apprentices to support the continued operation of the projects below:

- Cal Poly Student Housing
- Cal Poly Student Success Center
- Camp Roberts Satellite Communications Facility
- Diablo Canyon Power Plant
- Morro Bay Offshore Wind Projects
- Cal Poly Wastewater Treatment Facility
- Pismo Beach Police/Fire Station

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Commercial Skills: This training will be offered to Apprentices who will receive instruction in AC Theory, Blueprint Reading, Code and Practices, Codeology Using the 2014 National Electrical Code Book, Electrical Safety, Electrical Theory, Fire Alarm Systems, Grounding and Bonding, Lighting Design Basics, National Fire Protection Association 70E Training, Pipe Bending and Conduit Fabrication, Preparing for Leadership, Rigging, Hoisting, and Signaling, Test Instruments, and Transformers.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Commitment to Training

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

Training Infrastructure

The Training Director will oversee all ETP training and administrative activities, including scheduling, recruitment, marketing, participant assessment, and training tracking. Strategy Workplace Communications will provide contract administration and compliance support by maintaining required ETP documentation, entering trainee and roster information into the ETP database, preparing progress reports and invoices, attending quarterly audits, submitting contract revisions and amendments, and ensuring the JATC remains in compliance with all ETP requirements.

Marketing and Support Costs

Application announcements for the apprenticeship program will be distributed to local, state, and federal agencies, as well as to local high schools, community colleges, and Community-Based Organizations. SLO County Electrical representatives will also conduct presentations at schools, colleges, community organizations, and public events to raise awareness about apprenticeship opportunities. Support cost funds of 8% will be necessary to cover these expanded outreach activities.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

SLO County Electrical 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) ($ %)
ET26-0935	09/29/25 - 09/28/27	$85,332	39	0	$85,332 (100%)

ET26-0935: Per Cal-E-Force the contractor has uploaded 5,430 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0924	09/30/24 - 09/29/26	$97,380	36	32	$97,380 (100%)
ET24-0907	10/02/23 - 10/01/25	$86,226	42	34	$86,226 (100%)
ET23-0948	10/03/22 - 10/02/24	$82,738	41	29	$82,738 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

- AC Systems
- AC Theory
- Automated Demand Response
- Blueprints Reading
- Building Automation
- CALCTP Lighting
- Catastrophic Failure Response
- Code and Practices
- Code Book Review
- Code Calculations
- Code Of Excellence
- Codeology- National Electric Code
- Conduit Bending
- Construction Drawings
- Cyber Security
- Digital Electronics
- Electric Vehicle Charging Stations (EVCS)
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Theory
- Electronic Systems
- Energy Storage and Microgrid (ESAMATC Energy Storage)
- Entry Training
- Estimating
- Exam Prep
- Fire Alarm Systems
- Grounding and Bonding
- Hazardous Locations
- Health Care Systems
- High Voltage Cable Splicing
- Human Performance
- Instrumentation
- Intrusion Detection
- Lighting Design Basics
- Lightning Protection
- Mine Safety and Health Administration’s Miner Site (MSHA)
- Motors
- Motors Control
- National Fire Protection Association 70E Training (NFPA 70E)
- Network Technologies

- Photovoltaic Systems
- Pipe Bending – Conduit Fabrication
- Preparing For Leadership
- Programmable Logics
- Refinery Safety Overview (RSO)
- Rigging, Hoisting and Signaling
- Smart Home Technology/Building Automation
- Splicing
- Structured Cabling
- Test Instruments
- Torque
- Training Certification's Energy Storage
- Transformers

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

San Mateo Electrical Training Alliance

Contract Number: ET27-0919

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	San Mateo	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Brotherhood of Electrical Workers Local Union 617		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$116,562		$8,040		$124,602

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

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 Apprentice Retrainee	159	8-210	0-0	29	$682	$33.64
2	Priority Rate Journeyworker Retrainee	12	8-200	0-0	45	$1,347	$88.00

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified Set Wage
Job Number 2: $33.64 Modified Set Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $2.84
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice-Inside Wireman	$30.80 - $74.80	**159**	0	0	159
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker-Inside Wireman	$88.00 - $112.2	**12**	0	0	12

Introduction

San Mateo County Electrical Apprenticeship and Training Trust (SMJATC) (www.smjatc617.org) has served the San Mateo area since 1947. Governed by a Board of Trustees with four labor and four management representatives, the SMJATC is a partnership between the International Brotherhood of Electrical Workers (IBEW) Local 617 and the National Electrical Contractors Association (NECA). SMJATC recruits and trains new Apprentices annually. In 2026, 34 new Apprentices entered the program.

Located in San Carlos, the SMJATC serves approximately 1,500 IBEW Local 617 electricians throughout San Mateo County. The Local Education Agency is the College of San Mateo, where Apprentices earn an Associate in Science (A.S.) degree while completing their apprenticeship. The program uses the Electrical Training Alliance (ETA) curriculum, including Computer Mediated Lessons (CML), to maximize hands-on instruction while meeting employer demand. To support training, SMJATC leases a 10,000-square-foot facility for shop instruction.

SMJATC participated in the first two rounds of DAS's Equal Representation in Construction Apprenticeship or ERiCA program to expand outreach and strengthen partnerships that increase enrollment among women, non-binary individuals, and members of underserved communities. SMJATC also continues to collaborate with local schools, Workforce Investment Boards, community organizations, and social media platforms to increase awareness of apprenticeship opportunities.

ETP Priority 10200(b)

SMJATC follows High Road Apprenticeship standards, including an earn-while-you-learn model, performance-based wage progression under its Collective Bargaining Agreement, industry-recognized certifications, a DAS-approved curriculum, paid employment during and after training, and healthcare and benefits throughout the apprenticeship and employment period.

Veterans Program

The veteran training curriculum follows the same curriculum as the apprenticeship program. SMJATC is committed to supporting veterans as they transition into California's workforce. Eligible veteran apprentices may receive Montgomery GI Bill benefits, including a monthly housing allowance, which is paid directly to the veteran trainee.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case San Mateo Community College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

The program prepares Apprentices to replace retiring journey-level electricians while meeting the growing demand for skilled workers throughout San Mateo County. The training program helps signatory contractors remain competitive by preparing workers to meet evolving electrical codes, energy efficiency requirements, emerging technologies, and increasingly complex construction projects. Ongoing training enables Apprentices and Journeyworkers to maintain compliance while improving productivity, quality, and safety.

California's updated electrical code, clean energy policies, expanded electric vehicle infrastructure, battery storage requirements, and the transition to all-electric building systems continue to reshape workforce skill requirements. SMJATC maintains a pipeline of highly trained electricians to support Project Labor Agreement projects and meet workforce demand across San Mateo County and the greater Bay Area. During this contract Apprentices and Journeyworkers will work on the following projects:

- BART Millbrae - Fiber Optic Extension Project
- Daly City - Battery Energy Storage Project
- San Francisco International Airport
- Stanford Redwood City Campus
- San Bruno YouTube Campus Expansion

Training Plan

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

Business Skills: Apprentices will receive instruction in Guide to Managing Money.

Commercial Skills: Apprentices will receive instruction in Blueprints, Energy Storage and Microgrid Training and Certification (ESAMTAC), Fire Alarm Systems, Grounding and Bonding, and Cybersecurity Training . Journeyworkers will receive instruction in AEP Blueprint Reading, AEP Grounding & Bonding, Electric Vehicle Charging Stations (EVCS), Fiber Optic Class and Power Over Ethernet (POE).

Computer Skills: Apprentice and Journeyworker trainees will receive instruction in topics such as Bluebeam and Revit.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Commitment to Training

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

Training Infrastructure

SMJATC’s Training Director (dedicated administrator) will oversee the project, with support from three office staff, and Assistant Training Director, who will assist with project administration, including marketing, recruitment, employer outreach, needs assessments, and training coordination. Training will be delivered by in-house subject-matter experts who are current or former members of the trade with extensive industry experience. Strategy Workforce Communications will provide ETP contract administration.

Marketing and Support Costs

Marketing is conducted through direct mailings, informational flyers, personal outreach, telephone calls, public service announcements, emails, and SMJATC website. SMJATC also works with its union and employer partners to recruit new employers and trainees. SMJATC requests 8% in support costs to promote training opportunities

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

SMJATC 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) ($ %)
ET26-0970	09/29/25 - 09/28/27	$299,150	175	0	$299,150 (100%)

ET26-0970: Per Cal-E-Force the contractor has uploaded 12,510 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0975	09/30/24 - 09/29/26	$390,200	177	156	$390,200 (100%)
ET24-0947	10/02/23 - 10/01/25	$499,558	172	169	$497,183 (100%)
ET23-0947	10/03/22 - 10/02/24	$499,569	231	182	$499,569 (100%)
ET22-0905-000	08/23/21 - 08/22/23	$599,297	193	157	$599,297 (100%)
ET21-0931-000	09/15/20 - 09/14/22	$362,425	220	143	$362,425 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

Training Subcontractors	City, State	Cost	Description of Service
Not Applicable	-	-	-

Self-Attestations

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

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

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

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

Apprentice

- Guide to Managing Money

Commercial Skills

Apprentices

- AC Systems
- AC Theory, Level 1
- AC Theory, Level 2
- AC Theory, Level 3
- ALC
- Blueprints
- Blueprints, Level 2
- Blueprints, Level 3
- By-Laws of Local Union
- California Advanced Lighting Controls Training Program (CALCTP)
- Code & Standards (Code)
- Code Calculations, Level 1
- Code Calculations, Level 3
- Code Practices & Calculations
- Code Prep
- Code, Standards, and Practices 3, Based on the 2020 NEC 2
- Code, Standards, and Practices 6, Based on the 2020 NEC 1.5
- Code, Standards, and Practices, Level 1
- Code, Standards, and Practices, Level 2
- Codeology
- Conduit
- Drawings
- Electric Vehicle Charging Stations (EVCS)
- Electrical Code Calculations
- Electrical Industry Application Manual, Lesson 15 – “Threading Conduit”
- Electrical Industry Application Manual, Lesson 23 - "Trimming Out an Electrical Panel”
- Electrical Safety
- Electrical Safety-Related Work Practices, Level 1 & 2, Based on the 2021 70E 2
- Energy Storage and Microgrid Training and Certification (ESAMTAC)
- Exothermic Welding/Conduit
- Fiber Optics
- Fire Alarm Systems (FA)
- Fire Alarm Systems, Level 1, Based on the 2020 NEC 2
- Grounding and Bonding (G&B)
- Grounding and Bonding, Level 2, Based on the 2020 NEC 2.5

- HVAC
- Job Info
- Leadership
- Lighting Essentials, Level 1 – 1st Ed. 3
- Lutron Lighting Control Class
- Motor Controls & Code Calculations
- Motors
- Motors & Code Calcs
- NFPA 70B
- NFPA 70E
- Orientation, Level 2
- Orientation, Level 3
- Orientation, Level 3, Part 2-3, 7-8
- PlanGrid
- Preparing for Leadership: Personal Qualities, Level 1 & 2
- Rigging/Hoisting
- State Exam Code Prep
- Tapered Thread
- Test Instruments (Test Instr.)
- Test Instruments, Level 1
- Torque, Level 1, 0.5
- Transformers (Trans)
- Transformers, Level 3, Based on the 2020 NEC – 2nd Ed. 1
- Western Electrical Cybersecurity Apprenticeship Training (WECAT)

Journeyworkers

- AEP Blueprint Reading
- AEP Conduit/Transformers
- AEP Grounding & Bonding
- AEP Intro to Motors
- AEP Leadership
- AEP Mechanical Field Applications
- AEP Motor Controls
- AEP NFPA 70E
- Electric Vehicle Charging Stations (EVCS)
- Fiber Optics
- Foreman Development Course
- JW State Prep – Code Review
- Lutron Lighting Control Class
- State Prep Course
- Power Over Ethernet (POE)
- Preparation for State Certification/Code Review

Computer Skills

Apprentices and Journeyworker

- Bluebeam
- Revit

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Santa Clara County Electrical Industry Apprenticeship and Training Trust

Contract Number: ET27-0900

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Santa Clara	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Brotherhood of Electrical Workers Local 332		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$419,685		$29,161		$448,846

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

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 Apprentice Retrainee	576	8-210	0-0	31	$720	$42.99
2	Priority Rate Journeyworker Retrainee	151	8-200	0-0	8	$226	$95.53

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $0.00
Job Number 2: $0.00

Fringe Benefits: This Division of Apprenticeship Standards (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Inside Wireman Apprentice	$42.99 - $85.98	**576**	0	0	576
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Inside Wireman Journeyworker	$95.53 - $124.19	**151**	0	0	151

Introduction

Since 1958, Santa Clara County Electrical Industry Apprenticeship and Training Trust (Santa Clara Electrical Trust) (www.etasv.org) has provided training for inside wiremen and residential electricians. The program is a partnership between the Santa Clara Chapter of the National Electrical Contractors Association (NECA) and the International Brotherhood of Electrical Workers (IBEW) Local 332, which represents 473 signatory employers. In 2022, Santa Clara Electrical Trust moved to a new facility. With support from industry partners, the Trust is now the largest electrical apprenticeship program in Northern California, serving an average of 600 students annually.

Santa Clara County Electrical Trust also works with regional Workforce Development Boards, Community Based Organizations, and Building Trades Councils to ensure a diverse workforce that promotes inclusion of women, non-binary, underrepresented and underserved individuals into the union.

ETP Priority 10200(b)

Santa Clara Electrical Trust follows High Road Apprenticeship standards, including a “work as you learn” model, progressive wage increases, industry-recognized certifications rather than company or privately issued ones, a DAS-approved curriculum, paid job placement both during and after training, and healthcare and benefits throughout the training period and beyond.

Veterans Program

Santa Clara Electrical Trust actively supports veteran recruitment through its partnership with Helmets to Hardhats, a national program that connects military service members with careers in the building trades by recognizing the value of military-acquired skills. Veterans who enter the apprenticeship program are also eligible to receive Montgomery GI Bill benefits, including a monthly housing allowance that is paid directly to them. The Trust further promotes veteran outreach by advertising designated application days on its website and encouraging veterans to apply.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the

program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Foothill College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Silicon Valley's construction activity continues to grow rapidly, while retirements among Journeyworkers represented by the International Brotherhood of Electrical Workers Local 332 increase the need for new Apprentices. As experienced workers exit the trade, they take with them critical field knowledge, creating a skills gap that the Santa Clara Electrical Trust addresses through its five-year, DAS-approved Inside Wireman program. Apprentices receive extensive on-the-job training, classroom instruction, and biannual hands-on evaluations aligned with employer needs.

Local project demand continues to shape curriculum development, with employer input guiding updates to keep pace with Silicon Valley's evolving construction landscape. Electricians trained under this proposal support the development and maintenance of major regional projects, including:

- Applied Materials – Semiconductor equipment fabrication facility requiring complex power distribution.
- Nvidia – Expansion of a large technology campus with advanced electrical infrastructure.
- Amazon Web Services Data Center, Gilroy – High-capacity data center with major power and backup systems.
- Sutter Health Santa Clara Medical Center – Highly regulated hospital electrical work governed by National Fire Protection Association standards.
- Kaiser Permanente Facilities – Ongoing healthcare construction requiring specialized electrical installations.

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Commercial Skills: Training will be provided to all trainees. Apprentice training will include Codeology, Electric Vehicle Charging Stations (EVCS), National Fire Protection Association, and Understanding Changes to Industry Standards. Journeyworker training will include Grounding and Bonding, Magnetic Motor Control and the Code, National Electrical Codes, and National Fire Protection Association Codes and Standards.

Computer Skills: Training will be offered to Journeyworkers and will include Auto Computer-Aided Design (AutoCAD), and Internet, Networks, and Webservices.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, Santa Clara Electrical Trust is asking for a modification of the cap. Apprentice trainees with OSHA 10 training have a cap of 210 hours.

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

Santa Clara Electrical Trust's Training Director (dedicated administrator) will oversee the project. Eight full-time staff including an Apprentice Coordinator, Instructor, Office Manager, and two Administrative Assistants will assist with the marketing, recruitment, needs assessments, and scheduling of training. Training will be delivered by 26 part-time subject-matter experts. Santa Clara Electrical Trust also hired a third-party subcontractor, Strategy Workplace Communications, to assist with ETP administration.

Marketing and Support Costs

Application announcements for the apprenticeship program will be distributed to local, state, and federal agencies, as well as to local high schools, community colleges, community-based organizations, and community events. Additional outreach efforts will require support cost funds to ensure effective and widespread communication.

Santa Clara Electrical Trust has participated in DAS' Equal Representation in Construction Apprenticeship (ERiCA) program to expand outreach and strengthen partnerships aimed at increasing enrollment of women, non-binary individuals, and members of underserved communities. Santa Clara Electrical Trust is requesting 8% in support costs.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

Santa Clara Electrical Trust 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) ($ %)
ET26-0969	09/29/25 - 09/28/27	$362,786	311	0	$362,786 (100%)

*ET26-0969: Per Cal-E-Force the contractor has uploaded 21,095 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0973	09/30/24 - 09/29/26	$390,486	424	246	$390,486 (100%)
ET24-0959	10/02/23 - 10/01/25	$499,510	541	260	$499,510 (100%)
ET23-0937	10/03/22 - 10/02/24	$499,746	537	254	$499,746 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- AC Theory
- AC Theory, Level I
- Air Conditioning Theory, Level I
- Application Number 5: Conduit Bending
- Application Number 6: Conduit Bending
- Application Number 7: Combination Circuit Wiring
- Application Number 8: Transformer Connections
- Blueprints
- Blueprints, Level I
- Blueprints, Level II
- Blueprints and Layout Yard
- Bluebeam
- Cable Splicing
- California Advanced Lighting Controls Training Program (CALCTP)
- Code Calculations
- Code Calculations Review
- Codeology, Level I
- Codes and Practices
- Codes, Standards, and Practices, Level I
- Codes, Standards, and Practices, Level II
- Codes, Standards, and Practices, Level III
- Codes, Standards, and Practices, Level IV
- Conduit Bending: Rigid and Electrical Metallic Tubing (Chicago and 555)
- Data Center Awareness
- Electric Vehicle Charging Stations (EVCS)
- Electrical Safety-Related Work Practices
- Exothermic Welding (Cad-Welding)
- Fall Prevention
- Fire Alarm Systems
- Fire Alarm Systems – National Fire Protection Association (NFPA) 72
- Fire Alarm Laboratory Work
- Green Training
- Ground Testing
- Grounding
- Grounding and Bonding
- Grounding and Bonding, Level I
- Grounding and Bonding, Level II
- Heating, Ventilation, and Air Conditioning Controls
- HVAC Controls
- Introduction to Computer-Aided Design and Leica Construction Layout Tool

- Introduction to PlanGrid
- Lighting Control Panels
- Lighting Essentials
- Lightning Protection
- Materials and Equipment
- Mechanical Code – National Fire Protection Association (NFPA) 70B
- National Electrical Code (NEC) 2020
- National Fire Protection Association (NFPA) 70E
- Photovoltaic (PV) / Solar Installer
- Pipe Bending
- Programmable Logic Controllers (PLCs)
- Proper Equipment Set-Up
- Rigging
- Solar Voltaic
- Solar Voltaic Laboratory
- Testing Materials and Equipment
- Test Instruments, Level I
- Torque
- Transformers
- Transformers, Level I
- Transformers, Level II
- Transformers, Level III
- Transformer Wiring
- Trimble GPS Training
- Understanding Changes to Industry Standards
- Understanding New Technologies
- Variable Frequency Drives (VFDs)

Commercial Skills

Journeyworker

- Advanced Instrumentation and Motor Controls
- Advanced Lighting Control Systems
- Advanced Plan Reading and Architectural Designs
- Advanced Welding
- Arc Flash
- Audio Distribution
- Blueprints and Schematics
- Building Automation Systems
- Cable Splicing
- CALCTP Installer and Acceptance Testing
- CCTV Security Surveillance
- Computer Networking
- Conduit Bending
- Control Relays and Timers
- Dimming Controls
- Design of Electrical Circuits
- Developing Ladder Programming
- Electrical Motor Drives / Variable Frequency Drives (VFDs)

- Electrical Safety-Related Work Practices
- Fiber Optics
- Fire Alarm Definitions and Systems
- Fire Alarm Installation Requirements
- Fire Alarm Initiating Devices and Notification Systems
- Fire Alarm Start-Up and Checkout Procedures
- Firestop Installation
- Generators
- Green Training
- Grounding and Bonding
- Inductance and Reactance
- Instrumentation
- Introduction to Programmable Equipment
- Jogging and Plugging Controls
- Lighting Control Strategies
- Lighting Control Panels
- Line Voltage Switching Controls
- LonWorks and Building Automation
- Low Voltage Switching Control
- Magnetic Motor Control and the Code
- Materials and Equipment
- Math for Electricians
- Motor Control
- Motor Controls: Relays and Start/Stop
- Motor Controls: Magnetic Starters and 3-Wire Control
- National Electrical Code (NEC)
- National Electrical Code Article 90: Introduction
- National Electrical Code Article 100: Definitions and Provisions
- National Electrical Code Article 110: Requirements
- National Electrical Code Articles 1–4
- National Electrical Code Article 725
- National Electrical Code Article 760
- National Fire Protection Association (NFPA) 70B
- National Fire Protection Association (NFPA) 70E
- National Fire Protection Association (NFPA) 72
- Ohm’s Law
- Occupancy Sensors
- Photosensors
- Photovoltaic (PV)
- Plan, Build, and Use
- Principles of Electronics
- Proper Equipment Set-Up
- Proper Installation and Use of Testing, Auditing, Rigging, and Lifting
- Programming PLCs
- Push Buttons, Selector Switches, and Mechanical Devices
- Related Standards: Mandatory and Permissive Rules
- Safe Working Practices
- Series and Parallel Circuits

- Significant Changes to the National Electrical Code
- Solar Panel Installation
- Solar Photovoltaics
- Solid State Electronic Devices
- Special Occupancies and Equipment
- Specialized Tools
- Start-Up and Check-Out Procedures (Fire Alarm)
- Telephonic Interconnect
- Testing Materials and Equipment
- Transformers and the Code
- Understanding Changes to Industry Standards
- Understanding New Technologies
- Using Timers and Counters in Logic Programs
- Variable Frequency Drives (VFDs)

Computer Skills

Journeyworker

- Auto Computer-Aided Design (AutoCAD)
- BlueBeam Software
- Computer Systems/Hardware Basics
- Internet, Networks, and Webservices

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Ventura County Electrical Joint Apprenticeship and Training Trust Fund

Contract Number: ET27-0907

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Ventura	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Brotherhood of Electrical Workers Local 952		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$54,686		$3,766		$58,452

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

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 Apprentice Retrainee	75	8-210	0-0	31	$720	$33.64
2	Priority Rate Journeyworker Retrainee	6	8-200	0-0	25	$742	$56.59

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $8.17
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Electrician - Inside Wireman	$25.47 - $48.10	**75**	0	0	75
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker Electrician - Inside Wireman	$56.59 - $69.38	**6**	0	0	6

Introduction

Founded in 1977, the Ventura County Electrical Joint Apprenticeship and Training Trust Fund (VCE) (www.vcjatc.org) located in Ventura, is dedicated to preparing highly skilled electricians for long-term careers in the electrical industry. A joint partnership between the International Brotherhood of Electrical Workers (IBEW) Local 952 and the National Electrical Contractors Association (NECA), VCE delivers comprehensive training that blends hands-on experience with rigorous classroom instruction, ensuring alignment with current industry standards and employer needs.

VCE focuses on training inside wiremen, skilled professionals who install power, lighting, controls, and other electrical systems in commercial and industrial buildings. The program plays a vital role in supporting the region's economic development by offering quality education, promoting workforce stability, and opening doors to high-quality, in-demand career pathways in the skilled trades. VCE also works with Workforce Development Boards, Community-Based Organizations, and Building Trades Councils to promote a diverse and inclusive workforce, supporting women, non-binary individuals, and underserved communities in joining the union.

ETP Priority 10200(b)

VCE follows High Road Apprenticeship standards: earn-while-you learn model, performance-based wage progression as included in their Collective Bargaining Agreement (CBA), industry, not company or private certifications, DAS approved curriculum, paid job placement during training and after training, and healthcare and benefits during training and after training.

Veterans Program

VCE is committed to supporting job-related training that helps veterans transition into the California workforce. Veterans in an apprenticeship are eligible to receive Montgomery GI Bill benefits, such as a Monthly Housing Allowance. These benefits are paid directly to veteran trainees during their training.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the

program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Ventura County Office of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

The Electricians trained at VCE install and maintain a wide range of electrical systems found in commercial and industrial facilities, including electric vehicle charging stations and transit systems. These systems may include lighting and receptacles, motors, heating equipment, and energy management controls. Apprentices also learn to install conduit systems that house wiring from motor control centers or panelboards to equipment. These conduits may contain power or control cables and are often exposed, requiring installation that meets exacting standards and demonstrates neat, workmanlike craftsmanship. VCE is committed to ongoing upgrade training for Journey Level workers. Jobsite supervision classes for Journeyworkers who oversee apprentices are especially critical: effective supervisor training ensures that apprentices are well-guided in developing the independent judgment that complex modern jobsites require.

The proposed training program ensures that employers have access to a highly skilled pool of Apprentices and Journeyworkers. Participating employers and union representatives have identified several key drivers for ongoing training: evolving energy efficiency regulations, increasing competition from non-union and out-of-state contractors, the need to reduce costs, rising quality expectations, a retiring workforce, and the growing complexity of construction projects.

VCE Electricians are actively working on the following projects:

- Amgen Building 50 — $600 million science and innovation center at Amgen's Thousand Oaks global headquarters
- Camp Hess Kramer wildfire restoration project
- Moorpark Waste Water Treatment Plant
- Oxnard Waste Water Treatment Center
- Port Hueneme Naval Base Infrastructure Project
- Procter & Gamble
- Sand processing plant in Moorpark
- Utility-scale solar project in Santa Paula
- Various Projects at the Ventura Unified School District

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies.

Business Skills: Journeyworkers will receive instruction in AutoCAD, Project Estimating, Project Planning and Scheduling, and Team Building Skills.

Commercial Skills: Apprentices will receive instruction in AC Theory, Automated Demand Response, Blueprint Reading and Specifications, Building Automation Systems, California Advanced Lighting Controls Program (CALCTP), Conduit Bending & Raceway Installations,

Programmable Logic Controllers (PLCs), Rigging and Lifting Fundamentals, Security Systems, and Torque Fundamentals. Journeyworkers will receive training in AC Theory, Automated Demand Response, Blueprint Reading and Specifications, Mathematics for Electrical Workers, Motors & Motor Control Systems, National Electrical Code Calculations, National Electrical Codeology, Orientation to Organization and Structures, Overcurrent Protection, and Photovoltaic Systems.

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.

Training Hours Limitation

VCJATC is asking for a modification of the cap. Retraining hours are capped at 200 per-trainee. However, for Apprentices with OSHA 10 training, this cap extends to 210 hours.

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

VCE Training Director will oversee overall project administration. Two administrative team members will coordinate the scheduling of training sessions, while six team members will assist with recruitment and needs assessments. The in-house trainers are industry-experienced, either former or current members of the trade. Additionally, VCE has retained an administrative subcontractor to support the ETP program administration.

Marketing and Support Costs

VCE markets its program to local, state, and federal agencies, as well as to local high schools, community colleges, and community-based organizations. VCE representatives also give presentations at these schools, organizations, and community events. VCE requests 8% support costs to fund recruitment and assessment of additional participants.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

Ventura County Electrical Joint Apprenticeship and Training Trust Fund 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) ($ %)
ET26-0922	09/29/25 - 09/28/27	$156,319	77	0	$156,319 (100%)

ET26-0922 Per Cal-E-Force the contractor has uploaded 8,213 hours and performance indicates 100% of the agreement should be earned.

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 $ %
ET25-0945	09/30/24 - 09/29/26	$145,600	52	61	$145,600 (100%)
ET24-0900	10/02/23 - 10/01/25	$139,205	75	61	$139,205 (100%)
ET23-0909	10/03/22 - 10/02/24	$78,788	64	58	$78,788 (100%)
ET22-0917-000	11/22/21 - 11/21/23	$233,225	90	103	$232,007 (99%)
ET21-0928-000	09/01/20 - 08/31/22	$128,410	76	77	$128,410 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

Training Subcontractors	City, State	Cost	Description of Service
Not Applicable	-	-	-

Self-Attestations

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

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

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

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

Jouneyworker

- AutoCAD
- Project Estimating
- Project Planning and Scheduling
- Completing Work Reports
- Team Building Skills

Commercial Skills

Apprentice

- AC Theory
- Automated Demand Response
- Blueprint Reading and Specifications
- Building Automation Systems – Cyber Security
- California Advanced Lighting Controls Program (CALCTP)
- Conduit Bending & Raceway Installations
- Cyber-Security Systems
- DC Theory
- Electric Vehicle Charging Stations (EVCS)
- Electrical Project Supervision
- Electrical Safe Work Practices based on the NFPA70E
- Electrical Test Instruments
- Energy Storage & Microgrid Training (ESAMTAC)
- Fiber Optics
- Fire Alarm Systems
- Forklift and Aerial Lift Safety
- Grounding and Bonding
- Hand Tools and Power Tools
- Hazardous Locations
- Jobsite Safety
- Lockout-Tagout Methods
- Low Voltage Structured Wiring Systems
- Mathematics for Electrical Workers
- Motors & Motor Control Systems
- National Electrical Code Calculations
- National Electrical Codeology
- Orientation to Organization and Structures
- Overcurrent Protection
- Photovoltaic Systems
- Process Instrumentation
- Programmable Logic Controllers (PLC's)
- Rigging and Lifting Fundamentals
- Security Systems

- Torque Fundamentals
- Transformers
- Wiring Methods and Materials

Commercial Skills

Journeyworker

- AC Theory
- Automated Demand Response
- Blueprint Reading and Specifications
- Building Automation Systems
- California Advanced Lighting Controls Program (CALCTP)
- Conduit Bending & Raceway Installations
- Cyber-Security Systems
- DC Theory
- Electric Vehicle Charging Stations (EVCS)
- Electrical Project Supervision
- Electrical Safe Work Practices based on the NFPA70E.
- Electrical Test Instruments
- Energy Storage & Microgrid Training (ESAMTAC)
- Fiber Optics
- Fire Alarm Systems
- Forklift and Aerial Lift Safety
- Grounding and Bonding
- Hand Tools and Power Tools
- Hazardous Locations
- Jobsite Safety
- Lockout-Tagout Methods
- Low Voltage Structured Wiring Systems
- Mathematics for Electrical Workers
- Motors & Motor Control Systems
- National Electrical Code Calculations
- National Electrical Codeology
- Orientation to Organization and Structures
- Overcurrent Protection
- Photovoltaic Systems
- Process Instrumentation
- Programmable Logic Controllers (PLC's)
- Rigging and Lifting Fundamentals
- Security Systems
- Torque Fundamentals
- Transformers
- Wiring Methods and Materials

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

WECA Apprenticeship and Training Trust

Contract Number: ET27-0926

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	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
$147,984		$10,153		$158,137

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

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 Apprentice Retrainee	203	8-200	0-0	33	$779	$33.64

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

Published Minimum Hourly Wage by County: Job Number 1: $33.64 Modified SET Wage	
Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: ☒ Yes ☐ No	
Health Benefits may be used to meet the Post-Retention Wage as follows: Job Number 1: $2.40	
Fringe Benefits:	This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.
Wage Progression:	This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Electrician Apprentice	$31.24 - $73.85	**203**	0	0	203

Introduction

Founded in 1937, Western Electrical Contractors Association Apprenticeship and Training Trust (WECA) (www.goweca.com) is a statewide nonprofit organization serving its membership of non-union electrical contractors. WECA has graduated just under 2,000 Apprentices since their initial Division of Apprenticeship Standards (DAS) approval in 1993. WECA operates a Unilateral Apprenticeship Committee (UAC) and Training Trust formed and funded by the membership to provide DAS approved training. WECA also offers Electrician Trainee and Journeyworker courses and exam preperation. Industry needs are jointly determined by the UAC, with WECA staff and members.

Currently the program has over 1,000 Apprentices and works with approximately 323 contractors statewide. Training will be provided at WECA's four training centers across the state, located in Sacramento, San Diego, Riverside and Fresno.

ETP Priority 10200(b)

WECA's proposed apprenticeship training project aligns with Unemployment Insurance Code §10200 by advancing innovation, supporting high-wage employment, and strengthening California's workforce capacity. The program emphasizes training in new technologies and methods through the integration of virtual reality (VR) instruction, including CPR, solar photovoltaic systems, and a proprietary simulation focused on Commercial Battery Energy Storage Systems (BESS), a key component of California's clean energy infrastructure. This immersive training enables apprentices to apply code knowledge, interpret plans, and perform simulated inspections in environments not easily replicated in traditional labs. WECA's employer-driven model ensures training aligns with contractor needs, providing a pipeline of skilled, job-ready workers who support prevailing wage and infrastructure projects, enabling business growth and high-wage career pathways. By preparing Apprentices for advanced electrical and energy systems, the program strengthens in-state workforce capacity, reducing reliance on out-of-state labor and supporting the competitiveness of California-based industries.

Veterans Program

WECA has a continued relationship with EDD (Employment Development Department) One-Stop offices, community based organizations and they work in cooperation with Veteran Organizations throughout the state including Volunteers of America and Honor a Hero and participates in Hire a Vet job fairs sponsored by Employment Development Department, Red, White & Blue Veterans Career and Resource Event, Work for Warriors, and the VET NET monthly online forum. WECA has a hiring preference for, and actively recruits veterans. In addition to recruiting veterans, WECA hosts a quarterly "Women in the Electrical Trades" forum, Tradeswomen Inc. forums, and WECA hosted an open house during "Women in Construction" week in March to encourage women to enter the program

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case San Joaquin County Office of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

WECA has developed and customized a wireman electrician curriculum to address industry changes and member employers' needs and the curriculum is continuously updated to stay current with National Electrical Code standards. WECA's newest curriculum features advances in jobsite technologies and allows Apprentices to work extensively with software and digital technologies that Apprentices will encounter in the field. WECA's virtual reality trainings provide Apprentices with experience by giving them immersive training on remote, and complex environments not easily recreated in the in-person lab. These training activities are integrated as learning experiences into the relevant competencies in the curriculum.

WECA designed, developed, piloted, and rolled out a completely original virtual reality application on the concept of Commercial Battery Energy Storage Systems, an important component of new green commercial construction with a learning objective of determining requirements and processes for a pre-commissioning inspection of a battery energy storage system project. The virtual reality portion of the module simulates a pre-commissioning inspection for a job site for which students have already been studying the plans and code requirements, so completion of the virtual reality simulation requires that they draw upon this knowledge to locate specific components, complete the inspection checklist tasks, and answer questions to determine why various code regulations may or may not apply to the site.

WECA's customized training will prepare Apprentices to work on the following construction projects:

- Beale Multi-Bay Dock 11, Government Buildings
- Bloom Energy WisLab Fremont, Alternative Energy
- Camp Pendleton Projects, Military Facility
- Fullerton College, Music & Drama Complex
- Gayley Towers Student Housing, (UCLA) University California Los Angeles Campus
- Sutter Women's and Children's Center, (NICU) Neonatal Intensive Care Unit Expansion
- University California Los Angeles, Neuropsychiatric Replacement Hospital

Training Plan

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

Commercial Skills: Training will be provided to all trainees in Commercial Constructions Documentation and Drawings, Electrical Services, Capacitor Theory, Leadership and Communications, Site and Garage Electrical, Sizing Motor Circuits, Power Generation, Speed Control, and Electrical Systems and Installations.

Electronic Recordkeeping / LMS

ETP staff has reviewed and approved the use of a Learning Management System (LMS) for recordkeeping.

Commitment to Training

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

Training Infrastructure

The COO who has overseen all previous ETP contracts, will be responsible for project performance and will review monthly progress. The Training Director will schedule training and the Administrative Assistant will review attendance rosters, enroll trainees, and upload training hours into the ETP online sites. The COO will be responsible for project performance and report progress to WECA's board members bi-monthly. Training will be delivered by in-house experts and vendors.

Marketing and Support Costs

WECA is requesting 8% supports costs to market its program through print advertising, job fairs, social media, and word of mouth. In addition the Organization works with Community Based Organizations such as Volunteers of America and America's Job Centers through the local Workforce Development Boards.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

WECA 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 $ %
ET23-0933	11/01/22 - 10/31/24	$499,600	200	208	$499,600 (100%)
ET21-0908-000	09/08/20 - 09/07/22	$400,665	295	143	$400,665 (100%)

Subcontractors

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

Training Subcontractors	City, State	Cost	Description of Service
Not Applicable	-	-	-

Self-Attestations

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

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

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

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Apprentice

- Administrative Policies
- Advanced AC Circuits focused on 3-phase Power Systems
- Applied Electronics
- Articles 300-398
- Articles 400-430
- Articles 440-590
- Articles 600-820
- Articles 90-250
- Auxiliary Gutters
- Basic Electronics
- Battery Energy Storage System (BESS) Fundamentals
- Building Information Modeling
- Busway Systems
- Civil Plans and Worksheet
- Commercial Electric Load
- Compelling, Accelerating and Decelerating Methods
- Construction Documents
- Constructor
- Control Diagrams and Symbols
- Coordinating Electrical Branch Circuit Ampacity
- Course Overview
- Derating
- Detection and Control Devices
- Determining Electrical System Requirements
- Devices
- Electrical Safety
- Electrical Systems
- Electromagnetic Solenoids
- Electronic Motor Drives
- Electronic Sensors
- Elevators
- Electromechanical Relays (EMRs) and Solid State Relay (SSRs)
- Energy Sources
- Finding Walls
- Finish Drawings & Coordinating Plan Info
- Floor Types – Conduit Runs
- Forward-Reversing Motors
- Grounding and Bonding
- Grounding Electrode Systems and MBJs
- Hazard Communication

- HVAC Equipment
- Installations
- Leadership Overview
- Logic Circuits
- Mechanical Sheets
- Motivational Skills
- Motor Braking
- Motor Branch Circuit Installation
- Motor Circuit Design
- Motor Feeder Circuit Installation
- Motor Maintenance
- Oral Communication
- Overview of Commercial Security Systems
- Overview of Fire Alarm Systems
- Parallel Conductors
- Parking Garage
- Plans, Elevations, Symbols
- Plumbing and Fire Protection
- POCO (power company) Primary Conduit Material Estimation
- Power and Control Circuit Wiring
- Pre-Commissioning Inspection
- Preparing for Electrical Underground
- Programmable Controllers
- Reduced Voltage Starting
- Relays and Timers
- Review Ohm's Law
- Safety with Motors
- Safety, Maintenance and Repair
- Simulated Exam #1
- Simulated Exam #2
- Site Lighting
- Site Lighting Control Lab
- Sizing Single Motor Systems
- Specialized TI Requirements
- Standby Power
- Starters
- Starting Current
- Structural Footings, Foundations, Walls
- Test Overview
- Theory
- WECAville BESS (battery energy storage system) Project
- Whole Building Efficiency
- Wire Ratings - Review
- Working Clearances
- Written Communication

Training Proposal for:

California American Fire Sprinkler Association Training Trust Fund

Contract Number: ET27-0936

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	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
$58,309		$4,011		$62,320

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

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 Apprentice Retrainee	80	8-200	0-0	33	$779	$33.64

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $8.80
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Sprinkler Fitter Apprentices	$24.84 - $26.91	**80**	0	20	60

Introduction

The California American Fire Sprinkler Association Training Trust Fund (CAFSA) (www.cafsa.org) is a Unilateral Apprenticeship Committee headquartered in Livermore and has provided fire-sprinkler apprenticeship training since 1998. CAFSA operates multiple training locations statewide—including Bakersfield, Corona, Sacramento, Lodi, Livermore, and Poway—and delivers a structured five-year apprenticeship program combining classroom instruction, hands-on lab training, and on-the-job learning. CAFSA serves Fire Sprinkler Fitters across California and continues to expand its training capacity in response to increasing employer demand.

CAFSA also works with regional Workforce Development Boards, Community-Based Organizations, and Building Trades Councils to promote a diverse and inclusive workforce. These partnerships help broaden access to apprenticeship opportunities and support outreach to women, non-binary individuals, and other underserved populations seeking long-term career pathways in the fire-protection industry.

ETP Priority 10200(b)

The JATC follows High Road Apprenticeship standards: earn-while-you learn model, performance-based wage progression as included in their Collective Bargaining Agreement (CBA), industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during training and after training.

Veterans Program

CAFSA actively recruits veterans into the apprenticeship program by partnering with veteran-serving organizations such as the Department of Veterans Affairs and Work for Warriors. These partnerships help connect transitioning service members and recently separated veterans with stable career pathways in the fire-protection industry. CAFSA promotes apprenticeship opportunities through veteran-focused job fairs, workforce development events, community presentations, and direct outreach to organizations supporting veterans seeking employment. The program's outreach efforts are designed to expand access to long-term skilled-trade careers and ensure veterans have clear entry points into the fire-sprinkler profession.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Chabot Las Positas Community College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Employers and industry representatives have identified several key reasons for the need for expanded training for Fire Sprinkler Fitters across the nine-county San Francisco Bay Area. A significant portion of the existing workforce is nearing retirement, creating an urgent need to train new Apprentices who can meet rising demand across public infrastructure, residential development, hospitality, and grid-scale energy projects. Updated California Fire Code requirements that took effect January 1, 2026—including new editions of National Fire Protection Association (NFPA) 13, 20, 24, and 25 and added coverage requirements for lithium-ion battery facilities—require workers to master new materials, equipment, and inspection standards. Employers also face competitive pressure from out-of-state contractors, making a highly skilled, credentialed workforce essential for maintaining market strength.

CAFSA's apprenticeship curriculum is employer-driven and continually updated to reflect local jobsite requirements, customer expectations, and changes in California's regulatory environment. The training program covers the full scope of modern fire-protection work, including wet and dry systems, underground supply, fire pumps, hydraulics, seismic bracing, and specialty systems such as deluge, pre-action, foam, water-mist, and hybrid systems. Apprentices and Journeyworkers gain experience with NFPA-compliant inspection, testing, and maintenance procedures that support life-safety and code compliance across the Bay Area's aging building stock and new construction projects. These training investments ensure employers have access to a reliable pipeline of well-prepared workers who can perform safe, precise, and fully compliant fire-protection work across commercial, residential, and public-sector facilities.

During this contract, trainees will be dispatched to several major new regional projects, including:

- San Francisco International Airport — $11 billion in Project Labor Agreement (PLA) work requiring NFPA-compliant system installation and local-hire participation.
- Graton Resort & Casino – PLA hotel-tower expansion with hiring preference for tribal members and extensive fire-protection system installation.
- San Geronimo Fire Station — PLA facility project with local-hire requirements and upgraded fire-suppression systems.
- Cormorant Battery Storage Project — $600 million underground battery-storage facility requiring advanced fire-protection measures aligned with new NFPA standards.
- 21-Story Senior Housing Tower, Redwood City — Mechanical, Electrical, Plumbing, Fire-Sprinkler (MEPS) PLA project requiring full system installation and testing.

Training Plan

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

Commercial Skills: Training will be provided to Apprentices on topics such as Dry Pipe Sprinkler Systems, Inspection, Testing, and Maintenance, Special Extinguishing Systems, Standard Spray Sprinklers, Wet Pipe Sprinkler Systems.

Commitment to Training

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

Training Infrastructure

The Apprenticeship Director will oversee the project with support from CAFSA's administrative staff, who manage scheduling, enrollment, attendance tracking, and compliance documentation. All training will be delivered in person at CAFSA's approved training facilities by instructors who are experienced industry professionals with extensive field knowledge. Attendance, hours, and progress will be documented using standard Employment Training Panel record-keeping practices.

Marketing and Support Costs

CAFSA distributes apprenticeship announcements to agencies, schools, and community organizations and conducts outreach presentations at educational institutions and public events. To sustain and grow these efforts, support-cost funding is required. CAFSA also participates in MC3 programs under the California Trades Workforce Initiative and continues partnering with local schools, Workforce Investment Boards, and community organizations. CAFSA requests support costs equal to 8% of its total proposed funding.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

CAFSA 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 $ %
ET23-0964	12/19/22 - 12/18/24	$250,306	133	91	$144,049 (58%)

ET23-0964: Per Cal-E-Force the contractor uploaded 8,419 hours and earned 58% of the agreement.

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:

Commercial Skills

- Application-Specific Sprinklers and Nozzles
- Deluge and Pre-Action Systems
- Dry Pipe Sprinkler Systems
- Fire Pumps
- General Purpose Valves
- Hangers, Supports, and Restraints
- Inspection, Testing, and Maintenance
- Mathematics for Sprinkler Fitters
- Shop Drawings
- Special Extinguishing Systems
- Standpipes
- Standard Spray Sprinklers
- System Layout
- Water Supplies
- Wet Pipe Sprinkler Systems

Training Proposal for:

Northern California Elevator Industry Joint Apprentice Training Committee Trust Fund

Contract Number: ET27-0902

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Mono, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Bernardino, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, Yuba	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	International Union of Elevator Constructors Local Union No. 8	

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$180,152		$12,274		$192,426

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

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 Apprentice Retrainee	247	8-210	0-0	28	$658	$43.74
2	Priority Rate Journeyworker Retrainee	100	8-200	0-0	10	$299	$87.48

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $0.00
Job Number 2: $0.00

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-

	the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Elevator Constructor	$43.74 - $69.98	**247**	0	0	247
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker Elevator Constructor	$87.48 - $87.48	**100**	0	0	100

Introduction

Founded in 2004, Northern California Elevator Industry Joint Apprenticeship and Training Committee Trust Fund (NorCal Elevator JATC) (www.iuec8.org) serves over 300 Apprentices and over 1,000 Journeyworker Elevator Constructors and Mechanics. Workers are represented by the International Union of Elevator Constructors Local Union No. 8, which covers 46 Northern California counties. Employers are represented by the National Elevator Bargaining Association and the Elevator Contractors of America. Workers are employed by companies that build, install, repair, modernize, and service elevators and escalators. Training will be delivered at the Joint Apprenticeship and Training Committee headquarters in San Francisco and other facilities in Vallejo and Santa Clara.

The NorCal Elevator JATC collaborates with a wide network of community organizations and workforce development partners to expand access to high-road career pathways. Through relationships with groups such as Construction Trades Workforce Initiative, Tradeswomen Inc., Rising Sun's all-female cohorts, and the American Clean Power Association, the Trust actively supports outreach efforts that engage youth, women, minorities, individuals in reentry, and other underserved populations.

ETP Priority 10200(b)

NorCal Elevator JATC trainees are union-employed and paid workers who receive instruction using modern, regularly updated training methods and techniques. In addition to hands-on training, Apprentices earn industry-recognized certifications that enhance both their qualifications and earning potential. Our trainees are employed across California, contributing to local infrastructure projects that help retain jobs within the state and strengthen competition against out-of-state contractors. The program actively recruits displaced and laid-off workers, veterans, and individuals from underrepresented communities. Through their work, trainees

help build and maintain California's critical infrastructure, supporting increased exports, reduced imports, and the growth of the state's manufacturing sector.

Veterans Program

NorCal Elevator JATC has committed to training veterans, it participates in the Helmets to Hardhats program, and it gives veterans accelerated admission to its Apprenticeship program. In addition, the Trust ensures that training opportunities for veterans are fully integrated into its program, emphasizing high-road, family-sustaining career pathways within the elevator construction trade. This commitment reinforces the JATC's broader strategy of expanding access to underrepresented groups while supporting veterans as they transition into stable, long-term union careers.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Martinez Adult School).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Training in this proposal will continue to focus on the growing volume of new construction and need for long-term service modernization and repair of elevators and related equipment in Northern California. Training will be in basic and advanced instruction in theory and practical application of skills needed by elevator constructors, which will train workers to install, service, and maintain the increasingly complex computer systems that manage elevators. Training will also include types and models of equipment, safety, electricity, electronics, hydraulics, troubleshooting, maintenance, and service. Lastly, this training will help the JATC transition its training program to include more hands-on tests and expand the use of virtual elevators and escalators with computer programs that help trainees install and troubleshoot equipment.

NorCal Elevator JATC reports that the following projects are driving employer demand under this proposal:

- UCSF Health – Helen Diller Hospital San Francisco, CA, Work involving hospital facility improvements, site coordination, and support tasks within a major medical campus.
- One Front Street San Francisco, CA, Commercial building improvements including site access coordination, facility maintenance support, and related project activities.
- 3031 Tisch Way San Jose, CA, Office-facility upgrades involving on-site improvements, building support work, and general project coordination.
- 90 New Montgomery Street San Francisco, CA, Urban commercial property improvements requiring site preparation, facility support operations, and coordinated project execution.

Training Plan

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

Commercial Skills: Training will be provided to all trainees. Apprentices will receive training on topics such as Alternating Current Theory, Components of DC Motors and Generators, and Elevator Rope and Roping to ensure proper knowledge and safety while operating equipment. Journeyworkers will receive training on topics such as Door Operator Series, Hydraulic Theory and Troubleshooting, and Traveling Cable to ensure proper knowledge and safety while operating equipment.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, NorCal Elevator JATC is asking for a modification of the cap. Apprentice trainees with OSHA 10/30 training have a cap of 210 hours.

Electronic Recordkeeping / LMS

Staff has reviewed and approved NorCal Elevator JATC's use of a Learning Management System (LMS) for recordkeeping.

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

NorCal Elevator JATC's Chairman (dedicated administrator) will oversee the project with two staff dedicated to ETP-project administration. All trainers are qualified Journeyworkers with extensive practical and training experience in the elevator industry. Additionally, it has retained a third-party subcontractor to help in overseeing training and assist with ETP administration.

Marketing and Support Costs

NorCal Elevator JATC requests 8% in support costs to assist in trainee recruitment, employer outreach and assessment of employer-specific-job requirements, and promote training opportunities for Journeyworkers and Apprentices with signatory employers. All training is marketed through the various participating employer associations in Northern California and through the JATC's newsletters, public service announcements, personal contacts, telephone calls, emails, and NorCal Elevator JATC's website.

ETP-funded training will be discussed at all labor/management meetings and pertinent trade and Apprenticeship events. Marketing and training evaluations are conducted via face-to-face meetings, email, and regular contact with trainees, employers, and the union. Additional feedback is received in writing from trainee class assessments and employer and union trustee reports to NorCal Elevator JATC.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

NorCal Elevator JATC 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) ($ %)
ET25-0969	09/30/24 - 09/29/26	$390,194	659	0	$390,194 (100%)

*ET25-0969: The contractor uploaded 17,826 training hours and expects to earn the approved funding amount of $390,194.

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 $ %
ET24-0948	10/02/23 - 10/01/25	$495,450	594	735	$495,450 (100%)
ET23-0960	11/01/22 - 10/31/24	$493,656	302	505	$493,656 (100%)
ET22-0914-000	10/04/21 - 10/03/23	$599,586	456	556	$599,586 (100%)

Reported Audits

Contract Number	Final Audit Report Date	Unearned/Disallowed Costs	Audit Findings
ET20-0909-000	4/17/2026	$295.00	· One trainee was employed in an occupation not included in the Contract. · Social Security Numbers were inaccurately reported to ETP. · Trainee wage rates were inaccurately reported to ETP.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Betat Advisories	San Francisco, CA	$10,000
Administrative	Betat Advisories	San Francisco, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- AC Motors
- Advanced Topics in Elevators
- Alternating Current Theory
- Analog Integrated Circuits
- Asbestos Awareness
- Basic Components and Series and Parallel Resistance
- Basic Electrical Circuit Components
- Basic Electricity Orientation
- Basic Hydraulic Theory
- Basic Mathematic Concepts
- Capacitors and Capacitance
- Car and Counterweight Assembly and Roping
- Care Studies
- Competent Person Training
- Components of DC Motors and Generators
- Constant Pressure Push Button Systems and Single Automatic Push Button Systems
- Collective Systems, Hydraulic Controller Theory and Troubleshooting
- Crosby Fasteners
- Customer Relations
- DC Generator and Motor Theory
- Detail Drawings and Material Specifications
- Digital Integrated Circuits
- Diodes
- Dumbwaiters
- Electrical Fundamentals
- Electrical Safety
- Electrical Theory and Application
- Elevator Cab Assembly and Door Operators
- Elevator Cab Modernization, Refinishing and Floor Covering
- Elevator Control Equipment Installation
- Elevator Rope and Roping
- Equations and Formulas
- Escalator Components and Installation Process
- Freight Door Operators
- Freight Elevator Doors and Gates
- Hoistway Maintenance
- Hoistway Structures
- Hydraulic Elevator Maintenance
- Inductors and Inductance

- Installation
- Installation of Guide Rails
- Installing and Servicing the Jack
- Introduction to Analog and Digital Meters
- Introduction to Circuit Tracing
- Introduction to Guide Rails
- Introduction to Installation Drawings
- Logic Controls
- Machine and Sheave Installation
- Machine Room Maintenance
- Magnetism and Electromagnetism
- Magnetism, Electromagnetism, AC Theory, and Transformers
- Maintenance and Service
- Makeup Class
- Materials Handing
- Mathematics for OHM's Law
- Measurement
- Moving Walk Components and Installation Procedures
- Passenger Elevator Door and Entrance Installation
- Piping and Temporary Operation
- Piping and Wiring the Car
- Piping and Wiring the Machine Room and Hoistway
- Pit Structure
- Planning, Piping, and Wiring
- Power and Logic
- Power and Power Control
- Rack and Pinion Hoists
- Ratio and Proportion
- Relays and Timers
- Re-Roping
- Residential and Limited Use/Limited Acquisition Elevators
- Residential and Limited Use/Limited Acquisition Platforms and Chair Lists
- Rigging and Hoisting
- Series and Parallel DC Resistive Circuits
- Service Maintenance and Repair
- Signed Numbers and Powers of 10
- Solid State
- Stairways and Ladders
- Start-Up Procedures
- State Licensing – Review of Construction and Maintenance Requirements
- Testing Traction Elevators
- The Metric System
- Tools and Material Handling
- Trade Skills
- Training Program for Suspended Scaffolds
- Transformers
- Transistors and Thyristors
- Types of DC Motors and Generators

- Understanding the Relationship between Voltage, Current, and Resistance
- Variable Voltage Selective Collective Systems
- Welding

Commercial Skills

Journeyworker

- Advanced Hydraulic Valve Operating Adjustment and Troubleshooting
- Aerial Lift Certification
- Arc Flash Safety in the Workplace
- Asbestos
- Customer Relations
- DC Generators and Motors
- Door Operator Series
- Escalators Series
- Financial Tools for the Trades
- Forklift Certification
- Hydraulic Theory and Troubleshooting
- Introduction to Automated People Movers
- Limited Use/Limited Acquisition Series
- Maintenance
- Mechanic Review Eligibility
- Meters
- Microprocessor Based Control
- Rack and Pinion
- Re-Roping
- Safety Testing for Code Compliance
- Scaffolding Competent Person Course
- Signaling and Rigging
- Solid State Motor Control
- Solid State Theory and Application
- Solid State Theory and Application II
- State Licensing – Review of Construction and Maintenance Requirements
- Traveling Cable
- Virtual Escalator
- Welding Training
- AC Motor Starters
- Hoistway Maintenance
- Testing Hydraulic Elevators
- Testing Traction Elevators

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Southern California Elevator Constructors Apprenticeship and Training Trust

Contract Number: ET27-0933

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Union of Elevator Constructors Local 18		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$498,061		$34,228		$532,289

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

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 Apprentice Retrainee	683	8-210	0-0	31	$723	$39.80
2	Priority Rate Journeyworker Retrainee	40	8-200	0-0	32	$962	$72.36

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $0.00
Job Number 2: $0.00

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Elevator Constructor	$39.80 - $57.89	**683**	0	0	683
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker Elevator Constructor	$72.36 - $81.41	**40**	0	0	40

Introduction

Founded in 2001, the Southern California Elevator Constructors Apprenticeship and Training Trust (SoCal Elevator JATC) (www.iuec18.org), provides comprehensive training for Apprentice and Journeyworker elevator constructors throughout Southern California. The program serves approximately 600 Apprentices and 1,300 Journeyworker elevator constructors, preparing a highly skilled workforce for the elevator industry. Apprentices and Journeyworkers are represented by the International Union of Elevator Constructors (IUEC) Local 18, which has represented elevator constructors for more than 125 years. Signatory employers are represented by the National Elevator Bargaining Association (NEBA) and the Elevator Contractors of America (ECA).

SoCal Elevator JATC trains workers employed by companies that build, install, repair, modernize, maintain, and service elevators, escalators, moving walkways, and other vertical transportation systems. Apprentices receive related classroom instruction combined with paid on-the-job training to develop the technical skills and safety knowledge required to work in this highly specialized trade, while journey-level workers receive advanced training to enhance their skills and remain current with evolving industry technologies and standards.

SoCal Elevator JATC is committed to expanding access to careers in the elevator industry by actively recruiting women, veterans, and other underrepresented populations. Recruitment efforts include outreach at high schools and career fairs, as well as partnerships with Women in Non-Traditional Employment Roles (WINTER), whose events provide opportunities to introduce women to careers in the skilled trades. SoCal Elevator JATC also partners with Helmets to Hardhats to recruit military veterans and assist them in transitioning to rewarding careers as elevator constructors.

ETP Priority 10200(b)

SoCal Elevator JATC prepares Apprentices and Journeyworker elevator constructors for high-skill, high-wage careers through comprehensive training that reflects the latest technologies, industry standards, and work practices. Training is continuously updated to ensure workers have the knowledge and technical expertise needed to meet the evolving demands of the elevator industry and the workforce needs of signatory employers.

Under the applicable collective bargaining agreement, Apprentices progress through a structured wage schedule as they complete required training and gain on-the-job experience, providing a clear pathway to Journeyworker status and long-term career advancement. The program supports the development of a highly skilled workforce that enables California

contractors to meet project demands with locally trained workers, strengthening the state's economy and helping keep construction and maintenance jobs within California.

Veterans Program

SoCal Elevators JATC is committed to recruiting and supporting military veterans through its participation in the Helmets to Hardhats program. Veterans receive accelerated admission into the apprenticeship program, providing a direct pathway to high-skill, high-wage careers in the elevator industry. SoCal Elevators JATC currently serves 44 veteran Apprentices, reflecting SoCal Elevators JATC's ongoing commitment to helping service members successfully transition to civilian employment.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

The elevator industry continues to evolve as buildings become taller, smarter, and more technologically advanced. Modern elevator and escalator systems increasingly incorporate computerized controls, digital diagnostics, programmable logic controllers, destination dispatch systems, energy-efficient technologies, and remote monitoring capabilities. As these systems become more complex, employers require workers with advanced electrical, electronic, hydraulic, and troubleshooting skills to safely install, modernize, maintain, and repair equipment while meeting safety codes and manufacturer specifications.

Employer workforce needs are communicated directly to SoCal Elevator JATC through employer trustees and ongoing collaboration with signatory contractors. Information regarding specialized skill requirements, workforce shortages, emerging technologies, and other industry needs is also provided through IUEC Local 18, ensuring that training remains responsive to employer demand and prepares workers for current and future projects.

Training includes basic and advanced instruction in safety, electrical systems, electronics, hydraulics, troubleshooting, maintenance, repair, modernization, and servicing of elevators, escalators, and related equipment. Training combines classroom instruction with hands-on laboratory exercises using equipment similar to what Apprentices encounter on the job. Trainees also use virtual elevator and escalator simulation software to develop troubleshooting and operational skills in a safe environment. During this contract, Apprentices and Journeyworkers will gain hands-on experience installing, maintaining, repairing, modernizing, and troubleshooting elevator and escalator systems on the following projects:

- Beverly Hills Courthouse

- Cedar Sinai
- China Lake Naval Air Station
- Clippers Stadium in Inglewood
- Lucas Museum of Narrative Art

Training Plan

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

Commercial Skills: Training will be offered Apprentices in AC Motors, Advanced Topics in Elevators, Alternating Current Theory, Analog Integrated Circuits, Basic Electrical Circuit Components, Basic Electricity Orientation, Basic Hydraulic Theory, Basic Mathematic Concepts, Capacitors and Capacitance, Car and Counterweight Assembly and Roping, Collective Systems. Training will be offered Journeyworkers in AC Motors, Crosby Fasteners, Customer Relations, Electrical Theory & Applications, Elevator Rope and Roping, Scaffold Safety, and Welding.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Electronic Recordkeeping / LMS

Staff has reviewed and approved the use of a Learning Management System for recordkeeping.

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

SoCal Elevator JATC's Chairman will oversee project implementation and administration, supported by four in-house staff members and Betat Advisories, LLC will provide administrative support with work-hour documentation, training and enrollment data uploads, and compliance requirements for a fee not to exceed 13% of payments earned. Training will be 100% center-based at SoCal Elevator JATC training facilities and delivered by qualified journey-level elevator workers with extensive industry experience.

Marketing and Support Costs

Marketing of its training programs are conducted through its website, mailings, flyers, advertisements, and program presentations. SoCal Elevators JATC requests, and staff supports, 8% support costs for continued recruitment, employer outreach, and assessment of employer-specific job requirements. Although many participants have already been recruited, additional outreach and needs assessments will take place throughout the contract term.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

SoCal Elevator JATC 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) ($ %)
ET26-0901	09/29/25 - 09/28/27	$362,704	385	0	$362,704 (100%)

ET26-0901: Per Cal-E-Force the contractor has uploaded 17,018 hours and projects to earn 100% of the agreement

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 $ %
ET25-0903	09/30/24 - 09/29/26	$390,380	270	242	$390,380 (100%)
ET24-0910	10/02/23 - 10/01/25	$499,706	271	289	$499,706 (100%)
ET23-0907	10/03/22 - 10/02/24	$492,768	288	291	$492,768 (100%)
ET22-0906-000	09/01/21 - 08/31/23	$597,720	293	275	$597,720 (100%)
ET21-0922-000	10/26/20 - 10/25/22	$427,350	185	433	$416,801 (98%)
ET20-0947-000	02/03/20 - 02/02/22	$374,112	216	281	$374,112 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Betat Advisories	San Francisco, CA	$10,000
Administrative	Betat Advisories	San Francisco, CA	13% of Earned Amount

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:

Commercial Skills

Apprentices

- AC Motors
- Advanced Topics in Elevators
- Alternating Current Theory
- Analog Integrated Circuits
- Asbestos Awareness
- Basic Components and Series and Parallel Resistance
- Basic Electrical Circuit Components
- Basic Electricity Orientation
- Basic Hydraulic Theory
- Basic Mathematic Concepts
- Capacitors and Capacitance
- Car and Counterweight Assembly and Roping
- Care Studies
- Collective Systems, Hydraulic Controller Theory & Troubleshooting
- Competent Person Training for Framed Scaffolds
- Components of DC Motors and Generators
- Constant Pressure Push Button Systems & Single Automatic Push Button Systems
- Crosby Fasteners
- Customer Relations
- DC Generator and Motor Theory
- Detail Drawings and Material Specifications
- Digital Integrated Circuits
- Diodes
- Dumbwaiters
- Electrical Fundamentals
- Electrical Safety
- Electrical Theory & Application
- Elevator Cab Assembly and Door Operators
- Elevator Cab Modernization, Refinishing and Floor Covering
- Elevator Control Equipment Installation
- Elevator Rope and Roping
- Equations and Formulas
- Escalator Components and Installation Process
- Fall Protection
- Fire Safety
- Freight Door Operators
- Freight Elevator Doors and Gates
- Hoistway Maintenance
- Hoistway Structures
- Hydraulic Elevator Maintenance
- Inductors and Inductance
- Installation
- Installation of Guide Rails

- Installing and Servicing the Jack
- Introduction to Analog and Digital Meters
- Introduction to Circuit Tracing
- Introduction to Guide Rails
- Introduction to Installation Drawings
- Introduction to OSHA
- Introduction to Safety
- Logic Controls
- Machine and Sheave Installation
- Machine Room Maintenance
- Magnetism and Electromagnetism
- Magnetism, Electromagnetism, AC Theory and Transformers
- Maintenance and Service
- Materials Handing
- Mathematics for Ohm's Law
- Measurement
- Motor Vehicle Safety
- Moving Walk Components and Installation Procedures
- Passenger Elevator Door and Entrance Installation
- Piping and Temporary Operation
- Piping and Wiring the Car
- Piping and Wiring the Machine Room and Hoistway
- Pit Structure
- Planning, Piping and Wiring
- Power & Logic
- Power and Power Control
- Rack and Pinion Hoists
- Ratio and Proportion
- Relays and Timers
- Reroping
- Residential and Limited Use/Limited Acquisition Elevators
- Residential and Limited Use/Limited Acquisition Platforms and Chair Lists
- Rigging and Hoisting
- Safety During Construction and Modernization
- Safety During Maintenance and Repairs
- Scaffold Safety
- Series and Parallel DC Resistive Circuits
- Service Maintenance and Repair
- Signed Numbers and Powers of 10
- Solid State
- Stairways and Ladders
- Start-Up Procedures
- The Metric System
- Tool Safety
- Tools and Material Handling
- Trade Skills
- Training Program for Suspended Scaffolds
- Transformers
- Transistors and Thyristors
- Types of DC Motors and Generators
- Understanding the Relationship Between Voltage, Current and Resistance

- Variable Voltage Selective Collective Systems
- Welding

Journeyworkers

- AC Motors
- Advanced Topics in Elevators
- Alternating Current Theory
- Analog Integrated Circuits
- Asbestos Awareness
- Basic Components and Series and Parallel Resistance
- Basic Electrical Circuit Components
- Basic Electricity Orientation
- Basic Hydraulic Theory
- Basic Mathematic Concepts
- Capacitors and Capacitance
- Car and Counterweight Assembly and Roping
- Care Studies
- Collective Systems, Hydraulic Controller Theory & Troubleshooting
- Competent Person Training for Framed Scaffolds
- Components of DC Motors and Generators
- Constant Pressure Push Button Systems & Single Automatic Push Button Systems
- Crosby Fasteners
- Customer Relations
- DC Generator and Motor Theory
- Detail Drawings and Material Specifications
- Digital Integrated Circuits
- Diodes
- Dumbwaiters
- Electrical Fundamentals
- Electrical Safety
- Electrical Theory & Application
- Elevator Cab Assembly and Door Operators
- Elevator Cab Modernization, Refinishing and Floor Covering
- Elevator Control Equipment Installation
- Elevator Rope and Roping
- Equations and Formulas
- Escalator Components and Installation Process
- Fall Protection
- Fire Safety
- Freight Door Operators
- Freight Elevator Doors and Gates
- Hoistway Maintenance
- Hoistway Structures
- Hydraulic Elevator Maintenance
- Inductors and Inductance
- Installation
- Installation of Guide Rails
- Installing and Servicing the Jack
- Introduction to Analog and Digital Meters
- Introduction to Circuit Tracing
- Introduction to Guide Rails

- Introduction to Installation Drawings
- Introduction to OSHA
- Introduction to Safety
- Logic Controls
- Machine and Sheave Installation
- Machine Room Maintenance
- Magnetism and Electromagnetism
- Magnetism, Electromagnetism, AC Theory and Transformers
- Maintenance and Service
- Materials Handing
- Mathematics for Ohm's Law
- Measurement
- Motor Vehicle Safety
- Moving Walk Components and Installation Procedures
- Passenger Elevator Door and Entrance Installation
- Piping and Temporary Operation
- Piping and Wiring the Car
- Piping and Wiring the Machine Room and Hoistway
- Pit Structure
- Planning, Piping and Wiring
- Power & Logic
- Power and Power Control
- Rack and Pinion Hoists
- Ratio and Proportion
- Relays and Timers
- Reroping
- Residential and Limited Use/Limited Acquisition Elevators
- Residential and Limited Use/Limited Acquisition Platforms and Chair Lists
- Rigging and Hoisting
- Safety During Construction and Modernization
- Safety During Maintenance and Repairs
- Scaffold Safety
- Series and Parallel DC Resistive Circuits
- Service Maintenance and Repair
- Signed Numbers and Powers of 10
- Solid State
- Stairways and Ladders
- Start-Up Procedures
- The Metric System
- Tool Safety
- Tools and Material Handling
- Trade Skills
- Training Program for Suspended Scaffolds
- Transformers
- Transistors and Thyristors
- Types of DC Motors and Generators
- Understanding the Relationship Between Voltage, Current and Resistance
- Variable Voltage Selective Collective Systems
- Welding

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Sprinkler Fitters Local 483 Journeyman & Apprenticeship Training Fund

Contract Number: ET27-0917

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, Sonoma	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No Plumbers & Pipe Fitters Local No. 483		
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$88,298		$5,970		$94,267

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

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 Apprentice Retrainee	121	8-210	0-0	28	$652	$33.64
2	Priority Rate Journeyworker Retrainee	75	8-200	0-0	7	$205	$81.54

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $3.27
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Sprinkler Fitters	$30.37 - $72.96	**121**	0	0	121
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker Sprinkler Fitters	$81.54 - $81.54	**75**	0	0	75

Introduction

Since 1952, Sprinkler Fitters Local 483 Journeyman & Apprenticeship Training Fund (Sprinkler Fitters JATF) (https://www.sprinklerfitters483.org/) is committed to producing the best-trained and most qualified Sprinkler Fitters in North America. Through its partnership with the United Association of Plumbers, Pipe Fitters, and Sprinkler Fitters, the National Fire Sprinkler Association, and its signatory contractors, the Sprinkler Fitters JATF operates a state-of-the-art training center in Hayward that serves the nine-county San Francisco Bay Area. The program enrolls well over one hundred Apprentices annually and maintains a robust continuing-education program for Journeyworkers, offering courses aligned with updated National Fire Protection Association (NFPA) standards and California's evolving fire-code requirements.

Sprinkler Fitters JATF provides accredited five-year Apprenticeship and advanced Journeyworker training that covers fire-protection systems, hybrid technologies, safety certifications, and updated NFPA standards. The program expects to train about 300 Journeyworkers to meet the 2025 California Fire Code. Alongside technical instruction, Sprinkler Fitters JATF supports strong wages, quality healthcare, secure retirement, and safe working conditions. To promote equity and diversity, the JATF partners with regional workforce organizations to expand opportunities for women, non-binary individuals, veterans, and underrepresented communities in the fire-protection trade.

ETP Priority 10200(b)

Sprinkler Fitters JATF follows High Road Apprenticeship standards: earn-while-you learn model, performance-based wage progression as included in their Collective Bargaining Agreement, industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during training and after training.

Veterans Program

Sprinkler Fitters JATF partners with Helmets to Hardhats to connect veterans with registered apprenticeship opportunities that leverage their military skills. Through the United Association, the program also participates in Veterans in Piping (VIP), offering accelerated training and direct entry into piping and fire-protection careers. Together, these efforts expand veteran outreach, increase access to quality apprenticeships, and support successful transitions into long-term fire-protection careers.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Chabot College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Sprinkler Fitters JATF supports employers across the nine-county San Francisco Bay Area by supplying a reliable pipeline of qualified Sprinkler Fitters trained to meet current code requirements and emerging industry demands. Employers and union representatives have identified several reasons for the need for expanded training: a significant number of older workers retiring and the resulting need to develop new, qualified apprentices; updated California safety regulations requiring workers to use new materials and comply with revised NFPA standards; and more competitive out-of-state and non-union bidding that compels local contractors to stay current with industry innovations.

The Sprinkler Fitters JATF curriculum is employer-driven and designed to meet local jobsite requirements as identified by participating contractors, customer expectations, and ongoing industry changes. Programs accredited by the United Association and the DAS provide comprehensive training in fire-protection systems, including wet and dry pipe systems, underground supply, fire pumps, hydraulics, seismic bracing, and specialty systems such as deluge, pre-action, foam, and water-mist. This training ensures employers have access to a well-prepared workforce capable of installing, maintaining, inspecting, and testing life-safety systems across commercial, residential, industrial, and public-sector projects.

During this ETP contract, Apprentices and Journeyworkers will be dispatched to key Bay Area projects, including:

- BART Walnut Creek Substation — Substation upgrades requiring NFPA-compliant fire-protection systems.
- Concord Naval Weapon Station — Large-scale redevelopment with strict federal safety and fire-protection standards.
- Mt. Diablo Modernization (Three Elementary Schools) — School modernization projects requiring new fire-suppression system installations.
- Pittsburg Center & Harbor Boat Launch Facility — Fire-system installation for public-sector infrastructure upgrades.
- Transportation Joint Power Authorities — Regional transportation projects involving inspection, testing, and maintenance of fire-protection systems.

Training Plan

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

Commercial Skills: Training will be provided to all trainees. Apprentices will receive training on topics such as Accurate and Efficient Pipe Threading with Fitting Take-Outs, Interpretation of Blueprints for Underground Work, and Mobile Elevated Work Platforms. Journeyworkers will receive training on topics such as Accelerators and Thermostats Release Systems, Bracing and Restraint Systems, and Tube Bending for Fire Protection Systems.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, Sprinkler Fitters JATF is asking for a modification of the cap. For Apprentice trainees who complete OSHA 10 training, the cap may be extended to 210 hours.

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

Sprinkler Fitters JATF's Director of Training will oversee all day-to-day operations for this project, with support from the administrative team that manages scheduling, recordkeeping, and compliance. Training is delivered in person at the Hayward training facility by instructors who come directly from the trade and bring decades of real field experience to the classroom.

All attendance, hours, and documentation will be maintained using standard ETP practices to ensure accuracy and adherence to contract requirements. In addition, Strategy Workplace Communications will assist with reporting, roster entry, audit preparation, and general contract administration. This structure ensures that Apprentices and Journeyworkers receive high-quality, hands-on instruction backed by reliable support systems that keep the program running smoothly.

Marketing and Support Costs

Sprinkler Fitters JATF distributes apprenticeship announcements to agencies, schools, and community organizations, and conducts outreach presentations at educational institutions and public events. Support cost funds are needed to maintain and expand this outreach. The program also partners with local schools, Workforce Investment Boards, and community groups. To sustain these efforts across all Job Numbers, Sprinkler Fitters JATF requests support costs equal to eight percent (8%) of its total proposed funding.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

Sprinkler Fitters JATF 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) ($ %)
ET26-0933	09/29/25 - 09/28/27	$303,721	423	0	$124,059 (41%)
ET25-0919	09/30/24 - 09/29/26	$285,364	278	88	$267,010 (94%)

ET26-0933: Per Cal-E-Force the contractor has uploaded 1,680 hours and projects to earn 100% of the agreement.

ET25-0919: Per Cal-E-Force the contractor has uploaded 11,286 hours and projects to earn 100% of the agreement.

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 $ %
ET24-0956	10/02/23 - 10/01/25	$393,140	281	439	$382,609 (97%)
ET23-0946	10/03/22 - 10/02/24	$334,565	231	327	$334,565 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- Accurate and Efficient Pipe Threading with Fitting Take-Outs
- Architectural, Mechanical, and Electrical Building Plans
- Architectural Drawings
- Automatic Fire Pumps: Installation, Start-Up, Certification, and Maintenance
- Backflow Protection
- Basic Mathematics for Offsetting Pipe
- Bladder-Type Foam Tanks
- Build a Wet Pipe Alarm Valve Riser
- Casting Molds
- Certification in Chlorinated Polyvinyl Chloride (CPVC) Installation
- Cementitious, Mineral Fiber, and Intumescent Fireproofing
- Computer Literacy
- Competent Person Awareness Training
- Construction Falls and Hazards Training
- Copper Pipe Preparation and Installation for Brazing
- Copper Pipe Preparation and Installation for Soldering
- Crane Signaling, Alarms, and Devices
- Deluge and Pre-Action Systems (Non-Interlock, Single-Interlock, Double-Interlock)
- Design and Install Basic Fire Protection for a Room
- Direct Injection and Proportion-Based Foam Systems
- Dry Valves, Accelerators, Exhausters, and Related Components
- Economics of the Fire-Sprinkler Industry
- Electric Vehicle Charging Stations (EVCS)
- Exterior Insulation and Finishing Systems (EIFS)
- Fall Protection
- Fire Detectors
- Fire Protection Dry Systems
- Fireproofing I
- Fireproofing II
- Fireproofing III
- Forklift / Gradall Certification
- Fundamental Math
- Fundamentals of Gas Welding and Flame Cutting
- Green Building Standards
- Heritage and Future in the Pipe Trade
- History, Installation, and Hazard Ratings of Automatic Fire Sprinkler Systems
- Hydraulics: Physical Properties of Fluids
- Hydraulics for Fire Protection Systems
- Industry-Specific Knot Tying

- Installation of Combined Sprinkler–Standpipe Systems
- Installation of Underground Piping (NFPA 24)
- Installation of Water Storage Tanks (NFPA 22)
- Inspect Lath and Plaster Bases
- Inspect Wet Pipe Systems
- Interpretation of Blueprints for Underground Work
- Isometric Drawing
- Layout of Underground Piping Using Offsets
- Maintenance and Inspection of Automatic Fire Protection Systems
- Mask and Protect Adjacent Surfaces
- Material Handling
- Measuring
- Mix and Apply Portland Cement Scratch Coat
- Mix and Apply Portland Cement Scratch, Brown, and Finish Coats
- Mix and Apply Scratch, Brown, Finish, and Veneer Coats
- Mobile Elevated Work Platforms (MEWP)
- NFPA 13 Handbook
- NFPA 750 and NFPA 770 Systems
- NFPA Link for Codes and Standards
- NFPA 70B
- NFPA 70E
- Operation of Gas Cut-Off Saw (Ductile Iron and C-900 Pipe)
- Operation of Multiple Styles of Fire Sprinkler Heads
- Ornamental and Earth Plasters
- Oxygen–Acetylene
- Oxygen–Acetylene Torch Safety
- Photovoltaic (PV)
- Plasma Cutting
- Plaster Problems and Cracks
- Pointing Up – Level 5
- Pool Plastering, Patching, and Waterproofing
- Proper Care and Handling of Fire Sprinklers
- Proper Use and Care of Tools
- Reading Sprinkler Drawings (Part Two)
- Related Safety and Health Aspects; Protective Measures; Manlift Safety
- Related Precautions and Health for Underground Construction
- Renew Forklift / Gradall Certification
- Renew Scissor Lift Certification
- Review and Demonstrate Retention of Skills from Earlier Levels
- Review Codes for Installation, Inspection, Testing, and Maintenance of Dry Systems
- Review Fire Pump Basics
- Review Basic Hydraulics
- Running Bench Molds
- Rigging, Hoisting, and Signaling, Level I
- Rigging Fire-Protection Piping and Material for Crane Lifting
- Scratch and Carve Coat
- Scaffold User

- Small Engine Operation and Maintenance
- Soldering Large-Diameter Copper Pipe
- Sprinkler Alarms and Devices
- State License Testing Preparation
- Stop Waterflow After Live Head Removal
- Techniques and Topics for Tailgate Meetings
- Technical Reports
- Test Water Supply Through Fire Hydrant Flow Testing
- Test Water Supply Through Fire Pump Testing
- Test Wet Pipe Systems
- The Use of Hand Signals for Forklift / Crane Operators
- Trip and Set Up Dry Valves
- Tube Bending
- Types of Foaming Agents
- Types of Pipe, Fittings, Valves, and Hangers Used in the Piping Industry
- Underground Electrical Distribution
- Understanding Changes to Industry Standards
- Use California State Fire Marshal Forms for Dry System Inspection
- Use California State Fire Marshal Forms for Fire Pump Inspections
- Use California State Fire Marshal Forms for Pre-Action System Inspections
- Use California State Fire Marshal Forms for Wet System Inspection
- Use Math Calculations for Thrust Blocks
- Verify Adequate Water Supply for Fire Pumps
- Victaulic Grooved and Plain-End Piping Methods
- Viking Rate-of-Rise Systems
- Viking Rate-of-Rise, Pneumatic, and Hydraulic Release Systems
- Water-Mist Pump Systems
- Wet Pipe Alarm Valves

Commercial Skills

Journeyworker

- Accelerators and Thermostatic Release Systems
- Advanced Cathodic Protection
- Advanced Dry Valves
- Advanced Fire Protection Technology
- Advanced Fire Pump Acceptance and Maintenance
- Advanced Fire Pump Installation
- Advanced Fire Pump Packing and Alignment
- Advanced Inspection, Testing, and Maintenance (ITM) for Valves
- Advanced Underground Fire-Protection Systems
- Aerial Scissor Lift Operation
- Aerial Work Platform Operation
- American Society of Sanitary Engineering (ASSE) 12063: Water Quality
- American Society of Sanitary Engineering (ASSE) 15010: Inspection, Testing, and Maintenance
- American Society of Sanitary Engineering (ASSE) 27000: Hybrid Systems
- Bracing and Restraint Systems
- Cathodic Protection

- Chlorinated Polyvinyl Chloride (CPVC) Installation
- Competent Person Awareness
- Construction Falls, Hazards, and Protections
- Crane Signaling
- Fire Protection Technology
- Fire Protection Water Quality Management
- Fire Sprinkler Valves
- Foam Fire-Protection Systems
- Foremanship
- Gradall Operation
- Hydrant Flow Testing
- Inspection, Testing, and Maintenance Updates – National Fire Protection Association (NFPA) 25
- Safe Pressure Testing
- Soldering and Brazing
- Through-Penetration Fire Stopping
- Tube Bending for Fire Protection Systems
- Understanding Alarm Panels and Devices
- Water-Mist Systems – NFPA 750 and NFPA 770
- Water Storage Tank Inspection, Testing, and Maintenance

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Stationary Engineers Northern California and Northern Nevada Apprenticeship and Training Trust Fund

Contract Number: ET27-0909

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Inyo, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Mono, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, Yuba	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	International Union of Operating Engineers, Stationary Engineers, Local No. 39	

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$228,992		$15,614		$244,606

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

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 Apprentice Retrainee	314	8-210	0-0	33	$779	$47.40

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $0.00

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance

	through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Stationary Engineer	$47.40 - $69.28	**314**	0	0	314

Introduction

Founded in 1951 and headquartered in San Francisco, Stationary Engineers Northern California and Northern Nevada Apprenticeship and Training Trust Fund (Stationary Engineers Local 39) (https://www.local39training.org/) was created to train stationary engineers who operate and maintain the physical equipment systems in buildings such as airports, hospitals, biotech research and manufacturing facilities, food and beverage facilities, and public and private-office buildings. Stationary Engineers Local 39 maintain equipment in the building including boilers, pumps, fans, compressors, refrigeration and air conditioning units, motors, automated controls and electrical apparatus. Training will be delivered at the training center in San Francisco, CA.

To recruit women, Stationary Engineers Local 39 participates in the Women Can Build Career Fair with the Bay Area Apprenticeship Coordinators Association and work with Trade Union Women, Inc. Female apprentices also participate in numerous job fairs. Seven percent (7%) of our incoming class are female.

Stationary Engineers Local 39 is involved with Bay Area Apprentice Coordinators Association, and California Apprenticeship Coordinators Association. Stationary Engineers Local 39 actively participates in the career days at Mills High School and San Mateo High School, and attend community career fairs for Sun-Rise in Oakland, Martinez Juvenile Hall to speak to the young inmates interested in coming into the trades when they are released.

ETP Priority 10200(b)

The Stationary Engineers Local 39 program trains highly paid and highly skilled workers. The Apprentices and Journeyworkers that are trained with the latest technologies and methods to make sure the demand of the workforce is met. Because of regularly negotiated Collective Bargaining Agreements, trainees have high-road jobs with consistent wage progression scheduled for each and every period of their training program. Trainees also help reduce imports by keeping California jobsites employed by California workers.

Veterans Program

Stationary Engineers Local 39 partners with Veterans Affairs and participates in veteran outreach and hiring activities to recruit applicants. Stationary Engineers Local 39 screens for veterans and assists them in collecting GI Bill benefits while they are Apprentices.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Fresno Community College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Stationary Engineers Local 39 serves approximately 350 Apprentices and 22,000 Journeyworkers; however, this project will have Apprentices only. Technology in the engineering industry is constantly being upgraded; changes to computerized systems, sensor technology, automatic testing, computer controls, thermostats, and the use of computerized building management systems are increasing the complexity of jobs for Apprentices. Stationary Engineers Local 39 are responsible for the operation and safety of all systems within a building and it is critical that apprentices are trained in new technologies. Stationary Engineers Local 39 must also know how to operate, monitor, maintain, service, and repair multiple types of equipment. As such, training is needed in equipment operations, updated-building standards, and green-business practices necessary to meet industry demands. Stationary Engineers Local 39 reports that the following projects are driving employer demand under this proposal:

- Davidson Hotel Company
- Golden State Warrior Arena
- Grand Hyatt San Francisco
- Hilton San Francisco Union Square
- Hotel Nikko of San Francisco
- The Westin St. Francis Hotel

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Commercial Skills: Training will be offered to Apprentices on course topics like Boiler Piping, Conduit Bending and Wire Pulling, Heat Pumps, Ohms Law, and Transformers. Training will also focus on the operation and maintenance of energy-efficient technologies and products.

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.

Training Hours Limitation

Stationary Engineers Local 39 is asking for a modification of the cap. Retraining hours are capped at 200 per-trainee. However, for Apprentice trainees with OSHA 10 training, this cap extends to 210 hours.

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

Stationary Engineers Local 39's Apprenticeship Coordinator (dedicated administrator) will oversee the project. Approximately, 16 instructors will deliver training while forwarding documentation to two Administrative Staff who are dedicated to assist with the project's administration. It also retained a third-party subcontractor- Betat Advisories to assist with ETP administration. Rosters will be used to meet ETP's recordkeeping requirements to track hours.

Marketing and Support Costs

Stationary Engineers Local 39 is requesting 8% in support costs to conduct marketing through direct mailings, informational flyers, personal contacts, telephone calls, public-service announcements/presentations, emails, and its website. Application announcements for the Apprenticeship program will be sent to local, state, and federal agencies as well as local high schools, community colleges, and community-based organizations. The Apprenticeship Coordinator will be working with three staff members for marketing, recruiting, needs assessments, and scheduling.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

Stationary Engineers Local 39 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) ($ %)
ET26-0911	09/29/25 - 09/28/27	$362,792	340	0	$362,792 (100%)

ET26-0911: Per Cal-E-Force the contractor has currently uploaded 0 hours but projects to earn 100% of the agreement.

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 $ %
ET25-0971	09/30/24 - 09/29/26	$390,432	332	200	$390,432 (100%)
ET24-0909	10/02/23 - 10/01/25	$499,797	321	205	$499,797 (100%)
ET23-0959	10/31/22 - 10/30/24	$494,126	214	174	$494,126 (100%)
ET22-0911-000	11/22/21 - 11/21/23	$598,752	216	193	$598,752 (100%)
ET21-0914-000	12/01/20 - 11/30/22	$427,350	185	148	$427,350 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Betat Advisories	San Francisco, CA	$10,000
Administrative	Betat Advisories	San Francisco, CA	10% of Earned Amount

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:

Commercial Skills

Apprentice

- Air conditioning maintenance and troubleshooting
- Air flow
- Basic electricity (ELEC)
- Biomedical principles
- Boiler basics (BOIL)
- Boiler components
- Boiler piping
- Charging a system (Charging Systems)
- Chemical treatment for wastewater
- Chemical use and safe handling
- Chilled water
- Compressors
- Condensers
- Conduction, convection, radiation
- Conduit bending and wire pulling
- Drawing diagrams
- Eaton controllers
- Electrical circuits
- Electrical meters
- Electrical safety (Low voltage electricity)
- Electrical symbols and diagrams
- Electricity and motor controls
- Electro-magnetism
- Electron theory
- Electronic controls (Intro to DDC Baxics)
- Energy efficiency
- Equipment operation (MACH)
- Feed water components to boiler systems
- Green buildings
- Handling equipment emit ozone depleting refrigerants into the atmosphere.
- Heat exchangers
- Heat pumps
- Identifying symbols in a logic diagram
- Installing and using gauges
- Math for engineers
- Measuring current
- Medical equipment control
- Medical equipment maintenance management
- Micrologic controllers
- Motors

- Multi-wire circuits (PLC)
- Ohms Law
- Physics of biomedical equipment
- Power factor and efficiency
- Programming and troubleshooting controls (CTRLS)
- Programmable logic controls (PLC)
- Protection devices (Protective devices)
- Records and reports (Certification)
- Refrigerant gauges
- Refrigeration
- Refrigeration cycle
- Refrigeration maintenance and troubleshooting
- Repairs and maintenance
- Safe working conditions
- Safety considerations for electricity
- Series and parallel circuits
- Sewage and sludge treatment
- Taking measurements
- Teco controllers
- Theory of heat
- Tools, hardware and test equipment
- Transformers
- Troubleshooting a motor control circuit
- Troubleshooting boilers
- Troubleshooting water treatment and wastewater systems
- Use of hand tools
- Using logic diagrams
- Using meters
- Using nitrogen and tanks under pressure
- Variable frequency drives
- Ventilation
- Welding (WELD)

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

California Tradeshow and Sign Crafts Joint Apprenticeship Training Trust Fund of Painters and Allied Trades District Council 36

Contract Number: ET27-0957

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Statewide	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	Tradeshow and Exhibit Installers Local 831 (Southern California) and Tradeshow and Exhibit Installers Local 510 (Northern California)	
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$261,912		$17,885		$279,797

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

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 Apprentice Retrainee	359	8-210	0-0	28	$658	$33.64
2	Priority Rate Journeyworker Retrainee	35	8-200	0-0	42	$1,245	$45.13

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $6.56
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Tradeshow Apprentice	$27.08 - $42.87	**359**	0	0	359
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Tradeshow Journeyworker	$45.13 - $45.13	**35**	0	0	35

Introduction

Established in 2008, California Tradeshow and Sign Crafts Joint Apprenticeship Training Trust Fund of Painters and Allied Trades District Council 36 (CA Tradeshow) (www.local831.org) was created to support and advance the workforce within the tradeshow and exhibit installation industry. The Trust serves workers in two local unions: Local 831, which operates in Southern California, and Local 510, which represents workers in Northern California. Together, these unions support approximately 300 Apprentices and 1,500 Journeyworkers.

CA Tradeshow works in a highly specialized and time-sensitive industry that plays a critical role in the execution of conventions, trade shows, and special events across California. Much like the entertainment industry where “the show must go on,” installers are held to tight schedules and high performance standards. They are dispatched to major convention centers, hotels, and venues, often to events requiring large crews of up to 1,000 installers on site. At the same time, CA Tradeshow continues to expand access and strengthen workforce diversity by attending job fairs and distributing recruitment flyers to organizations serving women, minorities, veterans, and college-aged jobseekers. The Trust currently has 37 women enrolled, a 28 percent increase from prior years, and 14 percent of the newest Apprentice class is female.

ETP Priority 10200(b)

Trainees are union-employed and paid workers who receive hands-on training using regularly updated methods and techniques that align with current industry standards. As part of their training, Apprentices earn certifications that enhance both their qualifications and earning potential.

California-based trainees are employed on projects that support local construction efforts, helping to retain jobs within the state and remain competitive against out-of-state businesses bidding on similar work. The apprenticeship program actively recruits displaced and laid-off workers, veterans, and individuals from underrepresented communities, providing access to stable, skilled career pathways. The work performed by these trainees contributes directly to the development and improvement of California’s infrastructure. These efforts help increase exports, reduce imports, and strengthen the state's manufacturing sector.

Veterans Program

CA Tradeshow works closely with recruiting agencies to engage and support veterans, including partnerships with programs such as Helmets-to-Hardhats. Through these targeted outreach efforts, the program now includes 21 veterans, representing a 50 percent increase from the previous year.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is three years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than

Project Details

The tradeshow installation industry faced a lengthy shutdown due to the pandemic, resulting in many workers needing to refresh and update their skills. Additionally, a number of workers have left the industry, increasing the demand for new Apprentices.

Employers communicate their workforce needs through trustees and local unions, highlighting shortages in skilled labor and the need for specialized training. Many Journeyworkers also lack formal apprenticeship training, as the program is relatively new. As the industry evolves with new materials, tools, and systems, workers must adapt quickly. Training supported by this project is designed to build the essential skills needed to keep pace with these changes.

CA Tradeshow training offers Apprentices and Journeyworkers updated, competency-based instruction in key areas such as safety, essential trade skills, and industry-specific knowledge. This training supports a highly skilled and safety-conscious workforce, boosts contractor productivity, and strengthens California’s competitive edge in attracting tradeshow business.

Training delivered under this proposal prepares workers for ongoing and upcoming projects across many of California’s largest venues, including:

- Comic Con (San Diego Convention Center) Major pop-culture convention featuring large-scale exhibit installations, custom booths, and large setup crews.
- D23 Expo (Anaheim Convention Center) Disney fan event with elaborate themed exhibits, specialty displays, and staging for immersive experiences.
- LA Auto Show (Los Angeles Convention Center) Premier automotive showcase with vehicle staging, branded display installations, and extensive exhibit space.
- MD&M Tradeshow (Anaheim Convention Center) Medical Design & Manufacturing expo featuring precision-built exhibits, equipment demonstrations, and technical booths.
- NAMM Tradeshow (Anaheim Convention Center) Music-industry event showcasing instruments and sound gear, requiring sound-equipment installation and staging.
- Natural Products Expo (Anaheim Convention Center) Major health and wellness tradeshow with extensive product displays, booth installations, and high-traffic layouts.

Training Plan

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

Commercial Skills: Training will be provided to all trainees. Apprentice training includes Communications, Custom Booth, Graphics, Scissor Lift, Power Tools, Rigging, and Team Building and Leadership. Journeyworker training includes Boom Lift, Building a Custom Exhibit, Extruded Metals, Genie Lift, Show Site Graphics, and Trade Show Scaffolding.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, CA Tradeshow is asking for a modification of the cap. Apprentice trainees with OSHA 10/30 training have a cap of 210 hours.

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

Training is overseen by the Joint Apprenticeship Training Committee along with representatives from the Los Angeles Unified School District (LAUSD). Instructors will maintain attendance records and forward them to contractor staff responsible for entering and managing data within the Learning Management System. Training, demographic, and work-hour information will then be provided to LAUSD for accuracy verification. After review, LAUSD will transmit the verified data to Betat Advisories, which will prepare and upload the information to the Employment Training Panel system in coordination with LAUSD.

Marketing and Support Costs

CA Tradeshow recruits employers and prospective trainees through job fairs and targeted outreach to organizations serving underrepresented communities, veterans, women, and college-aged jobseekers. The Trust also sends flyers to recruiting facilities and colleges to expand access to training opportunities. Ongoing needs assessments—guided by employer trustees and reports from local unions—ensure that training remains closely aligned with employer demands and industry skill requirements. To support these recruitment and outreach activities, CA Tradeshow is requesting eight percent (8%) in support costs.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

CA Tradeshow 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) ($ %)
ET26-0904	09/29/25 - 09/28/27	$283,200	275	0	$283,200 (100%)

ET26-0904: Per Cal-E-Force the contractor has uploaded 0 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0921	09/30/24 - 09/29/26	$310,236	152	174	$310,236 (100%)
ET24-0943	10/02/23 - 10/01/25	$276,761	103	200	$276,761 (100%)
ET23-0904	10/03/22 - 10/02/24	$174,192	135	196	$174,192 (100%)

Reported Audits

Contract Number	Final Audit Report Date	Unearned/Disallowed Costs	Audit Findings
ET18-0919-000	7/27/2023	$0.00	• Trainee wage rates were inaccurately reported to ETP.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Betat Advisories	San Francisco, CA	$5,000
Administrative	Betat Advisories	San Francisco, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- Communications
- Custom Booth
- Custom Booth – Extruded Metals
- Forklift
- Genie Lift
- Graphics/Custom Booth
- Graphics/Custom Booth 2
- Rigging and Custom Booth
- Pallet Jack
- Power Tools
- Rigging
- Scissor Lift
- Team Building and Leadership
- Tradeshow Basics

Commercial Skills

Journeyworker

- Boom Lift
- Building a Custom Exhibit
- Building Cabinets, Risers, and Headers
- Communications for Trade Show Workers
- Custom Exhibits
- Extruded Metals
- Fall Protection for Trade Show Riggers
- Forklift Operation and Safety
- From Work Order to Completion
- Genie Lift
- Pallet Jack Operation and Safety
- Plan Reading
- Portable Exhibits
- Power Tools
- Reading Blueprints and Shop Drawings
- Scaffolding
- Scissor Lift
- Show Site Graphics
- Trade Show Basics
- Trade Show Scaffolding
- Using Shop Tools and Equipment

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Finishing Trades Institute of District Council 36 Joint Apprenticeship Training Trust Fund

Contract Number: ET27-0948

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Mono, Orange, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	International Union of Painters and Allied Trades District Council 36 Locals No. 1247, 1399, 636, and 136	

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$1,220,890		$84,148		$1,305,038

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

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 Apprentice Retrainee	1,675	8-210	0-0	31	$729	$27.09
2	Priority Rate Journeyworker Retrainee	187	8-200	0-0	15	$449	$43.52

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

Published Minimum Hourly Wage by County:
Job Number 1: $27.09 per Collective Bargaining Agreement
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $5.00
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice-Finishing Trades	$22.09 - $49.86	**1,675**	0	0	1,675
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker-Finishing Trades	$43.52 - $55.40	**187**	0	0	187

Introduction

Founded in 1908, the Finishing Trade Institute of District Council 36 Joint Apprenticeship Training Trust Fund (FTI) (www.dc36apprenticeships.org) is a nonprofit training institution serving workers represented by the International Union of Painters and Allied Trades District Council 36. FTI provides apprenticeship and skills training for workers employed by contractors signatory to collective bargaining agreements with District Council 36, including employers in the painting, finishing, glazing, and floor-laying industries. Many participating contractors are members of the Los Angeles Paint and Finishing Contractors Association, Western Wall and Ceiling Contractors Association, and Southern California Glass Management Association.

FTI maintains an active recruitment and outreach program to support a diverse and qualified workforce. FTI's continuous public outreach, job fairs, workshops, and recruitment events and actively recruits women into apprenticeship programs through community-based organizations. FTI also works with Multi-Craft Core Curriculum (MC3) Pre-apprenticeship programs through the Los Angeles and Orange County Building Trades Councils, Women in Non-Traditional Employment Roles (WINTER), and the Flintridge Center to connect prospective workers with apprenticeship opportunities and career pathways in the finishing trades.

ETP Priority 10200(b)

FTI trains highly skilled workers who are prepared to meet the evolving needs of the construction industry. Apprentices and Journeyworkers receive training in the latest technologies, materials, and industry practices to ensure they possess the skills necessary to remain competitive and productive in the workforce. Through the regularly negotiated Collective Bargaining Agreement, trainees have access to high-road career opportunities that provide structured wage progression throughout each period of their apprenticeship and career advancement.

FTI also supports California’s workforce by preparing local workers to meet industry demand and maintain employment opportunities within the state. By developing a skilled pipeline of qualified workers, the program helps ensure that California construction projects are completed by trained California workers while strengthening the local economy and reducing reliance on outside labor.

Veterans Program

FTI actively recruit veterans into the program and work with various outreach, and Pre-apprentice programs in the community. FTI also partners with Helmets to Hardhats, a national

joint labor-management program that recognizes the link between skills acquired in military service and the building trades.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this caseThe Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

The commercial and industrial construction industry is evolving rapidly, with contractors requiring workers to meet tighter installation tolerances, higher efficiency standards, and increasingly stringent safety requirements. The introduction of new materials, advanced coating technologies, specialty finishes, and industrial painting systems has increased the need for workers with specialized skills and current industry certifications. Employers also need qualified workers who can support safety management and maintain safe working conditions across a variety of job sites.

FTI will address these needs by providing Apprentices with foundational instruction in trade principles, safety, and progressively advanced skills that prepare them for productive employment and successful program completion. Journeyworkers will receive refresher and advanced training in new materials, specialty finishes, advanced painting and coating techniques, safety practices, and industry certifications. This ongoing training will help workers remain current with changing industry standards and provide contractors with a highly skilled workforce capable of performing specialized commercial and industrial work safely, efficiently, and to required specifications. During this contract trainees will work on the following projects:

- Kaiser Riverside Medical Center
- One Beverly Hills
- Palm Springs Development Project Building Photovoltaic Systems
- RUHS Wellness Village

Training Plan

Training will be delivered via class/lab/e-learning methodologies.

Commercial Skills: This training will be offered to all Apprentices and Journeyworkers. Apprentices will receive instruction in courses, such as, Abrasive Blasting, Advanced Special Finishes and Safety, Industrial Coatings, Industrial Foreman Training, and Industrial Spray Blasting. Journeyworkers will be trained in Proper Mixing Techniques, Proper Spray Techniques, Regulatory Overview, and Spray Painting.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Electronic Recordkeeping / LMS

ETP staff has reviewed and approved the use of a learning management system (LMS) for recordkeeping.

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

Training will be overseen by FTI’s Director of Training. Project administration will be performed in a partnership of FTI, Los Angeles Unified School District, and a third party administrator. FTI will handle class scheduling and completion of training rosters. The two dedicated administration vendors will assist with employer liaison, documentation of work hours, uploading training and enrollment data, ETP reporting, and related activities, including maintaining LMS data

Marketing and Support Costs

The FTI’s marketing efforts are conducted through its association web sites, mailings, and presentations. Employers participate as members of the joint committee that operates the FTI and training is designed around their needs and the general needs of the industry. Training information is disseminated throughout the year to all apprentices within the local jurisdictions as well as to the contractors who employ them. FTI requests 8% support costs to assist with marketing, recruitment, and assessment of additional employers which will continue throughout the contract term.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

FTI 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) ($ %)
ET26-0906	09/29/25 - 09/28/27	$362,538	397	0	$362,538 (100%)
ET25-0942	09/30/24 - 09/29/26	$389,550	340	0	$389,550 (100%)

ET26-0906: Per Cal-E-Force the contractor has uploaded 22,308 hours and projects to earn 100% of the agreement.

ET25-0942: Per Cal-E-Force the contractor has uploaded 19,552 hours and projects to earn 100% of the agreement.

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 $ %
ET24-0908	10/02/23 - 10/01/25	$499,653	457	544	$499,653 (100%)
ET23-0952	10/31/22 - 10/30/24	$494,479	289	406	$494,479 (100%)
ET21-0924-000	10/26/20 - 10/25/22	$428,130	186	478	$428,130 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Betat Advisories	San Francisco, CA	$10,000
Administrative	Betat Advisories	San Francisco, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice and Journeyworker

Floor Layer

- Asbestos 16 Hr. O & M
- Blueprint reading
- Carpet banding
- Carpet seaming
- Carpet stair installation
- Centiva
- Certification
- Concrete Polishing & Grinding Training
- Conventional borders
- Conventional carpet
- Cove sheet goods review
- Forbo
- Foreman Training & Journeyman Testing
- Forklift, Scissor & Boom Lift Operator
- Free hand flat lay
- Glue down borders
- Glue down carpet
- Glues and adhesives
- Hand sewing
- Heat seam welding
- Installation Techniques for Carpet & Resilient Floor Covering
- Intro to The Floor Covering Trade
- Laminates
- Leveling
- Linoleum sheet installation
- Load and unload
- Materials & Tools of the Trade
- Materials review
- Math
- Mondo Certified Installer
- Peel and stick carpet
- Preparation
- Resilient sheet goods
- Rubber
- Safety review
- Scribe fit flat lay
- Self-leveling
- Sheet vinyl seaming techniques
- Skirts, treads and risers

- Surface preparation review
- Tarkett
- Tools and processes
- Turf
- Underlayment
- Understanding customer needs
- Vinyl back carpet
- Vinyl composite tile
- Wall base
- Welding
- Workplace procedures
- Yardage

Painter

- 24 Hrs. Lead Worker English
- Abrasive Blast
- Abrasive Materials
- Advance Techniques
- Advanced Special Finishes & Safety
- Airless Spray Equipment Operational Systems
- Application Methods of Protective Coatings
- Asbestos 16hr O & M
- Association for Materials Protection and Performance 8 Hr. Lead Worker (AAMP)
- Automatic Tools
- Coating Application Specialist
- Compliance with Air, Soil, Water/Sediment and Dust Regulations
- Corrosion
- Drywall
- Efficiency Ratings
- Exterior Finishes
- Exterior Finishes
- Floor Coating
- Floor Coating
- Focus Four Hazard
- Foreman Training & Safety
- Forklift Safety Awareness
- Forklift User
- Globally Harmonized System
- Heat Stress Awareness
- High Reach Forklift
- Hoisting & Rigging
- Industrial Abrasive Blast
- Industrial Advanced Special Coatings
- Industrial Coatings
- Industrial Foreman Training
- Industrial Spray Blast
- Industrial Spray Paint
- Infection Control Risk Assessment (ICRA)

- Intro to Drywall
- Intro to Industrial
- Intumescent Coatings
- Ladder Safety
- Make-Up Class - Paint, Abrasive Blast, Drywall
- Mobile Elevating Work Platforms
- Power Tool Safety Awareness
- Quality Control & Safety
- Renovation Repair & Painting For Lead Workers
- Respirator Training w/ Medical
- Scaffold User
- Silica Awareness
- Special Coatings & Platforms
- Special Finishes
- Spray Paint
- SSPC Supervisor Competent Person Training for Deleading and Hazardous Coatings Removal (C-3)
- Stell Structure Paint Council then became Society for Protective Coatings - 8 Hour Lead Worker (SSPC)
- Surface Prep.
- Swing Stage
- Toxics in Construction
- Wall Covering

Drywaller

- 24 Hrs. Lead Worker English
- 3 Day DHS Lead Worker
- AAMP 8hr Lead Worker
- Abrasive Blast
- Abrasive Materials
- Advance Techniques
- Advanced Special Finishes & Safety
- Airless Spray Equipment Operational Systems
- Application Methods of Protective Coatings
- Asbestos 16hr O & M
- Automatic Tools
- Coating Application Specialist
- Confined Space Awareness
- Confined Space Rescue
- Corrosion
- Drywall
- Efficiency Ratings
- Exterior Finishes
- Fall Protection Awareness
- Floor Coating
- Focus Four Hazard
- Foreman Training & Safety
- Forklift Safety Awareness
- Forklift User

- Globally Harmonized System
- Gradall Forklift
- Heat Extremes
- Heat Stress Awareness
- High Reach Forklift
- Hoisting & Rigging
- ICRA
- Industrial Abrasive Blast
- Industrial Advanced Special Coatings
- Industrial Coatings
- Industrial Foreman Training
- Industrial Spray Blast
- Industry Specific Personal Protection Equipment
- Intro to Drywall
- Intro to Industrial
- Intumescent Coatings
- Ladder Safety
- Make-Up Class - Drywall
- Mobile Elevating Work Platforms
- Pandemic Resiliency
- Power Tool Safety Awareness
- Quality Control & Safety
- Renovation Repair & Painting For Lead Workers
- Respirator Training w/ Medical
- Scaffold User
- Silica Awareness
- Silica Hazard Awareness
- Special Coatings & Platforms
- Special Finishes
- Spray Paint
- SSPC- 8 Hour Lead Worker
- SSPC C-3
- Surface Prep.
- Swing Stage
- Toxics in Construction
- Wall Covering

Glazier

- AGMT Prep.
- 24 Hrs. Lead Worker
- 3 Day DHS Lead Worker
- 7 Hour Lead Refresher
- AAMP 8hr Lead Worker
- Asbestos 16hr O & M
- Asbestos Awareness
- Asbestos O&M Refresher
- Basic Blueprints
- Boom Lift
- Confined Space Rescue

- Crane Operator Certification
- Crane Safety
- Crane Setup
- Curtainwall Installation
- Drywall Make-Up Class
- EM385-1-1 Fall Protection
- Emergency Response Training
- Erecting and Dismantling Scaffold
- Fall Protection Awareness
- Fixed and Suspended Scaffold
- Floor Coating
- Focus Four Hazard
- Foreman Training
- Forklift Safety Awareness
- Forklift User
- Globally Harmonized System
- Heat Extremes
- Heat Stress Awareness
- High Reach Forklift
- Hoisting & Rigging
- ICRA
- Industry Specific Confined Space Awareness
- Industry Specific Personal Protection Equipment
- Installation Techniques for Carpet & Resilient Floor Covering
- Introduction to Glazing
- Intumescent Coatings
- Lead Awareness
- Lead Paint Removal
- Lead Worker
- Making Adjustments
- Management of Solid and Hazardous Waste
- Materials & Tools of the Trade
- Mobile Elevating Work Platforms
- NCCCO-Mobile Crane Operator
- Nozzle Equipment Operations Hands-On Session
- Project Management
- Proper Mixing Techniques
- Proper Spray Techniques
- Reach Forklift
- Regulatory Overview
- Renovation Repair & Painting For Lead Workers
- Scaffold User
- Scaffolds
- Scissor Lift
- Silica Awareness
- Silica Hazard Awareness
- Simulation Experience
- Spray Paint

- Spyder Glass Manipulator
- SSPC- 8 Hour Lead Worker
- SSPC C-3
- SSPC C-5
- Storefront
- Swing Stage
- Total Station Instrumentation
- Toxics in Construction
- Use of Rigging Materials
- Wall Covering
- Welding

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Finishing Trades Institute of Northern California and Nevada Trust

Contract Number: ET27-0963

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Alameda, Contra Costa, Fresno, Sacramento, San Francisco, Santa Clara, Santa Cruz, Solano, Sonoma	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	International Union of Painters and Allied Trades Locals No. 3, 12, 83, 169, 272, 294, 376, 487, 507, 718, 741, 767, 913, 1176, 1237, and 1621	
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$532,995		$36,733		$569,728

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

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 Apprentice Retrainee	208	8-210	0-0	33	$773	$28.21
2	Priority Rate Apprentice Retrainee	129	8-210	0-0	34	$800	$33.64
3	Priority Rate Apprentice Retrainee	394	8-210	0-0	33	$776	$31.84

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

Published Minimum Hourly Wage by County:
Job Number 1: $28.21 Per Collective Bargaining Agreement
Job Number 2: $33.64 Modified SET Wage
Job Number 3: $31.84 Per Collective Bargaining Agreement

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: $8.01
Job Number 2: $9.25
Job Number 3: $12.25
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP

requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Drywall/Flooring	$20.20 - $57.95	**208**	0	40	168
JOB NUMBER 2 - Priority Rate, Apprentice, Retrainee					
Apprentice Glazier	$24.39 - $49.50	**129**	0	30	99
JOB NUMBER 3 - Priority Rate, Apprentice, Retrainee					
Apprentice Painters/Industrial Painters	$19.59 - $58.43	**394**	155	0	239

Introduction

The Finishing Trades Institute of Northern California and Nevada Trust (FTI) formerly District Council 16 Northern California Journeyman and Apprentice Training Trust Fund (www.dc16apprentice.org) was formed in June of 2006 between the Northern California Glass Management Association and the District Council 16 of the International Union of Painters and Allied Trades AFL-CIO. The Organization is comprised of four formerly separate training trusts that have been merged into one in order to consolidate expenses and focus revenue on training and infrastructure. The proposed training, entirely center-based, will occur at two training centers located in San Leandro and Sacramento.

FTI covers four collective bargaining agreements representing four trades: Floorcovering Installers, Painters, Glaziers and Drywall Finishers. The JATC works with CityBuild, Helmets to Hardhats, regional Workforce Development Boards, Community Based Organizations, and Building Trades Councils to ensure a diverse workforce that promotes the inclusion of women, minorities, and underserved individuals into the union.

ETP Priority 10200(b)

FTI follows High Road Apprenticeship standards: earn-while-you-learn model, performance-based wage progression as included in their Collective Bargaining Agreement, industry certifications, DAS-approved curriculum, (5) paid job placement during training and after training, and healthcare and benefits during training and after training.

Veterans Program

FTI recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Veterans who apply for an apprenticeship can skip the first stage (the written assessment) and go the second stage (the interview).

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Pleasanton Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

The Trust is administered by a board of four union trustees and four employer trustees, representing the four core trades: glaziers, painters, floor coverers, and drywallers. The fund is currently supported by more than 515 signatory employers and actively trains over 1,000 contributing Apprentices. FTI is constantly improving its program to ensure training is up to date with industry needs, new technologies and materials, improving job security, good wages and excellent benefits.

Participating employers and union representatives have identified the following additional reasons for training: an increase in out-of-state competition, contractors needing to implement cost reduction measures, and customers with higher quality standards while still adhering to budget and schedule constraints.

For this proposal FTI will provide a pipeline of well-trained commercial and industrial painters, glaziers, floor coverers so that employers have a reliable source of workers to fill new work projects. The training provided will prepare the Apprentices to work on both current and upcoming projects, which include:

- Ameresco Forward Renewable Natural Gas
- California Department of Corrections and Rehabilitation San Quentin
- City of Stockton Animal Shelter
- Fern Bacon Middle School Modernization
- Sacramento International Airport Forward Project
- Sacramento Municipal Utility District (SMUD) Power Control Center
- Santa Rosa City Schools District Office
- University of California Davis California Tower

Training Plan

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

Commercial Skills: Training will be provided to Apprentice trainees. Some of the training topics include Crane Signaling, Blasting Techniques, Handrails, Drywall Finishes and Surface Prep, Rigging, and Welding.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Commitment to Training

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

Training Infrastructure

The Training Director will oversee the project and two staff members will assist with the administration, including scheduling training and collecting the rosters. Training will be documented as per ETP regulation and contractual requirements, using ETP approved rosters. Documentation will be signed by trainers who delivered training on the date, time, course topic, and to trainees identified on the roster, with the approved trainee to trainer ratio. Additionally, specific individuals are responsible for coordinating training at each training location. Strategy Workplace Communications will assist with administrative services to ensure that all training records adhere to ETP requirements. Training at each location is done by former or current members of the trade that are subject matter experts.

Marketing and Support Costs

FTI requests to receive eight percent (8%) support costs to fund its staff in recruiting and qualifying additional participating employers and trainees for this program. The projected budget costs for personnel alone will exceed the ETP support cost funding and FTI will cover these additional expenses.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

FTI 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) ($ %)
ET26-0946	09/29/25 - 09/28/27	$317,550	365	0	$317,550 (100%)
ET25-0912	09/30/24 - 09/29/26	$390,104	572	227	$390,104 (100%)

ET26-0946: Per Cal-E-Force the contractor has uploaded 13,549 hours and projects to earn 100% of the agreement.

ET25-0912: Per Cal-E-Force the contractor has uploaded 16,582 hours and projects to earn 100% of the agreement.

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 $ %
ET24-0924	10/02/23 - 10/01/25	$192,698	418	164	$192,698 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentices - Drywall and Floorcovering

- Advanced Applications, Level 1,2.3
- Advanced Materials Applications
- Blueprints and Plans
- Blueprints/Job Economics
- Carpet (Advanced)
- Carpet (Basic)
- Carpet Sewing and Stair Work
- Commercial/Residential Spec Finish
- Commercial-Residential Applications
- Cove Installation
- Drywall Finishers (Tapers)
- Drywall Finishes and Surface Prep
- Drywall Finishes Old/New Walls
- Exit Examination
- Final Projects
- Floor Preparation
- Floorcovering
- Heat Welding
- Intro to Coving
- Knifing Skills and Flat Pattern
- Laminate, Prefinished Hardwood and Specialty Tile
- Levels of Finish
- Pattern-Flat Install
- Review Flat Pattern and Intro to Coving
- Scribe And Seams (Hard Surface)
- Special Finishes
- Specialty Projects or Finish Exit Examination
- Spray-Hand Fin & Texture Paint
- Stair Treads and Vinyl Composition Tile at Angle
- Vinyl Composition Tile
- Welding

Commercial Skills

Apprentice Glazier

- Center For Construction Research and Training
- Crane Signaling
- Curtain Wall System
- Door Hardware
- Fabrication & Layout Techniques
- Finals
- Floor Closer and Shower Doors

- Handrails
- Hardware
- Install/Door Hardware
- Intro Solar and Energy Efficient Systems
- Intro to Solar Install & PV Systems
- Longs Drugs and Projects
- Mirrors & Shower Doors
- Putty Glazing & Scaffold
- Putty Glazing & Stained Glass
- Rigging
- Shop Drawings, Caulking & Sealants
- Spyder Crane
- Storefront
- Total Station
- Transits And Levels
- Welding

Commercial Skills

Apprentice Painters/Industrial Painters

- 24-Hour Lead
- 24-Lead and 8-RRP (Renovation, Repair, and Painting)
- Abrasives, CAS (Certified Application Specialist) Intro
- Advanced Spraying/SSPC C12 (Spray Application Certification)
- Advanced Wallcovering
- Blasting Techniques
- Coating Failure Analysis
- Coatings
- Color, Mix & Match
- Contractor Quality Management
- Faux Finishes
- Final Exam
- Final Project
- Industrial De-leading/SSPC C3
- Instruments and Testing Fundamentals
- Intro to Spray
- Intro to Wallcovering
- Lead Training
- Preparing for Blasting
- Rigging/Scaffolding
- Scaffolding Training
- Specialty Applications
- Spray All/Safety and Technology
- Spray Applications
- Wallcovering Intermediate
- Wallcovering, Estimating and Installing
- Wood Types & Finishing

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Northern California Tile Industry Apprenticeship and Training Trust Fund

Contract Number: ET27-0961

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, Yuba	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	Bricklayers and Allied Craftworkers Local Union No. 3 CA	

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$80,971		$5,531		$86,502

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

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 Apprentice Retrainee	111	8-210	0-0	28	$658	$33.64
2	Priority Rate Journeyworker Retrainee	17	8-200	0-0	26	$792	$57.74

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $3.32
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages

	increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Tile Layers and Tile Finishers Apprentice	$30.32 - $51.67	**111**	0	0	111
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Tile Layer and Tile Finisher Journeyworker	$57.41 - $57.41	**17**	0	0	17

Introduction

Since 1917, the Northern California Tile Industry Apprenticeship and Training Trust Fund (NorCal Tile) (www.nctijatc.org) has trained apprentices across 46 Northern California counties in the Tile Finisher and Tile Layer trades. Tile Finishers work directly with Tile Layers to install ceramic, glass, porcelain, and stone tile in residential, commercial, and institutional settings such as homes, malls, schools, and hospitals. The Training Center operates through a partnership between the Northern California Tile Industry Joint Apprenticeship and Training Committee (JATC), Bricklayers and Allied Craftworkers Local 3, and 25 signatory contractors, representing both large and small employers. ETP-funded training is delivered at the JATC's Livermore training facility.

The proposed training equips Tile Layers and Tile Finishers with the skills needed to lay, cut, and set tile for floors, walls, ceilings, exterior veneers, roofs, walkways, and other applications. Trainees also learn how to prepare and set concrete, cement, brickwork, and other foundational materials required to properly complete tile installations. In addition to core trade skills, the JATC provides training and certifications in high-demand specialty areas such as glass tile, porcelain tile, stone installation, and newly expanded Gauged Porcelain Panel training, supported by a modern computer lab and digital suction equipment.

The Northern California Tile Industry Joint Apprenticeship Training Committee oversees the training of Apprentices, Journeyworkers, and Pre-apprentices, and will welcome its largest Apprentice class in five years during fall 2026. Serving more than 49 counties, the JATC's mission is to provide the highest quality classroom instruction and hands-on training. The Apprenticeship Committee is comprised of signatory contractors through the Tile Terrazzo Marble Restoration Association of California and the Bricklayers, Tile Setters and Allied Craftworkers International Union (BAC) Local 3.

Application announcements for the apprenticeship program are sent to local, state, and federal agencies as well as to local high schools, community colleges, and community-based organizations. The JATC also works with regional workforce development boards, community-based organizations, and building-trades councils to ensure a diverse workforce that promotes the inclusion of women, minorities, and underserved individuals into the union.

ETP Priority 10200(b)

NorCal Tile follows High Road Apprenticeship standards: earn-while-you learn model, performance-based wage progression as included in their Collective Bargaining Agreement, industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during training and after training.

Veterans Program

NorCal Tile works to recruit veterans into its apprenticeship program and works with Helmets to Hardhats. Application announcements for the apprenticeship program are sent to local, state, and federal agencies as well as to local high schools, community colleges, and community-based organizations. The JATC also works with regional Workforce Investment Boards, Community-Based Organizations, and Building Trades Councils to ensure a diverse workforce that promotes the inclusion of women, underrepresented, and underserved individuals into the union.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. Tile Layers is a three-year program and Tile Finishers is a two-year program. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Hayward Adult School).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

NorCal Tile continues to support employer demand for skilled Tile Layers and Tile Finishers as construction activity expands across the region. Training provided through this project will equip workers with updated skills needed to meet modern building standards, including safe installation practices, green materials, waterproofing, membranes, gauged porcelain panel handling, grouting systems, and energy-efficient retrofit techniques. Workers will also learn the safe use of updated tools and personal protective equipment, supporting higher project quality and safer job sites.

Training ensures contractors have a reliable pipeline of qualified workers capable of completing projects efficiently and meeting customer expectations. Apprentices gain hands-on experience

through the Earn-and-Learn model, while Journeyworkers strengthen advanced skills aligned with industry needs.

Trainees will support several upcoming projects throughout Northern California, including:

- Agriculture Innovation Center – University of California, Davis: Tile installation work within new agricultural research and innovation facilities, requiring durable materials and precise layout.
- Brookside Mental Health Rehabilitation Center – Richmond: Interior improvements at a behavioral-health facility, including tile installation in treatment areas, corridors, and common spaces.
- San Lorenzo Theater – Interior Restrooms: Modernization of restroom spaces requiring waterproofing, layout accuracy, and high-finish tile work.
- University of California, Merced – Promise Housing: Student housing construction that incorporates large-format tile, shower systems, backsplashes, and other high-traffic surface installations.
- Welcome Center – Monterey Peninsula College: Tile work in a new campus welcome facility, requiring detailed installation, finishing, and use of energy-efficient building products.

Training Plan

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

Commercial Skills: Training will be provided to all trainees. Apprentices will receive training on topics such as Architectural Drawing, Cleaning, Polishing and Sealing, Membranes & Crack Isolation Waterproofing, and Three Wall Shower and Curb. Journeyworkers will receive training on topics such as Advance Certification for Tile Installers, Foreman Training Certification, Gauged Porcelain Tile/Panel Training, and Membranes & Mud Bed Requirements.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, NorCal Tile is asking for a modification of the cap. Apprentice trainees with OSHA 10 training request a cap of 210 hours.

Alternate Recordkeeping

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

Electronic Recordkeeping / LMS

Staff has reviewed and approved NorCal Tile’s use of a Learning Management System (LMS) for recordkeeping.

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

NorCal Tile's Training Coordinator (dedicated administrator) will oversee the project with support from three administrative staff who will assist with marketing, recruitment, assessments and scheduling of training. Training will be delivered by in-house subject-matter experts who are former or current Tile Finishers or Tile Layers, ensuring instruction is grounded in practical field experience. Two full-time instructors lead and support all training activities. It has also retained a third-party subcontractor, Strategy Workplace Communications, to assist with ETP administration. Rosters will be used to meet ETP's recordkeeping requirements and track hours.

Marketing and Support Costs

Marketing is conducted through direct mailings, personal contacts, telephone calls, public service announcements, emails, and NorCal Tile's website. It will disseminate class information throughout the year to all Apprentices within the local's jurisdictions as well as to the contractors who employ them. Thus, NorCal Tile requests 8% in support costs in recruiting and qualifying additional participating employers for this program.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

NorCal Tile 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) ($ %)
ET26-0968	09/29/25 - 09/28/27	$127,922	86	0	$53,649 (42%)
ET25-0918	09/30/24 - 09/29/26	$115,321	91	0	$115,321 (100%)

ET26-0968: Per Cal-E-Force the contractor has uploaded 1,296 hours and projects to earn 100% of the agreement.

ET25-0918: Per Cal-E-Force the contractor has uploaded 5,848 hours and projects to earn 100% of the agreement.

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 $ %
ET24-0950	10/02/23 - 10/01/25	$173,000	112	99	$105,860 (61%)
ET23-0935	10/03/22 - 10/02/24	$104,085	170	155	$104,085 (100%)
ET22-0934-000	01/31/22 - 01/30/24	$113,933	67	106	$110,545 (97%)
ET21-0950-000	11/02/20 - 11/01/22	$114,053	68	99	$104,548 (92%)
ET20-0934-000	10/07/19 - 10/06/21	$224,701	120	202	$224,701 (100%)

ET24-0950: Lower than expected performance was attributed to the fact that the Contractor had far fewer Apprentices enroll than was initially expected.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentices

- 5-foot Tub/Shower
- ACT Grouts
- ACT Large Format Tile
- ACT Membranes
- Arches & Domes
- Architectural Drawing
- Blueprint Reading
- Cased Window/Walls Ceiling
- Cleaning, Polishing and Sealing
- Codes and Repairs
- Commercial Layout
- Float Large Walls – Hawk and Trowel
- GPTP Countertop and Backsplash
- Grouting & Caulking
- Grouts A118.3, A118.6, A118.7; Single Component & Sealants
- Hawk and Trowel
- Layouts
- Manipulative Skills Tests
- Math for Tile
- Membranes & Crack Isolation Waterproofing
- Membranes & Substrate Prep
- Mud Mixing and Base Materials
- Radius Column
- Radius Dome
- Radius Walls and Jambs
- Semi-Circular Arch
- Set Screeds on Large Floor and Float
- Shower – ADA Curbless
- Shower Floor
- Shower Pans
- Showers – B415
- Three Wall Shower and Curb
- Tile Trim and Bonding
- Two Drain Floor
- Two Step Landing Stairs

Commercial Skills

Journeyworkers

- ACT Gauged Porcelain Tile
- ACT Grouts

- ACT Large Format Tile
- ACT Membranes
- ACT Mud Floors
- ACT Mud Walls
- ACT Orientation
- ACT Shower Receptor
- Advance Certification for Tile Installers (ACT)
- Aerial Work Platforms (articulating man lift)
- Foreman Training Certification
- Forklift (can include scissor & shooting boom lift)
- Gauged Porcelain Tile/Panel Training
- Glass Panels
- Grouts A118.3, A118.6, A118.7, Single Component & Caulking's
- Grouting and Silicone Applications
- Membranes & Mud Bed Requirements
- Membranes & Substrate Prep
- Movement Joints
- Schluter System
- TCNA and ANSI Workshop

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Southern California Plastering Institute Apprenticeship Trust

Contract Number: ET27-0913

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No Plasterers & Cement Masons Local 200		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$42,286		$2,896		$45,182

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

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 Apprentice Retrainee	58	8-210	0-0	31	$729	$32.78
2	Priority Rate Journeyworker Retrainee	25	8-200	0-0	4	$116	$46.18

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

Published Minimum Hourly Wage by County:
Job Number 1: $32.78 per Collective Bargaining Agreement
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $9.63
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Plasterer	$23.15 - $41.56	**58**	0	13	45
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker Plasterer	$46.18 - $46.18	**25**	0	0	25

Introduction

Founded in 1921, the Southern California Plastering Institute Apprenticeship Trust (SoCal Plastering) (www.pl200-apprenticeship.org) provides representation and training to Apprentice and Journeyworker Plasterers to protect and promote the quality of the plastering industry in Southern California.

Its training centers is a partnership between the SoCal Plastering with the support of Plasterers' Local 200 and its unionized contractors. SoCal Plastering creates a pipeline of qualified plasterers that serve as a finishing force for local construction projects. Apprentices and Journeyworkers are trained to be skilled in construction practices and materials, energy efficiency as outlined by the Leadership in Energy and Environmental Design and other energy efficiency standards, and safety competency.

SoCal Plastering works with regional Workforce Development Boards, Community Based Organizations, Building Trades Councils, to ensure a diverse workforce that promotes inclusion of women, non-binary, underrepresented and underserved individuals into the union.

ETP Priority 10200(b)

SoCal Plastering follows High Road Apprenticeship standards: work as you learn model, performance-based wage increases, industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during the training and after training.

Veterans Program

SoCal Plastering recruits Veterans to participate in the training program in cooperation with Helmets to Hardhats, a national joint labor-management initiative that recognizes the connection between skills gained through military service and those required in the building trades.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case North Orange County Regional Occupational Program Education Center).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

The proposed training program is designed to address the evolving needs of plastering employers in California. Industry stakeholders have identified several drivers for training, including the need to meet California's greenhouse-gas reduction and energy-efficiency requirements, which require workers to adapt to new materials and methods. Participating employers and SoCal Plasterer representatives also emphasize the importance of maintaining high-quality workmanship, responding to customer expectations, and preparing for a significant number of upcoming retirements. Employers further expect workers to use modern materials and technologies safely and efficiently, possess a broad skill set, and consistently reduce waste, rework, and job delays.

ETP training will focus on building and retrofitting buildings using safe and energy efficient products. Trainees will continue learning and upgrading their skills in apply plaster and cement products to walls and ceilings in various applications including decorative and molding work and achieve various textures, colors, and finishes on final applications.

SoCal Plastering's upcoming projects include:

- Hollywood Park Hotel, Inglewood: A commercial development where plasterer apprentices will support construction-related plastering work.
- Los Angeles Convention Center: A large facility project requiring plastering support as part of ongoing construction activity.
- Los Angeles International Airport – Tom Bradley Center: A major public infrastructure project incorporating plasterer apprentice work within construction phases.
- Los Angeles Metro– Purple Line: A transit expansion project involving plastering tasks associated with new construction.
- OC Vibe, Anaheim: A regional construction project supported by plasterer apprentices performing general plastering duties.

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Business Skills: Journeyworker training will include course topics such as: Creating Project Bids, Problem Solving, and Project Management.

Commercial Skills: Training will be provided to all trainees. Apprentice training will include course topics such as: Casting Molds, Fireproofing, Measuring, and Specialty Finishes. Journeyworker training will include course topics such as: Cage Building, Plaster Problems and Cracks, and Venetian Plastering.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, SoCal Plastering is asking for a modification of the cap. Apprentice trainees with OSHA 10 training have a cap of 210 hours

Commitment to Training

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

Training Infrastructure

The training project will be overseen by the Coordinator, who manages scheduling, daily attendance, testing, and the collection of all training records. Administrative staff maintain rosters, record data, and ensure that all information shared between Apprentices, Journeyworkers, the JATC, Strategy Workplace Communications (Strategy), and ETP is handled securely. Dedicated staff assignments include recruitment, scheduling, needs assessment, and ETP administration.

Strategy serves as the administrative subcontractor, providing support with ETP compliance, data entry for enrollees and rosters, required documentation, reporting, invoicing, and audit participation. Training is delivered both at the training center and employer worksites, with instructors responsible for hands-on instruction and daily attendance.

Marketing and Support Costs

Recruitment and outreach are conducted through informational flyers, personal contacts, telephone calls, public service announcements, emails, social media, and websites. Application announcements are sent to local high schools, community colleges, military bases, state and federal prisons, and community-based organizations, and JATC representatives attend job fairs throughout the community. To support these recruitment and employer-engagement efforts, SoCal Plasterers is requesting eight percent (8%) in support costs.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation. In-house experts who are former or current members of the trade bringing first-rate credentials with vast field experience will deliver training. Additionally, training will be delivered both in class at SoCal Plastering’s training centers and while on the job site.

Tuition Reimbursement

SoCal Plastering 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) ($ %)
ET26-0978	09/29/25 - 09/28/27	$94,192	68	0	$68,080 (72%)
ET25-0934	09/30/24 - 09/29/26	$98,009	77	41	$98,009 (100%)

ET26-0978: Per Cal-E-Force the contractor has uploaded 2,151 hours and projects to earn 100% of the agreement.

ET25-0934 Per Cal-E-Force the contractor has uploaded 5,367 hours and projects to earn 100% of the agreement.

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 $ %
ET24-0903	10/09/23 - 10/08/25	$166,525	100	87	$120,127 (72%)
ET23-0901	10/03/22 - 10/02/24	$164,064	88	69	$138,437 (84%)

ET24-0903: Performance was due to the fact that the Contractor served fewer Apprentices than it originally anticipated.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

Training Subcontractors	City, State	Cost	Description of Service
Not Applicable	-	-	-

Self-Attestations

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

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

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

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

Journeyworkers

- Advanced Time Management
- Conflict Resolution
- Creating Master Plan for Future Improvements
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

Commercial Skills

Apprentices

- Acoustical Plaster Finish
- Association of the Wall and Ceiling Industry (AWCI) Certification
- Blueprint Reading
- Blueprint Reading and Estimating
- Cage Building
- Casting Molds
- Cementitious, Mineral Fiber, and Intumescent Fireproofing
- Color
- Colored Veneer
- Common Tools and Plastering Tools and Materials
- Estimating
- Exterior Insulation and Finishing Systems (EIFS)
- Fall Protection
- Fall Protection – Certification
- Fireproofing I
- Fireproofing II
- Fireproofing III
- Forklift
- Forklift – Certification
- Fundamental Math
- Green Building Standards
- Inspect Lath and Plaster Bases
- Interior Plaster
- Mask and Protect Adjacent Surfaces
- Measuring

- Mobile Elevated Work Platforms (MEWP)
- Mix and Apply Portland Cement Scratch Coat
- Mix and Apply Portland Cement Scratch, Brown, and Finish Coats
- Mix and Apply Scratch, Brown, Finish, and Veneer Coats
- Ornamental and Earth Plasters
- Patching
- Plaster Problems and Cracks
- Pointing Up – Level 5
- Pool Plastering
- Pool Plastering, Patching, and Waterproofing
- Running Bench Molds
- Scaffold User
- Scratch and Carve Coat
- Small Engine Operation and Maintenance
- Specialty Finishes
- Stain
- Venetian Plastering
- Veneer
- Waterproofing Patching

Commercial Skills

Journeyworker

- Association of the Wall and Ceiling Industry (AWCI) Certification
- Cage Building
- Casting Molds
- Colored Veneer
- External Insulation Finishing System (EIFS)
- Fall Protection
- Fireproofing
- Forklift
- Mobile Elevated Work Platforms (MEWP)
- Plaster Problems And Cracks
- Pointing Up, Level 5
- Pool Plastering, Patching and Waterproofing
- Running Bench Molds
- Scaffold User
- Scratch And Carve Coat
- Specialty Finishes
- Stain
- Venetian Plastering

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Tile, Marble and Terrazzo Employees Joint Apprenticeship Training Committee Trust

Contract Number: ET27-0945

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Ventura	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No Bricklayers and Allied Craftworkers Local Union No. 4		
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$138,112		$9,438		$147,550

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

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 Apprentice Retrainee	188	8-210	0-0	26	$611	$33.64
2	Priority Rate Journeyworker Retrainee	26	8-200	0-0	42	$1,257	$56.52

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wages
Job Number 2: $33.64 Modified SET Wages

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: $6.63
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Tile Layer, Tile Finisher, Marble Finisher	$27.01 - $53.13	**188**	0	0	188
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker Tile Layer, Tile Finisher, Marble Finisher	$56.52 - $79.13	**28**	0	0	28

Introduction

Tile, Marble and Terrazzo Employees Joint Apprenticeship Training Committee Trust (TMT JATC), (tiletraining.org) with the support of the Bricklayers and Allied Craftworkers Local Union No. 4 (BAC Local 4) has prepared Apprentices and Journeyworkers to enter and advance within the finishing trades for more than 60 years. Serving approximately 2,000 members across multiple counties, TMT JATC is committed to developing the next generation of highly skilled Journeyworkers in tile laying, tile finishing, marble finishing, and related specialty trades.

TMT JATC works closely with union locals and signatory contractor associations to ensure training aligns with evolving industry demands, technologies, and workplace practices. TMT JATC serves as a critical connection between individuals entering the trade and the skilled workforce needs of the tile, marble, and terrazzo construction industry. To continuously improve training outcomes, TMT JATC regularly evaluates and updates its curriculum and training methods. In 2025, TMT JATC enhanced its training program by updating mock-up stations and expanding hands-on projects to better prepare trainees for current industry requirements and employer expectations.

TMT JATC participated in the first and second rounds of the DAS Equal Representation in Construction Apprenticeship (ERiCA) program to strengthen outreach efforts and expand partnerships that increase apprenticeship opportunities for women, non-binary individuals, and members of underserved communities. TMT JATC continues to collaborate with local schools, Workforce Development Boards, Community-Based Organizations, and other workforce partners while utilizing social media and community outreach to increase awareness of apprenticeship opportunities and recruit a diverse pool of qualified applicants.

ETP Priority 10200(b)

TMT JATC trains highly skilled workers using the latest technologies and industry methods to meet workforce demands. Through a collectively bargained agreement, Apprentices and Journeyworkers receive structured wage progression and access to high-road career opportunities. The program also supports California’s workforce by helping ensure local jobsites are staffed by skilled California workers.

Veterans Program

TMT JATC is committed to providing job-related training that supports veterans in successfully transitioning into California's workforce. Veterans enrolled in the apprenticeship program may be eligible to receive Montgomery GI Bill education benefits, including a monthly housing

allowance, in accordance with United States Department of Veterans Affairs eligibility requirements. These benefits are paid directly to eligible veteran apprentices to help support them throughout their training.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Hacienda La Puente Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Participating employers and union representatives have identified several factors driving the need for continued workforce training, including increased competition from out-of-state and non-union contractors, the need for cost-reduction measures, evolving sustainability and energy-efficiency standards, advances in terrazzo systems, adhesives, grouts, and setting materials, and increased customer expectations for high-quality projects completed on time and within budget. To remain competitive, employers require a highly skilled workforce capable of adapting to modern technologies, new materials, changing industry practices, and California's evolving construction standards. Ongoing training allows Apprentices and Journeyworkers to strengthen their technical skills, improve productivity, and meet the demands of today's construction industry.

TMT JATC provides industry-focused training delivered by current and former trade professionals with extensive field experience and industry credentials. These instructors prepare Apprentices and Journeyworkers for real-world jobsite challenges by combining technical instruction with hands-on learning. In 2025, the JATC invested in updated mock-up stations and hands-on projects to enhance training quality and provide trainees with realistic learning environments that better reflect employer expectations. Because workers in these trades perform physically demanding tasks involving prolonged kneeling, bending, reaching, lifting, and the use of tools such as grinders, saws, and sanders, comprehensive technical and safety training is essential. The proposed training program will help participating employers maintain a competitive workforce by equipping Apprentices and Journeyworkers with the skills needed to meet customer expectations, comply with evolving safety requirements, utilize energy-efficient and sustainable materials, and support California's growing construction industry. During this contract trainees will work on the following projects:

- Disneyland
- OC Vibe
- One Wilshire
- The Apple Store
- UC Irvine

Training Plan

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

Commercial Skills: This training will be offered to all trainees. Apprentices will receive instruction in topics such as Blueprint Reading, Caulking, Cutting & Grinding, Epoxy Fill & Repair, Fabrication, and Grouting with Epoxy. Journeyworkers will receive instruction in Upgrade Skills for Advanced Certificates for Tile Installers.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Commitment to Training

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

Training Infrastructure

TMT JATC's Training Director will oversee and coordinate all aspects of the training program, including training schedules, recruitment, and participant needs assessments. Training will be delivered by the Training Director and qualified in-house subject matter experts with direct industry experience. TMT JATC has also retained a third-party administrator to provide support with ETP project administration, documentation, reporting, and compliance requirements.

Marketing and Support Costs

TMT JATC disseminated throughout the year through informational flyers, personal outreach, telephone calls, public service announcements, email communications, social media platforms, and TMT JATC website. Apprenticeship application announcements are distributed to local, state, and federal agencies, as well as high schools, community colleges, military installations, state and federal correctional facilities, workforce development organizations, and community-based organizations. TMT JATC representatives participate in job fairs, career fairs, and other community outreach events to promote apprenticeship opportunities and recruit qualified applicants. To expand local hiring opportunities and increase awareness of careers in the building trades, TMT JATC also hosts MC3 (Multi-Craft Core Curriculum) facility tours, providing prospective applicants and workforce partners with firsthand exposure to apprenticeship training and career pathways. recruits and trains new apprentices annually. TMT JATC requests 8% in support costs to promote training opportunities

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

TMT JATC 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) ($ %)
ET26-0934	09/29/25 - 09/28/27	$233,420	135	0	$75,069 (32%)
ET25-0933	09/30/24 - 09/29/26	$189,598	91	0	$118,874 (63%)

ET26-0934: Per Cal-E-Force the contractor has uploaded 3,174 hours and projects to earn 100% of the agreement.

ET25-0933: Per Cal-E-Force the contractor has uploaded 4,914 hours and projects to earn 100% of the agreement.

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 $ %
ET24-0911	10/02/23 - 10/01/25	$283,370	178	168	$278,683 (98%)
ET23-0911	10/03/22 - 10/02/24	$342,987	319	146	$187,795 (55%)
ET22-0933-000	11/22/21 - 11/21/23	$242,067	155	127	$221,452 (91%)
ET21-0953-000	09/08/20 - 09/07/22	$100,485	87	61	$100,485 (100%)

ET23-0933: Performance in this contract was impacted by COVID-19, which significantly affected training opportunities and resulted in lower-than-expected training hours and participation.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Marble Worker

- Bull Nosing
- Caulking
- Cleaning, Polishing and Sealing
- Cutting & Grinding
- Detail Cut & Color Theory
- Drilling & Anchoring
- Edge Detail
- Fabrication
- Grouting with a Grout Bag
- Grouting with Epoxy
- Holding String Lines and Chalk Lines
- Material Handling
- Polishing
- Repair & Restoration
- Shower Pans
- Slurrying & Roughing-in Large Floors
- Square Footages & Room Setup
- Squaring & Straightening
- Trim Shapes
- Types of Tiles
- Use of Tools - Hand & Power
- Waterproofing

Terrazzo Worker

- Blueprint Reading
- Cement
- Epoxy Fill & Repair
- Epoxy Resin & Catalyst
- Epoxy Terrazzo
- Filling & Grouting Cement Terrazzo Walls & Floors
- Float Walls for Terrazzo Installation
- General Layout
- Grinding Cement & Epoxy Terrazzo
- Grinding Cement Terrazzo Walls & Base Wet & Dry
- Grinding Epoxy Terrazzo Floors and Walls
- Identification of Sizes & Types of Chips & Strips
- Installation of Strips & Identification of Sizes & Types of Chips & Colors
- Installation of Strips in Cement & Epoxy Terrazzo
- Journeyman Project
- Maintenance of Floor & Base Grinder
- Materials/Products and Procedures

- Mixing of Chips for Cement and Epoxy Installation
- NTMA Specifications
- Palladiana
- Polishing & Sealing Cement and Epoxy Terrazzo
- Preparation of Wood Sub-floors
- Quality Control
- Skills/Techniques/Procedures
- Slurrying & Roughing-in Floors
- Special Epoxy Design
- Square Footages & Material Setup
- Steps - Cement Terrazzo Installation
- Steps - Dry Pack Installation
- Steps - Epoxy Terrazzo Installation
- Steps - Orientation
- Venetian Design Work
- Water Level, Transit and Laser

Tile Worker

- Blueprint Reading
- Bull Nosing
- Bull Nosing, Polishing & Sealing
- Caulking
- Cleaning, Polishing and Sealing
- Commercial Room Layout #1 and #2
- Float and Tile Multiple Surfaces
- Float Large Walls – Using String lines to Set Strips
- Float Lg Walls, Gothic & Semi-Circular Arches
- Gauged Porcelain Tile/Slab Installation
- GPT/S Material Handling
- Grouting & Clean Up
- Grouting with a Grout Bag and Epoxy
- Holding String Lines and Chalk Lines
- Large Form Tile Installation (LFT)
- Laser and Transit Use
- Lath & Scratch
- Prep Work & Rough In
- Set Screeds on Large Floor and Float
- Shower Pans
- Slurrying & Roughing-in Large Floors
- Square Footages & Room Setup
- Square Shower Walls & Curb
- Square Shower Walls and Curb
- String Lines and Screeds for Slope
- Technical Aspects of Tile Installations
- Technical Aspects of Tile Setting
- Trim Shapes
- Tub Splash, Commercial Room Layout, Stairs
- Types of Tiles
- Use of a Tile Rack

- Water Level Rooms for Wall Layout and Floor Elevations
- Waterproofing
- Wet & Dry Grinding Cement Terrazzo Floors, Walls & Base

Journeyworker

- Upgrade Skills for Advanced Certificates for Tile Installers

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund

Contract Number: ET27-0941

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Alameda, Contra Costa, Fresno, Los Angeles, Orange, Sacramento, San Diego, San Francisco, San Mateo, Santa Clara, Solano	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No Iron Workers - 433, 416, 229		
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$1,767,524		$122,876		$1,890,400

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

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 Apprentice Retrainee	2,363	8-210	0-0	34	$800	$33.64

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

Published Minimum Hourly Wage by County: Job Number 1: $33.64 Modified SET Wages	
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: $7.71 **Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.**	
Fringe Benefits:	This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.
Wage Progression:	Wage progression for the apprentices is ensured by DAS-approved standards based on OJT and classroom attendance. The collective bargaining agreement outlines the progress of wages for Journeyworkers.

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, Apprentice, Retrainee					
Apprentice- Ironworkers	$25.93 - $55.52	**2,363**	0	0	2,363

Introduction

Founded in 1946, the California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund - (Cal Ironworkers) (universityofiron.org) Founded in 1986, the Ironworkers

Training Centers provides industry-driven Apprentice and Journeyworker training that prepares workers for long-term careers in the construction industry. Through the direct engagement of our unionized employers, Cal Ironworkers is uniquely structured to break the cycle of short-term, low-wage employment by placing participants into a highly structured "earn-while-you-learn" apprenticeship program. Apprentices earn family-sustaining wages and benefits from their first day of employment while receiving comprehensive, debt-free training that leads to a lifelong career in the skilled trades.

Each Apprentice receives advanced classroom instruction, hands-on laboratory training, and supervised on-the-job learning that bridges traditional ironworking craftsmanship with modern construction technologies. Cal Ironworkers primary training facilities are located in Benicia and San Diego, with additional instruction provided at regional training sites in Sacramento, Fresno, and the Inland Empire. This statewide training network ensures the continuous availability of highly qualified, specialized Ironworkers to meet employer demand throughout California.

Cal Ironworkers works closely with regional Workforce Development Boards, Community-Based Organizations, Building Trades Councils, educational institutions, and other workforce partners to recruit and train a diverse workforce. These partnerships expand access to apprenticeship opportunities and promote the inclusion of women, veterans, non-binary individuals, and other underserved populations within the unionized construction industry.

ETP Priority 10200(b)

Cal Ironworkers follows High Road Apprenticeship standards, including a “work as you learn” model, progressive wage increases, industry-recognized certifications rather than company or privately issued ones, a DAS-approved curriculum, paid job placement both during and after training, and healthcare and benefits throughout the training period and beyond.

Veterans Program

Cal Ironworkers actively recruit veterans through partnerships with Helmets to Hardhats, a national joint labor-management program that recognizes the connection between skills gained through military service and careers in the building trades.Cal Ironworkers remains committed to providing job-related training opportunities that support veterans as they transition into the California workforce.

Veterans enrolled in an apprenticeship program may be eligible to receive benefits through the Montgomery GI Bill, including a monthly housing allowance. These benefits are paid directly to eligible veteran trainees and provide additional support while they complete their apprenticeship training.

In 2018, the Ironworkers National Training Fund launched a National Training Course for veterans, a three-week pre-apprenticeship program held at the Benicia, California Regional Training Center. The program was designed to provide Army, Navy, Marine Corps, and Air Force veterans with the foundational skills, technical knowledge, and hands-on experience needed to begin careers as skilled craft professionals. Participants represented communities from across the United States, demonstrating the program’s national commitment to preparing veterans for successful careers in the construction industry.

The veteran training curriculum aligns with the apprenticeship curriculum and provides participants with the same high-quality technical instruction, laboratory training, and industry-related skills. Cal Ironworkers continues to support veterans by providing pathways to family-

sustaining careers, helping them apply their military experience toward successful careers in the electrical and construction industries.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Cerritos Community College District and Grossmont Union High School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

The demand for highly skilled Ironworkers throughout California has reached unprecedented levels. Apprentices and Journeyworkers are essential to the construction, maintenance, and seismic retrofitting of hospitals, schools, commercial buildings, transportation systems, and other critical infrastructure. Major projects, including the expansion of LA Metro rail systems, development of the Brightline West high-speed rail infrastructure, and improvements supporting the 2028 Los Angeles Olympic and Paralympic Games, are further increasing the need for skilled Ironworkers.

At the same time, the industry is facing a significant workforce shortage due to an aging workforce and a large-scale retirement wave. Cal Ironworkers anticipates that approximately 40% of experienced members will retire within the next 10 years. As experienced Journeyworkers leave the trade, a strong apprenticeship pipeline is critical to ensuring that qualified workers are available to fill essential positions and prevent project delays.

State mandates, federal infrastructure investments, and continued construction activity are also creating new employment opportunities for Ironworkers. The Bipartisan Infrastructure Law and other public investments are increasing the need for skilled workers throughout California. According to California Employment Development Department (EDD) Labor Market Information, a consistent supply of trained Ironworkers is necessary to support economic growth and keep major projects on schedule. During this contract period, trainees will work on the following projects:

- Caltrain Electrification & Service Expansion
- Major Transportation & Infrastructure Projects across the Bay Area
- Metropolitan Water District of Southern California
- Port of Los Angeles
- San Diego International Airport

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Commercial Skills: Training will be offered to Apprentice in topics including Architectural Safe Work Practices, Blueprint Reading, Green Construction, Rebar Detailing, Rigging and Forklift Training, and Welding. Journeyworkers will receive training in Advanced Welding, Mass Timber Construction Training, and Post Tensioning Certification.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Commitment to Training

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

Training Infrastructure

Cal Ironworkers' Apprentice Director will oversee the implementation and administration of this project. There will be dedicated staff assigned to various functions of this project: three staff assigned to administration, four to needs assessment, three to recruitment, and six to scheduling training. An outside consultant has also been retained to assist in project administration and to ensure that all training records are in compliance with ETP requirements. Training will be delivered by in-house subject-matter experts and will be documented via ETP roster.

Marketing and Support Costs

Cal Ironworkers disseminates program information throughout the year through informational flyers, personal outreach, telephone calls, public service announcements, email, websites, and social media. Apprenticeship application announcements are also distributed to local, state, and federal agencies, including high schools, community colleges, military installations, correctional facilities, workforce development organizations, and community-based organizations. Representatives participate in job fairs and community outreach events to promote apprenticeship opportunities and recruit qualified applicants. For the 2026–2027 academic year, Cal Ironworkers projects that approximately 812 new apprentices will enter the apprenticeship program. Cal Ironworkers requests eight percent (8%) in support costs to promote training opportunities.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified

trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

Cal Ironworkers 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) ($ %)
ET26-0924	09/29/25 - 09/28/27	$362,738	615	0	$362,738 (100%)
ET26-0923	09/29/25 - 09/28/27	$362,363	577	0	$362,363 (100%)
ET25-0947	09/30/24 - 09/29/26	$390,270	654	227	$390,270 (100%)

ET26-0924: Per Cal-E-Force the contractor has uploaded 7,201 hours and projects to earn 100% of the agreement.

ET26-0923: Per Cal-E-Force the contractor has uploaded 12,853 hours and projects to earn 100% of the agreement.

ET25-0947: Per Cal-E-Force the contractor has uploaded 27,765 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0943	09/30/24 - 09/29/26	$390,194	593	365	$390,194 (100%)

.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice and Journeyworker

- Architectural
- Architectural II
- Architectural III
- Architectural Safe Work Practices
- Army Corps of Engineers EM3851-1
- Blueprint Reading
- Cranes (Includes Scaffold Erector / Dismantler)
- Detailing
- Foreman Training
- Green Construction for Ironworkers
- Heat Stress Safety
- Lead In Construction
- Lead Hazard
- Mass Timber Construction Training
- Measurement And Math
- Metal Building
- Mixed Base (Intro to Blueprint & Math)
- Oxy-Fuel and Welding Safe Work Practices
- Post Tensioning Precast / Metal Building (Includes Scaffold User)
- Post Tension 2
- Post Tension 3/Qualified Rigging
- Precast/Qualified Rigger
- Rebar Detailing
- Reinforcing Safe Work Practices
- Rigging
- Rigging and Forklift Training
- Rigging Safe Work Practices
- Structural Safe Work Practices, Subpart R Steel Erection
- Unbonded Post Tensioning
- Welding I
- Welding II
- Welding III

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Laborers' Training and Retraining Trust Fund for Northern California

Contract Number: ET27-0906

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Statewide	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	Northern California District Council of Laborers of the Laborers' International Union of North America Locals 67, 73, 185, 261, 2770, 294, 304, 324, and 1130	
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$2,953,211		$204,070		$3,157,281

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

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 Apprentice Retrainee	4,051	8-210	0-0	33	$775	$33.64
2	Priority Rate Journeyworker Retrainee	46	8-200	0-0	13	$386	$38.21

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $9.66
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Laborers	$23.98 - $48.05	**4,051**	0	486	3,565
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker Laborer	$38.21 - $53.39	**46**	0	0	46

Introduction

In 1995, the Northern California District Council of Laborers and the Associated General Contractors of California created the Laborers Health and Welfare Trust Fund for Northern California (NorCal Laborers) (www.norcaltc.org) and the Laborers' Joint Apprenticeship Training Center (JATC). NorCal Laborers serves nine Northern California Laborers Union Locals (67, 73, 185, 261, 270, 294, 304, 324 and 1130), representing 29,000 Journeyworkers and 4,794 Apprentices across 46 counties in California. The JATC has approximately 1,700 signatory employers. ETP training is center-based, and all in-person training will be conducted at the San Ramon Training Center or other designated training facilities throughout the Central Valley, Northern California, and the San Francisco Bay Area.

NorCal Laborers is committed to helping Californians with little to no construction experience get their foot in the door and into a meaningful career in the building trades. To accommodate this, NorCal Laborers has provided several options to accommodate Apprentices of all walks of life while also making classes more accessible. These accommodations include: bilingual trainers and staff, Spanish-speaking courses, weekend courses, flexibility in class scheduling and work history being taken into account when determining class placement.

The JATC is currently part of the DAS Equal Representation in Construction Apprenticeship (ERiCA) program to increase outreach to partners so that the program enrolls more women, non-binary, and members from underserved communities. In addition, the program works with local schools, Workforce Development Boards, and community organizations.

ETP Priority 10200(b)

NorCal Laborers follows High Road Apprenticeship standards: work as you learn model, performance-based wage increases, industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during the training and after training.

Veterans Program

NorCal Laborers is committed to supporting job-related training that helps Veterans transition into the California workforce. NorCal Laborers recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is two years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case State Center Community District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

The request for funding is driven by the need to upgrade the skills of Laborers to adapt to changes in the construction industry. Local projects and their hiring demands help to shape the center's curriculum. The Training Center provides well-skilled workers to its participating employers by delivering a customized curriculum that allows trainees to utilize the learning immediately on the job. Without the training proposed in this application, NorCal Laborers would not be able to help its employers meet the quickly changing needs of the highly competitive construction industry. The program will train to meet the needs of local employers, thus improving job security and reducing periods of unemployment.

To meet local hiring needs, the JATC partners with: Office of Economic Workforce Development – San Francisco, Fresno Equal Opportunities Commission, Marin City Community Development Corporation, Central Valley Training Center, Future Build, Youth Build San Joaquin, Merced College, Santa Clara County Office of Education, Salvation Army Sacramento, and the Solano County Sheriff's Office.

JATC will provide a pipeline of well-trained parking & highway improvement laborers so that employers have a reliable source of workers to fill new work projects. During this contract the trainees will be working on the following construction projects:

- Behymer and Granville Safety Improvement Phase II
- City of Merced: multiple projects
- City of Stockton Lincoln Rd.: sewer repairs and rehabilitation
- Modesto Courthouse, McCarthy Building
- Fresno-Clovis Regional Wastewater Reclamation Treatment Plant: repairs and rehabilitation of structural components

Training Plan

The following training plan will be conducted in English or Spanish via Class/Lab and E-Learning delivery methods:

Business Skills: Advanced training will be provided to Journeyworkers and include topics such as Advanced Time Management, Conflict Resolution, and Creating Project Bids and Decision Making Skills. Trainees will gain the skills to plan, organize, and manage construction projects resulting in more efficient and on-time work.

Commercial Skills: Apprentices will receive training in courses such as, Environmental Hazards of Highway Work, Hand and Power Tools, and Sandblasting (Abrasive Blasting).

Commercial Skills: Journeyworkers will receive training in courses such as, Aerial Boom Lift, Arc Welding, Hoisting and Rigging, and Scaffold User.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Commitment to Training

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

Training Infrastructure

NorCal Laborers' Director of Apprenticeship will oversee ETP training with eight full-time and two part-time staff assisting in administration including marketing, recruitment, needs assessments, and training scheduling. Training is provided by Laborers Training and Re-Training Trust of Northern California. Additionally, NorCal Laborers has retained a third-party administrator to assist with ETP administration

Marketing and Support Costs

NorCal Laborers requests 8% in support costs to fund recruitment and conduct ongoing assessments of employer-specific job requirements. NorCal Laborers and the 11 union locals publicize training through their websites, newsletters, direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements, and e-mail announcements. It will promote this training at labor-management meetings and industry assemblies, site visits to local schools, trade shows, industry meetings, and vocational outreach organizations.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

The trainers are former or current members of the trade who bring first-rate credentials and vast field experience. The trainers are experts in the training topics and the skills needed on the worksite. The trainers help the apprentices understand the real challenges the apprentices will meet on the job and how to overcome these challenges

Tuition Reimbursement

Laborers NorCal 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) ($ %)
ET26-0929	09/29/25 - 09/28/27	$362,720	615	173	$362,720 (100%)

ET26-0929: Per Cal-E-Force the contractor has uploaded 17,230 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0909	09/30/24 - 09/29/26	$390,290	331	461	$390,290 (100%)
ET24-0933	10/02/23 - 10/01/25	$499,860	980	913	$499,860 (100%)
ET23-0919	10/03/22 - 10/02/24	$499,798	998	637	$499,798 (100%)
ET21-0944-000	10/05/20 - 10/04/22	$377,710	320	515	$377,710 (100%)
ET20-0939-000	10/07/19 - 10/06/21	$746,160	574	618	$628,850 (84%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

Training Subcontractors	City, State	Cost	Description of Service
Not Applicable	-	-	-

Self-Attestations

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

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

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

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

Journeyworker

- Advanced Time Management
- Conflict Resolution
- Creating Master Plan for Future Improvements
- Creating Project Bids
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

Commercial Skills

Apprentice

- Aerial Work Platform Initial
- Aerial Work Platform Recertification
- Air Tools
- Area and Volume, Calculating, and Estimating
- Asbestos Abatement Worker
- Asbestos Contractor/Supervisor Recertification
- Asbestos Recertification
- Asphalt Paving Techniques
- Asphalt Remove & Replace Builders Level Math
- Basic Construction Math
- Blueprint Reading Orientation – Basic
- Blueprint Reading Orientation – Intermediate
- Brick Tender Fundamentals
- Bulkheads, Batter Boards, Overhead Screed
- Compaction
- Concrete and Asphalt
- Concrete Techniques
- Construction Craft Laborers
- Environmental Hazards of Highway Work
- Environmental Passport
- Fall Protection
- Flagging Certification (ATSSA)
- Forklift Orientation Initial
- Forklift Orientation Recertification
- Forklift Training and Forklift Certification

- Form Setting, Curb and Gutter, Alley Gutter, Pour in Place Walls
- From Setting, Sidewalk, Driveway, Approach, Handicapped Ramp
- Fundamentals of Construction
- Gas Utility Worker O.Q. (Operator Qualification) Basic
- Gas Utility Worker O.Q. Intermediate
- Grade Checking Orientation
- Hand and Power Tools
- Hazardous Waste Removal Initial
- Hazardous Waste Removal Recertification
- Hazardous Waste Worker
- Landscape Laborer Introductory Course
- Landscape 1: Planting and Maintenance
- Landscape 2: Construction Math & Irrigation Systems
- Landscape 3: Erosion Control, Grading, & Drainage
- Landscape 4: Retention Walls, Dividers, & Flatwork
- Lead Abatement Initial
- Lead Abatement Worker/Supervisor Recertification
- Material Handling, Storage, Use, and Disposal
- Mechanical Pipe I
- Mine Safety and Health Administration (MSHA)
- Mine Safety (MSHA) Annual Refresher
- Mini Excavator
- Oxy Torch Cutting
- Pipe Laying
- Placement, Finishing Tools, Concrete Procedures, Control Joints
- Plaster Tender Fundamentals
- Power Trowel
- Recognition and Hazard on the Jobsite
- Reducing Silica Exposure
- Respiratory Awareness
- Rigging & Signaling
- Sandblasting (Abrasive Blasting)
- Scaffold Builder
- Scaffold User
- Scope of Work, Personal Protective Equipment, Materials, and Tools
- Skid Steer Loader Orientation Initial
- Skid Steer Loader Orientation Recertification
- Skip Loader
- Solar Voltaic
- Storm Water Pollution Prevention
- Tools and Equipment: Pick and Pick Mattocks, Shovels, Digging, Bars, Jackhammer, Rivet Buster, Chipping Gun, and Clay Spades
- Torch Cutting & Burning
- Traffic Control
- Traffic Control Supervisor
- Traffic Control Technician
- Trench Plates & Shoring
- Weatherization Technician and Installer

- Welding Certification

Commercial Skills

Journeyworker

- Aerial Boom Lift
- Aerial Work Platform Initial
- Aerial Work Platform Recertification
- Air Tools
- Arc Welding
- Asbestos Cement Pipe-Craft Worker Refresher
- Asbestos Contractor/Supervisor Initial
- Asbestos Contractor/Supervisor Recertification
- Asbestos Recertification
- Asbestos Removal Initial
- Asbestos Worker III
- Basic Construction Math
- Basic Pipe Fusion O.Q. (Operator Qualification) Prep
- Blueprint Reading Orientation – Basic
- Blueprint Reading Orientation – Intermediate
- Concrete Techniques
- Concrete Coring & Saw Cutting
- Flagging Certification (ATSSA)
- Forklift Orientation Initial
- Forklift Orientation Recertification
- Fundamentals of Construction
- Gas Utility Worker O.Q. Basic
- Gas Utility Worker O.Q. Intermediate
- Grade Checking Orientation
- Hazardous Waste Removal Initial
- Hazardous Waste Removal Recertification
- Hoisting & Rigging
- Jobsite Erosion Control
- Lead Abatement Initial
- Lead Abatement Supervisor Initial
- Lead Abatement Worker/Supervisor Recertification
- Mechanical Pipe
- Mine Safety (MSHA-Mine Safety and Health Administration)
- Mine Safety (MSHA) Recertification
- Oxy Torch Cutting
- P.E. (Polyethylene_Pipe Fusion Intro
- Permit Required Entry
- Photovoltaic
- Reducing Silica Exposure
- Rigging & Signaling
- Scaffold Builder
- Scaffold User
- Signal Person
- Skid Steer Loader Orientation Initial

- Skid Steer Loader Orientation Recertification
- Storm Water Pollution Prevention
- Torch Cutting & Burning
- Traffic Control
- Traffic Control Supervisor
- Traffic Control Technician
- Weatherization Technician and Installer
- Welding Certification

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Laborers Training and Re-Training Trust Fund for Southern California

Contract Number: ET27-0942

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	Laborers' International Union of North America, Southern California Locals 89, 220, 300, 585, 652, 783, 1184 and 1309	

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$2,188,445		$149,687		$2,338,132

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

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 Apprentice Retrainee	22	8-210	0-0	33	$776	$33.64
2	Priority Rate Apprentice Retrainee	40	8-210	0-0	33	$781	$31.35
3	Priority Rate Apprentice Retrainee	2,782	8-210	0-0	33	$778	$33.00
4	Priority Rate Apprentice Retrainee	156	8-210	0-0	34	$804	$28.69

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $31.35 Per Collective Bargaining Agreement
Job Number 3: $33.00 Per Collective Bargaining Agreement
Job Number 4: $28.69 Per Collective Bargaining Agreement

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: $5.90
Job Number 2: $6.35
Job Number 3: $6.90
Job Number 4: $6.05
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and

	fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Brick Tender	$27.74 - $46.23	**22**	0	0	22
JOB NUMBER 2 - Priority Rate, Apprentice, Retrainee					
Cement Mason	$25.00 - $46.22	**40**	0	12	28
JOB NUMBER 3 - Priority Rate, Apprentice, Retrainee					
Construction Craft Laborer	$26.10 - $44.37	**2,782**	0	0	2,782
JOB NUMBER 4 - Priority Rate, Apprentice, Retrainee					
Landscape and Irrigation Fitter	$22.64 - $44.75	**156**	0	47	109

Introduction

Founded in 1970, the Laborer's Training and Re-Training Trust Fund of Southern California (Laborers School) (www.laborerstrainingschool.com) provides construction based training for employees of its members through classroom instruction and practical application. Today, Laborers School serves eight Southern California Locals (89, 220, 300, 585, 652, 783, 1184 and 1309) across 12 Southern California Counties. Laborers School operates 14 training sites and currently has over 3,000 apprentices. The majority of the training will occur in 8 of the 12 Southern California locations.

The Southern California District Council of Laborers and its affiliated Local Unions of the Laborers International Union of North America (LiUNA) created the Laborers Training and Retraining Trust of Southern California. The Laborers Training and Retraining Trust of Southern California provides an array of training programs, including four apprenticeship programs covering four occupations (Construction Craft Laborer, Laborers Cement Mason, Landscape Irrigation Fitter, and Brick Tender) and retraining programs for experienced Journeyworkers.

Laborers School works with local schools, Workforce Development Boards, community organizations, and Building Trades Councils, to ensure a diverse workforce that promotes inclusion of women, non-binary, underrepresented, and underserved individuals into the union. In addition, Laborers School is a part of the DAS Equal Representation in Construction Apprenticeship (ERiCA) program to create new ways to outreach to new partners in order to enroll more women, non-binary, and members from underserved communities. Further, the

ERiCA funding has enabled the Organization to provide up to $10,000 in childcare to some 12 trainees to support participation of women and hard to serve community members in the apprenticeship program

ETP Priority 10200(b)

Laborers School has a strong and lasting foundation as a union organization, with all workers employed under collectively bargained agreements. Our collective bargaining agreements echo the core principles of the high road training partnership (HRTP) framework by strengthening worker voice, fostering labor-management collaboration, guaranteeing union support, upholding industry-recognized training standards, promoting living and progressive wage advancements, creating pathways to skilled careers, and improving workforce retention. Across our 4 apprenticeship programs, we graduate nearly 700 apprentices annually, helping contractors meet skilled and trained workforce requirements, boosting their competitiveness for project bids, and supporting ongoing employment opportunities. Additionally, we work closely with pre-apprenticeship entities that adopt an HRTP mindset and administer mock physical agility tests to interested applicants to help them succeed when they are invited to our apprenticeship entry assessment.

Veterans Program

Laborers School is committed to supporting job-related training that helps veterans transition into the California workforce. Veterans in an apprenticeship are eligible to receive Montgomery GI Bill benefits, such as a monthly housing allowance.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project Construction Craft Laborer program is 30 months, the Cement Mason program is 36 months, the Brick Tender program is 18 months and the Landscape & Irrigation Fitter program is 24 months. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Hacienda La Puente Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Participating employers and union representatives have identified the following reasons for training: an aging workforce retiring, out-of-state competition, the cost cutting measures, higher cost of materials, higher quality standards, energy efficiency standards, and increasing complexity of construction projects. In addition, the funding from the federal Infrastructure bill for the construction and rebuilding of the nation's infrastructures, require the Laborers School to continue to develop a pipeline of qualified construction workers. The program will train for the needs of local employers, improving job security and reducing periods of unemployment for unionized laborers living in Southern California.

Trainees will be employed while they are in classes and will learn both the hard and soft skills needed by employers. Some of the projects that the apprentices will work on in the coming months include:

- Airfield Terminal Modernization Project Los Angeles International Airport, Roadway Improvements
- Gabriel Battery Energy Storage System, Irwindale
- G Line Bus Rapid Transit Improvement, San Fernando Valley
- Los Angeles Convention Center Expansion & Modernization, Los Angeles
- San Gabriel Reservoir, Azusa
- Wilshire One Project, Los Angeles

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in both English and Spanish in the topics below:

Commercial Skills: Apprentice training will include Aerial Boom Lifts, Asphalt Removal and Replacement, Blueprint Reading, Chain Saw Operation, Construction Math, Forklift Rough Terrain, Green Construction, Hazard Communication, Landscape Laborer, Mechanical Joints, Pipeline Technology, Refinery Excavation, Rigging and Signaling Awareness, Sandblasting, Trench Safety I, and Welding.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Electronic Recordkeeping / LMS

ETP staff has reviewed and approved the use of a Learning Management System (LMS) for recordkeeping.

Commitment to Training

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

Training Infrastructure
The Executive Director will oversee the project. Approximately 50 employees from the Laborers School's administrative team and staff members from the eight Locals will provide assistance with marketing, recruitment, needs assessments, and the scheduling of training. The Laborers

School has trainers who are former or current Laborers and experts in the subject matter they teach.

Marketing and Support Costs

The Laborers School and the various local unions publicize the program and the availability of training through direct mailings, and brochures/flyers. In addition, application announcements for the Apprentice program will be sent to local, state, and federal agencies as well as to local high schools, community colleges and community-based organizations. Marketing also takes place at labor-management meetings, industry assemblies, trade shows, and vocational outreach organizations. Feedback on the training program comes directly from the employers and union representatives based on workplace performance, requests of customers, and course evaluations completed by participants.

The Laborers School is not requesting support costs to fund additional recruitment and qualifying of participating employers for this program, all funds will be used for training.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

Laborers School 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) ($ %)
ET26-0983	09/29/25 - 09/28/27	$216,450	50	0	$0 (0%)
ET26-0982	09/29/25 - 09/28/27	$362,627	257	0	$0 (0%)
ET26-0981	09/29/25 - 09/28/27	$362,733	161	0	$0 (0%)
ET25-0959	09/30/24 - 09/29/26	$390,477	499	0	$390,477 (100%)

ET26-0983: Per Cal-E-Force the contractor has uploaded 0 hours and projects to earn 100% of the agreement.

ET26-0982: Per Cal-E-Force the contractor has uploaded 0 hours and projects to earn 100% of the agreement.

ET26-0981: Per Cal-E-Force the contractor has uploaded 0 hours and projects to earn 100% of the agreement.

ET25-0959: Per Cal-E-Force the contractor has uploaded 97,410 hours and projects to earn 100% of the agreement.

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 $ %
ET24-0901	10/02/23 - 10/01/25	$499,823	1,603	431	$495,528 (99%)
ET24-0113	07/24/23 - 06/30/26	$458,136	202	0	$0 (0%)
ET23-0908	10/03/22 - 10/02/24	$499,625	472	722	$499,625 (100%)
ET22-0923-000	10/04/21 - 10/03/23	$596,418	431	624	$593,184 (99%)
ET21-0927-000	09/14/20 - 09/13/22	$378,860	288	694	$378,860 (100%)
ET21-0917-000	08/14/20 - 08/13/22	$378,860	288	382	$325,168 (86%)

ET24-0113: Per Cal-E-Force the contractor uploaded 16,676 hours and earned 98% of the contract, this is a Workforce Literacy project.

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:

Commercial Skills

Apprentice

- Above-Ground Drilling
- Aerial Boom Lifts
- Air Tools
- Air Tools Awareness
- ARCSA (American Rainwater Catchment Association)
- Asbestos Awareness
- Asbestos Worker
- Asbestos Worker Refresher
- Asbestos Worker Supervisor
- Asbestos Worker Supervisor Refresher
- Asphalt Removal and Replacement
- Basic Clay Pipe Awareness
- Basic Weatherization
- Blueprint Reading
- Brick Tender Scaffold Erection and
- Dismantling
- Brick tender Duties
- Brick tender Forklift
- Butt Fusion
- Cad Welding
- Chain Link Fence
- Chain Saw Operation
- Clock Spring
- Composite Wrap
- Concrete Cutting and Coring
- Concrete Placement and Finishing 1
- Concrete Placement and Finishing 2
- Concrete Removal and Replacement
- Concrete Repair
- Construction English 101
- Construction Math
- Corrosion Monitoring
- Cutting And Burning
- Decorative Concrete
- Disaster Response Training
- Ditch Witch
- Environmental Awareness
- Environmental Hazards of Highway Work
- Epoxy
- Epoxy Coating

- Fence Installation and Repair
- Fine Grading
- Fire Safety
- Fire Watch
- Forklift Rough Terrain
- Forklift Safety
- Form Setting Techniques
- Fundamentals Of Refinery Work
- General Construction
- Green Construction Awareness
- Hardscape
- Hazardous Waste Worker
- Hoisting And Rigging 1
- Hoisting And Rigging 2
- Hoisting And Rigging Awareness
- Hot Tap 1
- Hot Tap 2
- Intro To Arc Welding
- Intro To MSE (Mechanically Stabilized Earth) Wall
- Intro To Photovoltaic
- Introduction To Supervisor
- Landscape - Laborer
- Landscape 1
- Landscape 2
- Landscape 3
- Landscape 4
- Laser, Transit, And Building Level
- Lead Awareness
- Lead Worker
- Lead Worker Refresher
- Lead Worker Supervisor
- Lead Worker Supervisor Refresher
- Line And Grade
- Line Markers
- Machine Operations and Concrete
- Sawing
- Mechanical Joints
- Mine Safety and Health Administration
- Mini-Excavator 1
- Mini-Excavator 2
- New Miner Training (MSHA 46)
- Nuclear Demolition
- Decommissioning/Cutting and Welding Program
- OQ (Operator Qualification) Task Training
- Osha Disaster Site Worker
- Oxyfuel Cutting
- Oxyfuel Cutting Refresher
- Paver Installation

- Permit Required Confined Space Entry
- Pipe Laying
- Pipe Location
- Pipeline Procedures Safety
- Pipeline Technology
- Plan Reading
- Plasma Arc/Oxy-Acetylene Cutting
- Plasma Arc/Oxy-Fuel Cutting
- Plasma Arc/Oxy-Gasoline Cutting
- Problem Solving (Supervisor)
- Process Piping 1
- Process Piping 2
- Process Piping 3
- Process Piping 4
- Process Piping 5
- Process Piping Blueprint Reading
- Process Safety Management
- Protection From Hazards
- PV (Photovoltaic) Racking Systems
- Rail Worker
- Rain Gutter Project
- Reducing Silica Exposure
- Refinery Craft Specific
- Refinery Excavation
- Quality Management District
- Rule 1166 Awareness
- Refinery Safety Operations
- Repairing Pipes
- Respiratory Awareness
- Rigging And Signaling Awareness
- Rigging
- Roadway Worker Protection
- Safety And Hazard Awareness for Tunnels
- Safety And Health (Supervisor)
- Safety Attendant
- Safety Attendant Worker 40hr
- Sandblasting
- Saw Cutting
- Scaffold Builder
- Scaffold User
- Scaling And Safety
- Self-Propelled Saw Training
- Signal Person
- Silica Project
- Skid Steer 1
- Skid Steer 2
- Skip Loader 1
- Sky Strip Machine Operation

- SMAW (Shielded Metal Arc Welding) Out of Position Arc Welding
- Stewardship
- SWPPP (Storm Water Pollution Prevention Plan)
- Tilt Up
- Tilt Up Sack and Patch
- Traffic Control Safety and Flagging
- Traffic Control Supervisor
- Traffic Control Technician
- Treated Wood Waste
- Trench Plate Protection
- Trench Safety 1
- Trencher
- Tube And Clamp Scaffold
- Tunneling And Mining
- Underpinning
- Water Truck Operation and Safety
- Welding

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Associated Builders and Contractors of Southern California Inc. Merit Training Trust Fund

Contract Number: ET27-0952

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Los Angeles, Orange, Riverside, Ventura	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$517,484		$35,856		$553,340

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

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 Apprentice Retrainee	710	8-210	0-0	32	$759	$33.64
2	Priority Rate Journeyworker Retrainee	50	8-200	0-0	10	$289	$33.64

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $2.50
Job Number 2: $0.00

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice - Electrical	$31.14 - $72.60	**469**	0	0	469
Apprentice - Low Voltage	$31.14 - $72.60	**78**	0	0	78
Apprentice - HVAC/Sheet Metal	$31.14 - $72.60	**64**	0	0	64
Apprentice - Plumbing	$31.14 - $72.60	**99**	0	0	99
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker - Inside Wireman (NEC and Foreman Academy)	$61.10 - $88.37	**50**	0	0	50

Introduction

Founded in 1974, and headquartered in Anaheim, Associated Builders and Contractors of Southern California, Inc. Merit Training Trust Fund (ABC SoCal) (https://abcsocal.org)is a trades association that provides programs for individuals interested in entering or upgrading their skills. ABC SoCal's trades include plumbing, electrical/low-voltage electrical systems, and Heat, Ventilation, and Air Conditioning (HVAC)/sheet metal trades. ABC SoCal's members include general and subcontractor construction companies and firms that employ skilled workers in the construction industry.

The trust fund is administered by a board of six to nine elected trustees. The apprenticeship program offered by ABC SoCal helps trainees acquire the skills and abilities to become Electricians, Plumbers, Sheet Metal Workers, and Low Voltage System Electricians. Participating employers have signed an adoption agreement with the Trust fund and are required to pay training and health and welfare contributions in the amount established in the adoption agreement. Employer and employee representatives make up the Unilateral Apprenticeship Committee who carry the duty of developing and administering the craft training plans.

ABC SoCal is an ERiCA grant awardee which supports their efforts to expand access to registered apprenticeship for underrepresented individuals. ABC SoCal also provides opportunities for individuals entering the workforce, such as women and veterans, those changing careers, or those seeking employment in the construction industry. Through apprenticeship and related training programs, participants gain the technical and professional skills needed to secure long-term employment and advance within their chosen trade.

ETP Priority 10200(b)

This project supports several of ETP's priorities by helping contractors develop and retain a skilled workforce in California's construction industry. The program supports new and growing businesses by providing training that helps employers address ongoing labor shortages and develop a diverse and inclusive workforce for high-demand, well-paying careers in the skilled trades. Contractors across the electrical, low-voltage, plumbing, and sheet metal/HVAC industries rely on a trained workforce to complete projects safely, efficiently, and to industry

standards. Training is regularly updated to reflect changes in building codes, safety requirements, construction practices, and emerging technologies. This ensures workers have the knowledge and skills needed to meet current industry demands and adapt to future changes in the workplace.

This project supports California's economic growth by developing the skilled workforce needed to build and maintain infrastructure, commercial facilities, housing, and other construction projects throughout the state. As demand for construction services continues to grow, access to a well-trained workforce remains critical to the success of California employers and communities.

Veterans Program

ABC SoCal actively collaborates with a variety of local organizations to recruit veterans and underserved populations into its programs. These partnerships include the North Orange County Regional Occupational Program Adult program, Veterans Services offices, Community Colleges, and the Employment Development Department. ABC SoCal also engages with local jails and other detention centers, establishing relationships with community groups to reach out to underserved populations. Their efforts are focused on educating these groups about the career opportunities available to them.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and two designated Local Educational Agencies (in this case North Orange County Regional Occupational Program and Los Angeles County Office of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

The curriculum and program is based on current construction codes, rules, and laws of the trade. There is a growing need for Apprentices due to current market and projected job growth, upcoming retirements and continuously evolving changes to the building codes. Training is required to ensure that Apprentices are more productive and safer on the job. ETP funding will assist ABC SoCal in meeting the demands of the participating contractors who require highly skilled and well-trained Apprentices on their various job sites. Courses included in the curriculum will teach Apprentices the latest methods and techniques used in the construction industry and ensure that trainees have mastered their craft so that participating employers and contractors can continue to develop and establish a well trained workforce.

Apprentices typically work on public projects, which include schools, police and fire buildings, and some military bases. There are a variety of work projects between the Apprentice training programs; however, Apprentices typically work on commercial buildings which require a strict adherence to building codes and high quality workmanship to ensure that building codes along

with safety codes are met and are in compliance. A few of the current and upcoming Southern California construction projects include:

- Anaheim High School
- California State University Fullerton - Library
- CSUSB Palm Desert Campus Student Center
- Irvine Animal Care Center Renovation
- Norma Convert Early Education Center
- West Valley YMCA

Training Plan

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

Commercial Skills: Training will be offered to all Apprentices and includes Introduction to the National Electrical Code, Control Systems and Fundamental Concepts, Heat Tracing and Freeze Protection, Introduction to the Plumbing Profession.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Electronic Recordkeeping / LMS

ABC SoCal will utilize an LMS system and ETP staff has reviewed and approved the System.

Commitment to Training

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

Training Infrastructure

The Director of Education Compliance and Outreach, and the Director of Finance will be administering the project with the assistance of designated staff. These individuals are experienced with the ETP program and tracking requirements from previous contracts. ABC SoCal has also created a robust training schedule and is ready to begin training immediately.

Marketing and Support Costs

ABC SoCal is requesting 8% support costs to assist with recruitment, employer outreach, and assessments of employer specific training and job requirements. ABC SoCal will continue to partner and market to high schools, colleges, EDD offices, and various organizations to promote the program. Participating employers and contractors have been notified and are committed to participating in the program.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

ABC SoCal 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) ($ %)
ET25-0916	09/30/24 - 09/29/26	$285,696	248	0	$285,696 (100%)

ET25-0916: Per Cal-E-Force the contractor has uploaded 14,992 hours and projects to earn 100% of the agreement.

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 $ %
ET23-0900	10/31/22 - 10/30/24	$498,760	250	184	$498,760 (100%)
ET20-0943-000	12/23/19 - 12/22/21	$745,330	250	328	$745,330 (100%)

Subcontractors

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

Administrative	N/A	-	-

Training Subcontractors	City, State	Cost	Description of Service
Not Applicable	-	-	-

Self-Attestations

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

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

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

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Apprentice - Electrical Fundamentals

- AC fundamentals
- Advanced Controls
- Advanced Electrical Systems
- Alternating Current
- Basic Communication Skills
- Basic Electrical Construction Drawings
- Basic Electrical Theory
- Basic Electronic Theory
- Basic Employability Skills
- Basic Rigging
- Bonding and Grounding
- Cable Tray
- Cable Types
- California Certification and Journeyman Exam Preparation
- Circuit Breakers and Fuses
- Commercial Electrical Services
- Communications Systems
- Comprehensive Motor Controls Training
- Comprehensive NEC review (Chapters 1–8).
- Conductor Installations
- Conductor Selection and Calculations
- Conductor Sizing
- Conductor Terminations and Splices
- Conductors and Cables
- Conduit Bending
- Conduit Systems
- Control Systems and Fundamental Concepts
- Craft Competitions and Advanced Safety Reviews.
- Device Boxes
- Distribution Equipment
- Dwelling
- Electrical and Commercial Load Calculations
- Electrical Calculations
- Electrical Lighting
- Electrical Safety
- Electrical Test Equipment
- Electrical Theory One
- Emergency Systems
- Energy Storage Systems
- Exam Preparation and Professional Development

- Extensive Training on Wiring Methods
- Feeders
- Fiber Optics
- Fire Alarm System
- Fuel Dispensing Systems
- Generators
- Hand Bending
- Hazardous Locations
- Health Care Facilities
- Heat Tracing and Freeze Protection
- HVAC Controls
- HVAC Equipment
- Introduction to Construction Drawings
- Introduction to Construction Math
- Introduction to Electrical Circuits
- Introduction to Hand Tools
- Introduction to Materials Handling
- Introduction to Power Tools
- Introduction to the National Electrical Code (NEC).
- Introductory Skills for the Crew Leader
- Jobsite Safety Training
- Load Calculations – Branch and Feeder Circuits
- Medium Voltage Terminations/Splices
- Motor Calculations
- Motor Controls
- Motor Operation and Maintenance
- Motors: Theory and Application
- NEC and Installation Methods
- Orientation to the Electrical Trade
- Overcurrent Protection
- Panelboards
- Practical Applications of Lighting
- Pull and Junction Boxes
- Raceways and Fittings
- Receptacles
- Relays
- Residential Electrical Services
- Solar PV Systems
- Specialty Occupancies/Locations
- Specialty Transformers
- Standby and Emergency Systems
- Switches
- Temporary Power
- Transformers
- Voice, Data, Video
- Voltage Drop
- Your Role in the Green Environment

Commercial Skills

Apprentice - HVAC/Sheet Metal

- Air Distribution Technologies
- Airflow Principles
- Commercial HVAC
- (Heating, Ventilation, Air Conditioning) Applications
- Duct Fabrication and Installation
- Electrical Fundamentals
- Heating And
- Cooling Systems
- HVACR (Heating,Ventilation, Air Conditioning, And Refrigeration) Systems,
- Indoor Air
- Quality
- Sheet Metal
- Fabrication,
- System Design
- Troubleshooting

Commercial Skills

Journeyworker - NEC

- Code Review
- Code Navigation
- Electrical Calculations
- Safety
- Test-taking tips

Commercial Skills

Journeyworker - Foreman Academy

- Bluebeam: Takeoff & Estimation
- Computer Soft Skills
- Leadership
- Procore Basics
- Expectations
- Project Closing
- Project Control
- Project Execution
- Project Handoff
- Project Overview

Commercial Skills

Apprentice - Low Voltage

- Access Control Systems
- Alternating Current
- Audio Systems
- Basic Communication Skills
- Basic Electronic Theory
- Basic Employability Skills
- Basic Low Voltage Circuitry

- Closed Circuit Television (CCTV)
- Control Systems and Fundamental Concepts
- Craft Championships Testing
- Electrical Test Equipment
- Electrical Theory
- EST (Electronic Systems Technician) and Internet of Things
- Fiber Optics
- Fire Alarm Systems
- Grounding and Bonding
- Introduction to Construction Drawings
- Introduction to Construction Math
- Introduction to Electrical Circuits
- Introduction To Hand Tools
- Introduction to Material Handling
- Introduction to Power Tools
- Intrusion Detection Systems
- Limited-Energy Cable Selection
- Limited-Energy Cable Termination
- Limited-Energy Cabling
- Limited-Energy Network Installations
- Low Voltage Construction Drawing and Symbols
- Mounting Hardware, Fasteners, and Anchors
- Nurse Call and Signaling Systems
- Rack Assembly
- Switching Devices and Timers
- Telecommunications Systems
- Video Systems
- Wireless Communications
- Wireways, Raceways, and Fittings

Commercial Skills

Apprentice - Plumbing

- Applied Math
- Basic Electricity
- Business Principles for Plumbers
- Cast-Iron Pipe and Fittings
- Compressed Air Service Plumbing
- Copper Tube and Fittings
- Corrosive-Resistant Waste Piping
- Craft Championships Testing
- Fuel Gas and Fuel Oil Systems
- Hydronic and Solar Heating Systems
- Indirect and Special Waste
- Installing and Testing DWV Piping
- Installing and Testing Water
- Supply Piping
- Installing Fixtures, Valves, and
- Faucets

- Installing Roof, Floor, and Area
- Drains
- Installing Water Heaters
- Introduction to Drain, Waste, and
- Vent (DMW) Systems
- Introduction to Plumbing Drawings
- Introduction to Plumbing Fixtures
- Introduction to Plumbing Math
- Introduction to the Plumbing Profession
- Introduction to Water
- Distribution Systems
- Plastic Pipe and Fittings
- Plumbing Math Two
- Plumbing Safety
- Portable Water Supply Treatment
- Preparing with Proper Protection
- Reading Commercial Drawings
- Sewage Pumps and Sump Pumps
- Sizing and Protecting the Water
- Supply System
- Sizing DWV and Storm Systems
- Steel Pipe and Fittings
- Structural Penetrations,
- Insulation, and Fire Stopping
- Tools of the Plumbing Trade
- Types of Valves
- Types of Venting
- Water Pressure Booster and Recirculation Systems

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Associated General Contractors of America San Diego Chapter, Inc. Apprenticeship and Training Trust Fund

Contract Number: ET27-0964

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Imperial, Orange, Riverside, San Bernardino, San Diego	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$88,572		$6,100		$94,672

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

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 Apprentice Retrainee	122	8-210	0-0	33	$776	$33.64

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

Published Minimum Hourly Wage by County: Job Number 1: $33.64 Modified SET Wage	
Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: ☒ Yes ☐ No	
Health Benefits may be used to meet the Post-Retention Wage as follows: Job Number 1: $2.17	
Fringe Benefits:	This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.
Wage Progression:	This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice-Drywall Lather/Installer	$31.47 - $34.87	**2**	0	0	2

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	$20 and Under	$20.01 to $25	Over $25.01
Apprentice-Carpenter	$31.81 - $41.89	**35**	0	0	35
Apprentice- Cement Mason	$32.75 - $42.10	**16**	0	0	16
Apprentice- Laborer	$34.50 - $41.89	**57**	0	0	57
Apprentice-Operating Engineer	$38.51 - $57.76	**12**	0	0	12

Introduction

Established in 1988 as a Unilateral Apprenticeship Committee, Associated General Contractors of America, San Diego Chapter, Inc. Apprenticeship and Training Trust Fund (AGC) (www.agcsdatt.org) is part of the Associated General Contractors of America, a national trade association representing all facets of commercial construction. The San Diego Chapter was established in 1927 to serve the needs of contractors in the area. The Board of Trustees is comprised of six association members. AGC serves Journeyworkers and Apprentices across all six programs. Approximately 281 member contractors located throughout the five-county area have partnered with AGC to create and maintain a highly specialized and rigorously trained workforce. The majority of the companies are small businesses.

AGC partners with multiple organizations, including Associated General Contractors Chapters for contractor events, recruitment, and networking opportunities; NAWIC (National Association of Women in Construction) and FCLF (Future Construction Leaders Foundation) for recruiting women contractors, instructors, and potential apprentices; and WCC (Women's Construction Coalition) for recruiting women contractors and instructors, networking, and providing mentorship opportunities to high school groups.

ETP Priority 10200(b)

AGC follows High Road Apprenticeship standards: work as you learn model, guaranteed wage increases, industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during the training and after training.

Veterans Program

AGC regularly hosts VECA (Veterans East County Alliance) meetings to create and maintain a strong network with the veteran community. AGC will continue to network within SDMAC (San Diego Military Advisory Council) and serve as mentors in HBI's Pre-apprenticeship programs for military members transitioning out of service.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the

program is three and half years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case San Joaquin Department of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Local hiring demands within the five-county area served by AGC were considered for this funding request. As Journeyworkers retire and new construction projects develop, employers will need a steady pipeline of qualified workers to fill open positions and support growing workforce demands. In addition, the industry continues to adopt new technologies, materials, equipment, and construction methods, requiring apprentices to receive current and ongoing training to remain productive and competitive on the jobsite.

AGC will help address these workforce needs by preparing apprentices and Journeyworkers with the technical skills required for current and emerging construction projects. Training will provide hands-on experience with new technologies, updated equipment, safety practices, and industry standards so workers can transition into employment more effectively and perform work safely and efficiently. Continued training is particularly important as large-scale Southern California projects increase the demand for skilled labor and contractors require workers who can adapt quickly to changing jobsite requirements. During this contract Apprentices will work on the following projects:

- Cajon Valley Union School District Montgomery Middle, Chain-Link Fence Repairs & Replacement
- Harbor View Elementary School, Extended Learning Opportunities Program Portables
- Jurupa Middle School, Modernization & Playground Improvements
- Laguna Beach High School, Pool Modernization Project
- Cesar Chavez Middle School, Fire Hydrant Upgrades
- San Luis Obispo Swim Center Improvements

Training Plan

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

Commercial Skills: Apprentices will learn construction project procedures and acquire technical knowledge and performance skills in courses such as; Construction Air Quality Management, Green Rating Systems and Waste Management and Recycling Procedures.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Commitment to Training

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

Training Infrastructure

The Executive Vice President will oversee the ETP projects. An Executive Leadership Team supports the program and includes the Executive Director, Educational Resource Coordinator, and Administrative Manager.

Marketing and Support Costs

The training program is promoted through direct mailings, digital marketing efforts, including email marketing and social media, industry magazines, and member contractor referrals. Additional outreach is conducted through career and job fairs, Employment Development Department One-Stop Centers, industry meetings, high schools, and community organizations. AGC is requesting 8% in support costs to fund marketing to employers, recruit apprentices, and conduct ongoing assessments of employer-specific job requirements.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

AGC 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) ($ %)
ET25-0915	09/30/24 - 09/29/26	$374,601	183	0	$374,601 (100%)

ET25-0915: Per Cal-E-Force the contractor has uploaded 32,226 hours and projects to earn 100% of the agreement.

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 $ %
ET23-0916	10/03/22 - 10/02/24	$333,645	195	172	$333,645 (100%)
ET20-0945-000	12/23/19 - 12/22/21	$297,528	168	131	$297,528 (100%)

Reported Audits

Contract Number	Final Audit Report Date	Unearned/Disallowed Costs	Audit Findings
ET20-0945-000	10/4/2024	$0.00	• Trainee wage rates were inaccurately reported 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:

Commercial Skills

Apprentice
Carpenter

- Alternative Energy Systems
- Basic Skills
- Building Envelope and Weatherization Skills
- Building Materials and Adhesives
- Cabinet and Casework Installation; Modular Systems
- Clean Room
- Commercial Photovoltaic; Concentrated PV and Tracking Systems
- Concrete Form Construction for Horizontal Formwork
- Concrete Form Construction for Vertical Formwork
- Construction Air Quality Management
- Construction Mathematics
- Conventional Roof Framing
- Door Installation
- Engineered Roof Components
- Exterior
- Exterior Building Wrap
- Finish Carpentry
- Foundation & Floor Construction Systems
- Green Awareness: Environment and Sustainability
- Green Building Codes: Cal-Green
- Green Construction & Supplemental Skills
- Green Products and Sustainable Building Materials
- Green Rating Systems
- Interior
- Interior Systems
- Layout & Leveling Instruments
- Manufactured Panels
- Metal
- Metal Studs; Drywall; Acoustical
- Print Reading & Code Requirements (Cal-Green)
- Residential Solar Systems Installation
- Roof Framing
- Scaffolds
- Site Environmental Management and Protection Procedures
- Stair Building
- Stair Building Formwork
- Structural Framing
- Waste Management and Recycling Procedures
- Window Installation

- Wood Floor and Wall Systems
- Wood Framing

Cement Mason

- All Concrete Forms
- All Concrete Restoration
- All Finishing Concrete Processes
- Approaches, Curbs, & Gutter
- Basic Math, Measuring, Estimating
- Blueprints: Reading & Interpreting, Architects Scale
- Concrete Bases
- Concrete Ingredients
- Concrete Patching & Related Processes:
- Designing Concrete Mixes, Admixtures, Specifications & Testing
- Edge Forms on Grade
- Epoxy, Epoxy Injection and Materials
- Etching
- Finishing Concrete Drives
- Finishing Concrete Floors
- Finishing Concrete Roofs
- Finishing Concrete Steps
- Finishing footings and concrete base structures for the purpose of solar and wind energy
- Finishing Sidewalks & Patios
- Forming Tools, Hand Tools, Power Tools, Miscellaneous Equipment, Small Engines: Operations & Servicing
- Green Concrete Construction
- Green Topics:
- Grinding/Rubbing & Sacking
- How Concrete Can Help Manage Storm Water Runoff
- Joints in Concrete, Curing, Protection
- Leveling Instruments: Builders Level, Laser Beam, Transit
- Lift Slab
- On-Grade Curb & Gutter Forms
- Orientation, History of Cement Industry, Labor & Management Relations
- Overlay
- Pavements
- Placing & Leveling Concrete
- Polishing
- Precast
- Recycling of Cured Concrete and Concrete in Its Plastic Stage
- Reflective
- Roll of Concrete in Reducing Energy Usage.
- Screeds & Bulkheads
- Staining
- Surface Defects
- Thermal
- Tilt-Up Panels
- Understanding LEED and the Relation It Has with Green Construction.

- Waterproofing

Drywall Lather/Installers

- Acoustic Ceiling Systems
- Arches
- Basic Skills
- Construction Air Quality Management
- Construction Mathematics
- Cutting and Fitting
- Drywall Finishing
- Exterior Insulation Finish System (E.I.F.S.)
- Framing Installation
- Green Awareness: Environment and Sustainability
- Green Building Codes: Cal-Green
- Green Construction & Supplemental Skills
- Green Products and Sustainable Building Materials
- Green Rating Systems
- Gypsum and Low VOC; Green Board
- Interior and Exterior Systems
- Lath Installation
- Layout & Leveling Instruments
- Measuring and Layout
- Metal Soffit Systems
- Metal Studs
- Scaffolds
- Site Environmental Management and Protection Procedures
- Trade Orientation
- Waste Management and Recycling Procedures
- Weatherization
- Welding AWS Structural Framing Certification
- Wood and Metal

Laborers

- Advanced Scaffold Awareness: Set-up and Take-Down
- Asphalt Paving
- Asphalt Rakes
- Blueprint Reading and Estimating
- Brush, Roll and Prep
- Chipping Guns
- Clay Spades
- Color Mixing & Matching
- Compaction Using Hand-Held Tools
- Concrete
- Concrete Forms
- Environmental Awareness
- Environmental Health and Green Training
- Faux Finishes: Graining and Marbleizing
- Grade Checking and Grade Setting
- Green Construction Awareness and Technology
- Green Technology and Construction

- Hazardous Waste Removal
- Hoisting type equipment
- Industrial Blast & Abrasives
- Industry Courses
- Introduction to Painting & Decorating
- Jackhammers
- Man-Lift & Boom Certification
- New or Different Material/Method/Technology necessary for Craft Laborer.
- Other Hand-Held Equipment
- Pavement Breakers
- Picks, Shovels, & Digging Bars
- Pipe Laying
- Rivet Busters
- Rubber-tired type equipment
- Sand & Water Blast and Media
- Spray Techniques: Methods, Equipment & Safety
- Stationary type equipment
- Tool Use and Equipment Awareness
- Tools and Equipment Safety
- Torch Cutting and Burning
- Track equipment
- Trench Shoring
- Vibratory Plates
- Wackers
- Wallcovering: Prep, Materials, Equipment, and Tools
- Wood Types: Prep, Materials
- Worker Lead Abatement Heavy Equipment/Operating

All Occupations

- Basic Construction Math I
- Advanced Construction Math II
- Basic Blueprint I
- Advanced Blueprint II
- Estimating

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

State Building and Construction Trades Council of California

Contract Number: ET27-0946

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Statewide	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	Kern & N LA Sheet Metal Local 105, N CA Plasterers Local 66 and 300, Plumbers & Steamfitters Local 62 and 159, S CA Plaster Tenders Local 1414, and Tri-County Electrical Local 234	

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$317,816		$21,992		$339,808

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

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 Apprentice Retrainee	436	8-210	0-0	28	$668	$32.57
2	Priority Rate Journeyworker Retrainee	88	8-200	0-0	12	$365	$33.64
3	Priority Rate Pre-Apprentice Retrainee	20	8-200	0-0	27	$822	$26.29

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

Published Minimum Hourly Wage by County:
Job Number 1: $32.57 Per Collective Bargaining Agreement
Job Number 2: $33.64 Modified SET Wage
Job Number 3: $26.29 Per Collective Bargaining Agreement

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: $10.71
Job Number 2: $5.92
Job Number 3: $5.70
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Construction Workers	$21.86 - $58.28	**436**	0	36	400
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker Construction Workers	$27.72 - $68.57	**88**	0	0	88
JOB NUMBER 3 - Priority Rate, Pre-Apprentice, Retrainee					
Pre-Apprentice Construction Workers	$20.59 - $23.10	**20**	0	20	0

Introduction

Founded in 1901, The State Building & Construction Trades Council of California (SBCTC or Council) (https://cabuildingtrades.org/) acts as an umbrella organization for union workers throughout the state. The mission of the SBCTC is to improve the health, jobs safety, and economic conditions of the members of its affiliates. The SBCTC represents more than 450,000 unionized construction workers in California. It has 157 affiliated local unions from 14 crafts, 22 county and multi-county Building Trades Councils and about 125 affiliated Joint Apprenticeship Training Committees (JATCs). The SBCTC works closely with the California Apprenticeship Coordinators Association, the network of joint union-employer training programs such as the JATCs across the state, and with a wide range of employer organizations and major construction industry employers.

This proposal is designed to help California create stable jobs for union workers in the building trades. Specifically, the Council targets trades that are influential in helping California's green economy develop, as more employers need electricians who set up solar power systems, sheet metal workers who can service more fuel-efficient air systems, and plumbers, pipefitters, and steamfitters who retrofit buildings with energy-efficient products. The trade workers trained under this contract will work on approximately 10 solar and electric vehicle projects. These projects will help CA meet its energy efficiency goals.

SBCTC's project serves smaller Apprentice programs that do not have the staff capacity to hold their own ETP Contract. Many of the JATCs listed in this project have either part-time or no administrative assistance and without the help of SBCTC, would be unable to hold a contract on their own. Each JATC is a DAS approved apprenticeship program sponsor and will train various occupations throughout the building trades. Occupations include Construction Workers, Electricians, Plasterer Tenders, Plumbers and Steamfitters and Sheet Metal Workers. The Apprentice programs, their respective Local Education Agency's (LEA) and the associated locals that will participate under this project are below:

- Plaster Tenders of Southern California- Local No. 1414 LEA: North Orange County Regional Occupational Program

- Plaster Tenders of Northern California- Local No. 66 and Local No. 300 LEA: North Orange County Regional Occupational Program
- The Kern & Northern Los Angeles County A/C and Sheet Metal Workers JATC- Local No. 105 LEA: Bakersfield Community College
- Plumbers and Steamfitters, Local 159 LEA: Diablo Valley College
- Plumbers and Steamfitters for Monterey/Santa Cruz JATC- Local No. 62 LEA: Foothill College
- Tri-County Electrical, Local 234 LEA: Hartnell College

ETP Priority 10200(b)

SBCTC follows High Road Apprenticeship standards: work as you learn model, performance-based wage increases, industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during the training and after training.

Veterans Program

SBCTC is committed to supporting job-related training that helps Veterans transition into the California workforce. Participating JATC's recruit Veterans in cooperation with programs like Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. Veterans with applicable prior military service may receive credit hours or be allowed to begin their program at a second year placement. Individual JATC's may also advertise special days on their websites just for Veterans to come in and apply for the apprenticeship program. In addition, many of the programs are deemed GI Bill Sites, in which Veteran Apprentices are eligible to receive Montgomery GI Bill benefits, such as monthly housing allowances while completing the program.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case listed in the Introduction Section above).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

SBCTC seeks funding to continue to support union workers who need to upgrade their skills to perform jobs currently in-demand for commercial and industrial construction, public infrastructure projects, and energy efficient construction statewide. The Building Green Skills training program which focuses on retraining Journeyworkers and training Apprentice construction trade workers to support California's energy efficiency goals and Project Labor Agreement initiatives.

Training is also driven by employers who are facing increased demands for workers who are able to build by following new green construction practices and building materials, maintain energy efficient buildings, and follow Leadership in Energy and Environmental Design and other energy efficiency standards. Trainees will learn how to install, build, repair, monitor and maintain equipment that provides light, heat, communications, water, and power.

The apprentices trained under this contract will help meet the local hire requirements of the PLAs. Examples of some of the agency-wide projects with PLAs include:

- Santa Clara Valley Transportation Authority
- Santa Clara Valley Water District
- City of San Jose
- City of Hollister

Pre-Apprenticeship Program

SBCTC is partnering with Trades Orientation Program (TOPS) and Working Partnership USA (WPUSA) to train Pre-apprentices in this proposal. TOPS is a one-year program that offers construction training to justice impacted, opportunity youth, and unhoused individuals, that puts Californians on the pathway to apprenticeship and a rewarding career in the high demand construction trades. This year, the San Mateo Trades Introduction Program will join the Santa Clara TOP and hold classes at the WPUSA building in San Jose. Upon completion, trainees who participate in this community based program will be eligible for the neighboring local unions' Apprenticeship programs. Trainees are placed based on availability, occupation interest, and skillsets. This training provides pathways for these trainees to be employed in occupations with high wages, long-term employment, pensions, healthcare, and ongoing training which will be provided to them throughout the entirety of their careers in the building trades.

SBCTC is requesting a retention modification for trainees in Job Number 3 (Pre-apprentice). Retention may be satisfied by employment of at least 30 hours a week within 90 consecutive days with one or more employers. For occupations in which workers are hired for short-term jobs, retention may be satisfied by employment of at least 500 hours within 180 consecutive days, working full-time with one or more employers. Incidental placement with public and non-profit entities is permissible, not to exceed 25% of the total number of trainees retained in employment.

Training Plan

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

Business Skills: Training will be offered to Journeyworkers to gain tools to plan, organize, and manage projects to complete them efficiently and on-time. Journeyworker training will include Advanced Time Management, Creating Master Plan for Future Improvements, Creating Project Bids, Green Awareness Training and Green Certifications, and Project Management.

Commercial Skills: Training will be offered to all trainees. Apprentice trianing will include: Blueprint Reading/Estimating, Green Building Standards, Inspect Lath & Plaster Bases, Parallel Line Fittings, and Pipe Bending-Conduit Fabrication. Journeyworker training include: Design and Installation of New Energy Efficient Equipment and Materials, Foreman and Worker Responsibility, Grounding and Bounding, Related Standards , and Solar Panel Installation. Pre Apprentice trainign will include: Basic Blueprint Reading, Construction Training, Green Construction, Scaffold Safety, Stairway and Ladders, and Tool Identification and Use.

Computer Skills: Training will be offered to Apprentices and will include course topics in AutoCAD 3D, and Computer-Aided Drafting (CAD) Detailing. Training will be offered to Journeyworkers and will include course topics in 3-D Modeling-Virtual Construction, Auto Computer-Aided Design (AutoCAD), Automated Systems Applications Scheduling & Planning Jobs, Benchmark Software-Lean Construction, and Scheduling and Planning Jobs.

Literacy Skills: Training will be offered to Pre Apprentices and will include the following course topics in Vocational English, Vocational Math, and Workplace Readiness.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Commitment to Training

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

Training Infrastructure

All training outlined in this proposal will be center-based depending on the union and program. Each JATC's Training Director and administrative staff will oversee ETP administration including scheduling of training and collection of rosters. In-house experts will provide all training.

Marketing and Support Costs

SBCTC requests 8% in support costs to fund its staff in marketing and assessment and to support the additional placement and outreach services including marketing associated with serving the multiple barrier population, specifically people who are justice involved. The extra support cost will be directed to Flintridge for the extra work necessary to reinforce placement services.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

SBCTC 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) ($ %)
ET26-0975	09/29/25 - 09/28/27	$362,446	327	0	$362,446 (100%)

ET26-0975: Per Cal-E-Force the contractor has uploaded 16,083 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0932	09/30/24 - 09/29/26	$390,162	267	243	$390,162 (100%)
ET24-0929	10/02/23 - 10/01/25	$499,883	286	320	$491,941 (98%)
ET23-0940	10/03/22 - 10/02/24	$496,822	386	282	$456,638 (92%)

Subcontractors

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

Training Subcontractors	City, State	Cost	Description of Service
Not Applicable	-	-	-

Self-Attestations

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

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

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

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

Journeyworker

- Advanced Time Management
- Communication Skills
- Conflict Resolution
- Creating Master Plan for Future Improvements
- Creating Project Bids
- Critical Thinking
- Customer Service Skills
- Decision Making Skills
- Filling Out Work Documents and Reports Accurately
- Green Awareness Training and Green Certifications
- Inventory Checklist
- Leadership
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skill
- Teamwork Training
- Trade Awareness

Commercial Skills

Apprentice

- A/C (Alternating Current)1
- A/C 2
- AC Systems
- AC Theory
- Acoustical Plaster Finish
- Advanced Architectural
- Advanced Drainage Class
- Advanced Drawing/Foreman's Training
- Advanced Electricity for Sheet Metal Air Conditioning Service
- Advanced Layout and Fabrication
- Advanced Pipefitting
- Advanced Plan Reading
- Advanced Plumbing
- Advanced Welding
- Aerial Boom Lift (ABL)
- Aerial Lift
- Air & Water Analysis
- Air Balance Test Equipment Instruments
- Air Conditioning, Commercial Systems, Heating
- Air Distribution & Manufacturing Systems

- Architectural Sheet Metal
- ASSE (American Society of Sanitary Engineering) Water Quality Protection
- AutoCAD
- AutoCAD 3D
- Automated Demand Response
- Backflow Certification
- Backflow Prevention
- Basic Computers
- Basic (Direct Digital Contral) DDC/Advanced DDC
- Basic Electricity
- Basic Electricity for Sheet Metal Air Conditioning Service
- Basic Math
- Basics of Architectural Sheet Metal
- Beginning Drawing
- Blueprint 1
- Blueprint Reading
- Blueprint Reading/Estimating
- Boilers
- Building Automation
- Building Controls
- Building Trades Service
- Building Trades Sheet Metal
- CAD Detailing
- Cage Building
- Casting Molds
- Catastrophic Failure Response
- Cement Pump 1
- Cement Pump 2
- Cement Pump 3
- Cementitious, Mineral Fiber and Intumescent Fireproofing
- Chillers
- Code and Practices
- Code Book Review
- Code Calculations
- Code of Excellence
- Codeology-National Electrical Code
- Codes and Standards
- Color
- Colored Veneer
- Comfort Heating & Cooling/Rigging
- Commercial Systems, Heat Loads, Piping
- Common Furnace Features
- Common Tools and Plastering Tools and Materials
- Compressor Overhaul
- Control Systems
- CPVC (Chlorinated Polyvinyl Chloride) Riser Installation
- Crane Signal Certification
- Crane Signal Person

- Customer Service
- Cutting
- Direct Digital Controls
- Domestic Water
- Drainage
- Drawing
- Electric Controls
- Electric Motors
- Electrical Safety
- Electrical Safety Related Work Practices
- Electrical Systems
- Electrical Systems Operation, Controls & Devices
- Electrical Theory
- Electronic Systems
- Energy & Water Audits
- Energy Management Test and Balance
- EPA (Environmental Protection Agency) Certification (new)
- Equipment Maintenance Class
- ESAMTAC Energy Storage (Energy Storage and Microgrid Training
- Certifications Energy Storage)
- Estimating
- EVCS (Electrical Vehicle Charging Station)
- Exam Prep
- Exit Exam Review
- Exterior Insulating Finishing Systems
- Fabrication and Shortcuts
- Field Installation
- Filters and Filter Housings
- Final Architectural/Industrial Project
- Final HVAC Project
- Fire Alarm Systems
- Fire Life Safety
- Fireproofing 1
- Fireproofing 2
- Fireproofing 3
- Foreman Certification
- Foreman Training
- Forklift (certification class)
- Fundamental Math
- Furnace Installation
- Gas Installations
- G-Pro
- Green Building Standards
- Green Systems
- Grounding and Bonding
- Hands On Class/Finish/ADA Requirements
- Hazardous Material Recognition for the Test & Air Balance Industry
- Health Care Systems

- High Voltage Cable Splicing
- HVAC (Heathing, Ventilation, Air Conditioning) Air Systems and Duct Design
- HVAC Energy Conservation
- HVAC Lab for Troubleshooting
- HVAC Testing & Balancing Procedures
- HVACR (Heating, Ventilation, Air Conditioning, Refrigeration) Performance
- & Compliance
- HVACR Review and Exit Exam
- HVACR STAR Mastery Review and Certification
- Hydronics
- Industrial and Stainless-Steel Introduction
- Industrial Install
- Industrial Safety
- Industry Math
- Inspect Lath & Plaster Bases
- Installing Thermostats, Flues and Vents
- Instrumentation
- Instrumentation & Process Control
- Interior Plaster
- Intermediate CAD
- Intrusion Detection
- Lighting Design Basics
- Lightning Protection
- Lineset Installations
- M.E.W.P. (Mobile Elevated Work Platforms)
- Mask and Protect Adjacent Surfaces
- Measuring
- Measuring and Sketching
- Medical Gas
- Medical Gas Install
- Metal Roofing
- Mix and Apply Inspect Lathing and Bases for Portland Cement Scratch Coat
- Mix and Apply Portland Cement Scratch Brown and Finish Coats
- Mix and Apply Scratch Coat, Brown Coat, Finish Coat and Veneer
- Motor Alignment
- Motor Controls
- Motors
- MSHA (Mine Safety and Health Administration’s Miner Site Entry Training)
- Natural Gas/Fuel
- Network Technologies
- NFPA 70E (National Fire Protection Association 70E Training)
- Ornamental and Earth Plasters
- Oxy Fuel Cut & Weld
- Parallel Line Fittings
- Patching
- Pex Piping Mock Apartments Installation
- Photovoltaic Systems
- Pipe Bending

- Pipe Bending-Conduit Fabrication
- Pipefitting Layout
- Pipefittings, Valves, Supports
- Piping
- Plans and Specifications
- Plaster Problems and Cracks
- Plumbing
- Plumbing Code
- Plumbing Code Review
- Plumbing Fixtures
- Plumbing Service, Maintenance and Repair
- Pneumatics
- Pointing Up, Level 5
- Pool Plastering
- Pool Plastering, Patching and Waterproofing
- Preparing for Leadership
- Programmable Logics
- Project Management, Takeoffs, Estimates
- Properties of Air Distribution for Sheet Metal Air Conditioning Service
- Provisional Upgrade class
- Pumps
- Radial Line Layout and Ogee Offsets
- Reading Plans and Specs (updated)
- Refinery Safety Overview (RSO)
- Refrigerant Controls
- Refrigeration
- Refrigeration 2
- Refrigeration for Sheet Metal Air Conditioning Service
- Refrigeration Theory for Sheet Metal Air Conditioning Service
- Related Math
- Related Science
- Residential AC Units
- Residential Duct Systems
- Residential HVAC
- Residential Skills class
- Residential Structure and Sheet Metal Work
- Review and Exit Exam
- Rigging
- Rigging Certification
- Rigging, Hoisting, and Signaling
- Rolling Unit
- Running Bench Molds
- Scaffold Builder
- Scaffold Safety (certification class)
- Scaffold User
- Scratch and Carve Coat
- Service Basics for Sheet Metal Workers
- Sheet Metal

- Sheet Metal Control Systems
- Small Engine Operation and Maintenance
- Specialty Finishes
- Splicing
- Stain
- Star Test Preparation Class
- Start, Test and Balance
- Steam
- Steam Systems
- Structured Cabling
- Submittals and Shop Drawings
- Systems Installation & Troubleshooting
- Temperature Measurement Instruments & Duct Systems
- Test instruments
- Title 24 Mechanical Acceptance Training
- Torque
- Trade Math
- Transformers
- Triangulation Fittings
- Tube Bending
- Veneer
- Venetian Plastering
- Water Supply
- Waterproofing Patching EIFS
- Welding
- Welding Certifications
- Welding for Plumbers
- Welding I: Process and Safety Overview, GMAW
- Welding II: GMAW & FCAW
- Welding Safety/Plate Welding

Commercial Skills

Journeyworker

- 3 and 4-Way Switching
- 40-hour Medical Gas Class
- 8-hour Medical Gas Refresher Class
- A2L Flammable Refrigerants
- ABB ACH 550 VFD Variable Frequency Drive Trainer
- Advanced Instrumentation and Motor Controls
- Advanced Lighting Control Systems
- Advanced Mechanical Systems
- Advanced Refrigeration & Chillers
- Advanced Welding
- Aerial Lift
- Applied & Related Theory
- Arc Flash
- Architecture Designs and Advanced Plan Reading
- Audio Distribution

- AutoCAD/Fabrication
- Backflow Prevention
- Backflow Prevention Certification
- BACnet (Building Automation and Control Network) Programming
- Basic Math
- Basic Plumbing Skills
- Bluebeam
- Bluebeam/BIM 360
- Blueprint I
- Blueprint Reading
- Blueprints and Schematics
- Brazing
- CALCTP (California Advanced Lighting Control Program)
- CCTV Security Surveillance
- Cement Pump 1
- Cement Pump 2
- Cement Pump 3
- Certifications
- CHC Hydronics HVAC manufacturer
- Codeology
- Comprehensive Layout and Design Test Out
- Compressor Overhaul
- Computer Networking
- Conduit Bending
- Construction Technology Credential
- Control Relays and Timers
- Crane Signal Person
- Cutting
- Daikin VRV IV Type of HVAC) Installation and Commissioning
- Daikin VRV Service and Troubleshooting
- Definitions and Systems
- Design and Installation of New Energy Efficient Equipment and Materials
- Design of Electrical Circuits
- Developing Ladder Programming
- Dimming Controls
- Direct Digital Controls – Principals of Operation, Calibration, Documentation, Shutdowns
- Drawing
- Duct Systems
- EIFS (Exterior Insulation Finish Systems EIFS)
- Electrical Project Supervision Levels I
- Electrical Project Supervision Levels II
- Electrical Safety
- Electricians
- Energy Audit Certification
- Energy Audits
- Energy Efficiency in Existing Equipment and Materials
- EPG Centrifugal Pump Theory

- EPRI (Electric Power Research Institute) Rigging
- ESAM-TAC (Energy Storage and Micro Grids Training and Certification)
- Estimating
- Fiber Optics
- Fireproofing 1
- Fireproofing 2
- Fireproofing 3
- Firestop Installation
- Foreman
- Foreman and Worker Responsibility
- Foreman Certification
- Forklift
- Forklift (certification class)
- Generators
- Georg Fischer IR 225 infrared fusion machine
- Georg Fischer IR 63
- GPro Certification
- Green Compliance
- Grounding and Bounding
- HVAC Control Basics
- HVACR (Heating, Ventilation, Air Conditioning, and Refrigeration)
- Control Systems
- HVACR UA Star
- Hydronics Systems and Refrigeration
- Inductance/Reactance
- Industrial Install
- Industrial Rigging
- Industrial Safety
- Industry Math
- Initiating Devices and Notification Systems
- Intellipak – Trane
- Interior Plaster
- Intro to Virtual Technology
- Introduction to Programmable Equipment
- Jogging and Plugging Controls
- Johnson Controls Courses
- Johnson DX9100 (Brand of Digital Controller)
- LEED (Leadership in Energy and Environmental Design) Standards
- Lighting Control Strategies
- Line Voltage Switching Controls
- Lon Works and Building Automation
- Low Voltage Switching Control
- Magnetic Motor Control and the Code
- Management and Monitoring of Materials
- Manual Starters and Magnetic Coils
- Math for Electricians
- Math for Residential Plumbers
- MedGas (medical gas) Install Recert

- MedGas Installer Refresher Course
- Medical Gas Installation
- Medical Gas Installation, System Testing, Maintenance, Repair, Standards and Brazing
- Microgrid
- Microgrid (ESM) Energy Surety Microgrid Systems
- Mitsubishi VRF Training
- National Electrical Code
- National Electrical Code (Relating to Fire Alarms)
- National Electrical Code and Installation Requirements
- National Electrical Code Article 100-Definitions and Provisions
- National Electrical Code Article 110 Requirements
- National Electrical Code Article 725
- National Electrical Code Article 760
- National Electrical Code Article 90-Introduction
- National Electrical Code Article Chapters 1-4
- National Environmental Balancing Bureau (NEBB) Commissioning (Certification for Heating & Cooling Systems)
- National Fire Protection Act, 1972 (NFPA 72)
- NavisWorks/BIM360 (Building Information Modeling)
- Occupancy Sensors
- Ohm's Law
- Orbital Welding
- Other Recognized Standards (Installation Changes)
- PEX (polyethylene) Piping
- Photosensors Energy Storage
- Pipefitting
- Plan, Build, and Use
- PlanGrid
- Plaster Tenders
- Plumbing Code
- Plumbing Service
- Plumbing Service, Maintenance and Repair
- Preparing for Leadership
- Principles of Electronics Industrial Motor Control
- Programmable Logic Controllers
- Project Management
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Push Buttons, Selector Switches, and Mechanical Devices
- R78 Brazing
- Related Standards (Mandatory and Permissive Rules)
- Residential Blueprint Reading & Drawing
- Residential Drainage/Water System
- Residential Fixtures & Layout
- Residential Plumbing
- Residential Plumbing Code

- Residential Skills Class
- Residential Waste, Water, Gas Systems
- Review & Turnout
- Rigging Certification
- Rigging Class
- Robotic Total Station
- Rolling Unit
- Safe Working Practices (Training is capped at 10% of a trainee's total hours)
- Scaffold Builder
- Scaffold Safety (certification class)
- Scaffold User
- Scaffolding
- Series/Parallel Circuits Grounding
- Significant Changes to National Electric Code Fire Alarm Systems and Installations
- Solar Installations
- Solar Panel Installation
- Solid State Electronic Devices
- Special Occupancies and Equipment Analog/Digital Circuit (AC/DC) Principles
- Special Topics: Backflow
- Specialized Tools
- Specialty Seminars for Service Work
- STAR Certification
- STAR Certification HVACR
- STAR Prep/Energy Audit
- Start Test and Balance
- Start Up and Check Out Procedures Fire Life Safety
- Telephonic Interconnect Industry Specific Skills
- Testing Materials and Equipment –Proper Set Up and Use (Green Training)
- Title 24 MATT Certification
- Title 24 Requirements
- Trade Math
- Transformers and the Code Voice, Data, and Video
- Tube Bending with App
- UA Foreman
- UA Foreman Certification
- UA Foreman Training
- Understanding Changes to Industry Standards (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Using Timers and Counters in Logic Programs
- Variable Frequency Drives Programmable Logic Control (PLC)
- Vertiv DSE Thermal Management
- VFD Training (Variable Frequency Drive)
- Virtual Design and Technology
- Welding
- Welding (Novice to Advance)
- Welding and Burning

- Workflow and Resources
- Working Around Pipelines
- Writing a Program Electrical Design

Commercial Skills

Pre-Apprentice

- Apprenticeship Program Interviewing
- Basic Blueprint Reading
- Building Trades Professionals
- Construction Industry Awareness
- Construction Math
- Construction Training
- Electrical Safety
- Green Construction
- Scaffold and Safety
- Stairway and Ladders
- Tool Identification and Use
- Tools - Hand and Power
- Tools and Materials
- Trade Awareness and Behavioral Expectations
- Trade Presentations

Computer Skills

Journeyworker

- 3-D Drawings Software
- 3-D Modeling – Virtual Construction
- Auto Computer-Aided Design (AutoCAD)
- Automated Systems Applications Scheduling & Planning Jobs
- Benchmark Software – Lean Construction
- Computer-Aided Drafting (CAD)
- Scheduling and Planning Jobs

Literacy Skills

Pre-Apprentice

- Vocational English
- Vocational Math
- Workplace Readiness

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Operating Engineers and Northern California Surveyors Pre-Apprenticeship, Apprentice and Journeyman Affirmative Action Training Fund

Contract Number: ET27-0944

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, Yuba	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	International Union of Operating Engineers Local No. 3	

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$226,867		$15,480		$242,347

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

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 Apprentice Retrainee	311	8-210	0-0	21	$497	$33.64
2	Priority Rate Journeyworker Retrainee	132	8-200	0-0	22	$665	$52.58

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $2.09
Job Number 2: $0.00

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages

	increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Surveyor and Inspector	$31.55 - $52.18	**311**	0	0	311
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker - Surveyor and Inspector/Chainman/Rodman	$52.58 - $63.09	**132**	0	0	132

Introduction

Founded in 2005, Operating Engineers and Northern California Surveyors Pre-Apprenticeship, Apprentice and Journeyman Affirmative Action Training Fund (NorCal Surveyors) (http://teapprenticeship.org) provides training for employees of third party inspection and testing employers in 46 Northern California counties. Construction Inspectors ensure the structural integrity of commercial and industrial buildings, roads, and bridges by performing four main tasks: (1) monitoring materials and workmanship on the job site; (2) assuring that relevant codes and approved plans are followed; (3) performing tests and job related duties necessary for quality inspections; and (4) communicating and working closely with contractors, engineers, and city and county building departments.

NorCal Surveryors also recruits women applicants to the apprenticeship program and regularly works with Tradeswomen Inc., the Solano Trades Introduction Program, and other local community organizations.

ETP Priority 10200(b)

NorCal Surveyors program trains highly paid and highly skilled workers. The Apprentices and Journeyworkers are trained with the latest technologies and methods to make sure the demand of the workforce is met. The regularly negotiated Collective Bargaining Agreement, ensures trainees have high-road jobs with consistent wage progression scheduled for each and every period of their training program. NorCal Surveyors trainees help reduce imports by keeping California jobsites employed by California workers.

Veterans Program

NorCal Surveyors serves and actively recruits veterans into the program by participating in various job outreach programs and hiring activities throughout Northern California, including working with Helmets to Hardhats and receiving referrals from the Employment Development Department One-Stop Job Centers. In order to incentivize Veterans to join the program, all Veterans who apply receive a bonus in the point ranking system that allows for expedited admission to Apprentice training positions and program.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Castro Valley Adult School).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Surveyors play a critical role in determining accurate property boundaries, conducting precise field measurements, and using advanced tools such as global positioning systems and other high-tech equipment to map the topography of the Earth's surface. This proposal is designed to upgrade the skills of surveyors and better prepare them to operate the most technologically advanced equipment used in commercial, industrial, and public infrastructure projects.

To help control rising costs while maintaining competitive wages, participating employers must adopt new technologies and enhance systems that reduce waste and improve productivity. The training offered through this program will equip workers with the skills necessary to support employers in bidding for additional jobs and specialized projects ultimately improving job security and reducing unemployment periods for Surveyors.

Modern construction demands have led many contractors to employ both Journeyworker and Apprentice Surveyors trained in the use of high-tech tools, such as 3D laser scanning systems. One such example is the Total Station Instrument, an electronic/optical device that combines an electronic theodolite with electronic distance measurement capabilities, as well as an onboard computer to collect data and perform calculations in real time.

Projects trainees will be working on include:

Surveyors:

- California High Speed Rail - Fresno
- Kaiser Railyard Medical Center - Sacramento
- SFO Terminal 3 West Modernization - San Francisco
- VTA’s BSVII Project - San Jose

Inspectors:

- Kaiser - San Jose
- Kaiser Railyard - Sacramento
- Sutter Hospital - Modesto
- Parnassus Hospital - San Francisco

Training Plan

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

Commercial Skills: Apprentice Inspector training will include the following: Certified Welding Inspection Certification, PICA II Into Training (Pipeline Inspection and Conditional Analysis), Reinforced Concrete, and Structural Steel Welding. Apprentice Surveyor training will include Algebra I and II, Conducting the Survey, Documenting a Survey, Earthwork & Volume, Partitioning of Land, and Topographic Surveying & Mapping. Journeyworker Inspector training includes Building Inspections, Customer Service for an Inspector, Emerging Technologies in Concrete, Quality Assurance and Structural Masonry. Journeyworker Surveyor training includes 3D Laser scanning, Advanced Survey Calculator, In-depth Plan Reading, Photogrammetry, and Vertical Curves.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, NorCal Surveyors is asking for a modification of the cap. For Apprentice trainees who complete OSHA 10 training, the cap may be extended to 210 hours.

Electronic Recordkeeping / LMS

ETP staff has reviewed and approved the use of a Learning Management System (LMS) for recordkeeping.

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

Training attendance will be reported by NorCal Surveyors trainers, while electronic training records will be maintained by the administrative staff. ETP administrative services will be subcontracted to Betat Advisories, which will manage the training records database, upload training and enrollment data to ETP, and prepare all necessary invoices.

Marketing and Support Costs

NorCal Surveyors notifies employers of training through association web sites, mailings, and presentations. Employers participate as members of the Trust, and training is designed around their needs and the general needs of the industry. Although many participating employers have already been recruited, additional recruitment will take place to complete the project and replace any employers whose training needs change. Assessment of employer-specific job requirements will take place during the term of the ETP Contract. Total support costs for these activities exceed the projected personnel cost of these activities. Therefore, NorCal Surveyors requests 8% support costs.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

NorCal Surveyors 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) ($ %)
ET26-0915	09/29/25 - 09/28/27	$362,683	407	0	$0 (0%)
ET25-0937	09/30/24 - 09/29/26	$390,334	402	0	$390,334 (100%)

ET26-0915: Per Cal-E-Force the contractor has uploaded 0 hours and projects to earn 100% of the agreement.

ET25-0937: Per Cal-E-Force the contractor has uploaded 29,368 hours and projects to earn 100% of the agreement.

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 $ %
ET24-0939	10/02/23 - 10/01/25	$499,939	360	319	$499,939 (100%)
ET22-0931-000	11/22/21 - 11/21/23	$599,055	334	321	$599,055 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Betat Advisories	San Francisco, CA	$10,000
Administrative	Betat Advisories	San Francisco, CA	10% of Earned Amount

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:

Commercial Skills

Apprentice Inspector Training

- Additional Training - Inspector Specialty
- American Concrete Institute Base Aggregate Technician Certification
- American Concrete Institute Lab Technician Certification
- Asphalt Laboratory and Field Fundamentals
- AWS CWI (American Welding Society Certified Welding Inspector)
- Bolting
- CBI (Commercial Building Inspector)
- CBI Additional Training
- Certified Welding Inspection Certification
- CWI (Certified Welding Inspector)
- International Code Council Commercial Building Inspector Certification
- International Code Council Reinforced Concrete Certification
- International Code Council Soils Section Inspector Certification
- International Code Council Structural Masonry Certification
- International Code Council Structural Steel Bolt and Weld
- Intro to Inspector Training
- INTRO, ICC and ACI Tutoring (International Code Council and American Concrete Institute)
- MAS (Mobile Automated Survey) Training
- NDT MT I II (Non-Destructive Testing Magnetic Particle Testing)
- NDT UT I (Non-Destructive Testing Ultrasonic Testing)
- NDT UT II
- Non-Destructive Testing and Magnetic Particles
- PICA II Intro Training (Pipeline Inspection and Conditional Analysis)
- Pre-Stressed Concrete Certification
- PT Additional Training (Pre-Task)
- PT Plans (Pre-Task)
- PT Training (Pre-Task)
- REIN CON (Reinforced Concrete)
- REIN CON Additional Training
- Rein Concrete Tutoring
- Soils
- SOILS Additional Training
- SSW (Structural Steel Welding)
- SSW Additional Training
- Tutoring

Apprentice Surveyor

- Advanced Surveying, Mathematics, and Coordinates Training at Martinez
- Algebra I
- Algebra II

- Angles
- Area by Coordinates
- Boot Camp
- Boundary Retracement/Field Result
- Boundary Retracement/Pre Steps
- Circle Solutions
- Conducting the Survey
- Construction Control Surveys
- Construction Staking
- Data Collection System
- Documenting a Survey
- Earthwork & Volume
- Functions Boundary Survey
- Geometry
- Global Positioning System (GPS) Topic 1
- GPS Topic 2
- GPS Topic 3
- GPS Topic 4
- Highway Construction Surveys
- Horizontal Curves
- In-Office Tutoring
- Introduction to Computers
- Introduction to Traverse
- Introduction/History Boundary Surveying
- Latitude, Departure & Coordinates
- Legal Description/Easements
- Make-up
- Metric Systems/Conversions
- Municipal Street Construction
- Oblique Triangles
- Omitted Measurement
- Partitioning of Land
- Photogrammetric Surveys
- Plan, Profile & Section
- Preparing for a Survey
- Rectangular Coordinates System
- Reporting
- Safety Training Review
- Solving Equations Part 2
- Subdivision
- Surveying, Mathematics, and Coordinates Training
- Topographic Surveying & Mapping
- Total Station
- Traverse Lines
- Traverse-Precision
- Traverses-Methods & Procedures
- Trigonometry
- Tutoring

- Tutoring D20
- Vertical Curves (VC)

Commercial Skills

Journeyworker Inspector

- Administration of Building Obstruction Codes and Standards
- AWS CWI (American Welding Society Certified Welding Inspector)
- Bolting
- Building Construction
- Building Inspections
- CBI (Commercial Building Inspector)
- CBI Additional Training
- Customer Service for an Inspector
- CWI-A (Certified Welding Inspector)
- CWI-C
- Emerging Technologies In Concrete
- Field Applications
- Fireproofing, Firestopping and Draft Stopping
- High Strength Concrete
- Identifying and Differentiating New Materials
- Inspection for the Design Professional
- Interpreting Specifications for New Materials
- MAS Training
- NDT MT I II (Non-Destructive Testing Magnetic Particle Testing)
- NDT UT I (Non-Destructive Testing Ultrasonic Testing)
- NDT UT II
- Non-Destructive Testing
- Prestressed Concrete
- PT Plans (Pre-Task)
- PT Training (Pre-Task)
- Quality Assurance
- REIN CON (Reinforced Concrete)
- REIN CON Additional Training
- Reinforced Concrete
- Research and Development in Concrete Materials
- Roller Compacted Concrete
- Self-Consolidating Concrete
- Shotcrete
- Soils
- SOILS Additional Training
- Soils and Earthwork
- Special Inspections
- Specialty Building Products
- SSW (Structural Steel Welding)
- SSW Additional Training
- Structural Design
- Structural Masonry
- Structural Steel

- Structural Welding
- Technical Content of Building Codes and Standards
- Tutoring 1-8
- Working with Customers

Journeyworker Surveyor

- 3D Laser Scanning
- Advanced Global Positioning System/Global Navigation Satellite Systems
- Advanced Survey Calculator
- Boundary Retracement
- In-depth Plan Reading
- Journey Level Surveyors, and Coordinates Training
- Latest Techniques in Leveling including Digital
- Make-up
- Photogrammetry
- Robotics
- Total Station
- Tutoring
- Vertical Curves (VC)

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Operating Engineers and Participating Employers Pre-Apprentice, Apprentice & Journeymen Affirmative Action Training Fund

Contract Number: ET27-0951

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, Yuba	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Union of Operating Engineers Local 3		

	International Union of Operating Engineers Local No. 3		
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$733,960		$50,070		$784,030

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

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 Apprentice Retrainee	1,006	8-210	0-0	30	$705	$36.29
2	Priority Rate Journeyworker Retrainee	100	8-200	0-0	25	$748	$55.49

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $0.00
Job Number 2: $0.00

Fringe Benefits: This DAS-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing

	a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as Apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Heavy Equipment Operator, Machine Operator, Repairer and Tech	$36.29 - $56.08	**1,006**	0	0	1,006
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker Heavy Equipment Operator, Machine Operator, Repairer and Tech	$55.49 - $68.96	**100**	0	0	100

Introduction

Founded in 1969, the Operating Engineers and Participating Employers Pre-Apprentice, Apprentice & Journeymen Affirmative Action Training Fund (OE3 JATC) offers comprehensive training and retraining programs for Pre-Apprentices, Apprentices, and Journeyworker operators who are members of International Union of Operating Engineers (IUOE) Local 3. The JATC maintains an extensive fleet of heavy construction equipment, including scrapers, backhoes, dozers, motor graders, forklifts, excavators, loaders, rollers, compactors, skip loaders, skid-steer loaders, a paving machine, mobile cranes, and a tower crane. This equipment supports hands-on instruction in both the operation and maintenance of heavy construction machinery. Through this training, OE3 JATC helps develop a workforce equipped with the skills necessary to meet industry standards and job requirements in the heavy construction sector.

OE3 JATC also actively works to increase the representation of women in the trades. In partnership with organizations such as the Women Building the Nation Conference and Tradeswomen, Inc., the JATC Apprenticeship Committee recruits and supports women entering the construction industry. Currently, there are 89 women enrolled in the program, and women make up ten percent of the current first-year Apprentice class.

ETP Priority 10200(b)

OE3 JATC provides training designed to produce a highly skilled and well-compensated workforce. Apprentices and Journeyworkers receive instruction in current technologies and

industry practices to meet evolving workforce needs. Through a regularly negotiated Collective Bargaining Agreement, trainees benefit from structured wage progression throughout each stage of their program. This training model supports California's construction industry by preparing local workers to meet labor demands and reducing reliance on out-of-state labor.

Veterans Program

OE3 JATC collaborates with Helmets to Hardhats to support the recruitment of Veterans into the training program. Veterans with prior experience operating heavy equipment during military service may qualify for direct entry. The JATC also maintains partnerships with City Build in San Francisco; Cypress Mandela and Rising Sun in Oakland; Job Corps in Sacramento; and the Multi-Craft Core Curriculum (MC3) Program throughout Northern California to engage and prepare at-risk youth and individuals with prior justice-system involvement for careers in construction. Currently, 78 Veterans are enrolled in the program.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case San Joaquin County Office of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

The demand for Operating Engineers is projected to increase by approximately 25 percent over the next several years, supported by long-term project commitments from JATC participating employers. The field continues to evolve in response to rising material costs and ongoing industry advancements. These advancements include the integration of advanced equipment controls, GPS technology, drones, and robotics. Drones are increasingly used for site surveying, and remotely operated robotic equipment is under development and deployment. Without proper training in these technologies, employers may face higher labor costs, increased material waste, and potential challenges securing future projects.

OE3 JATC provides training across multiple Apprentice occupations, including Heavy Equipment Operator, Repairer, Machine Operator, and Technician. The proposed project will support preparation efforts to meet industry growth and the rising need for skilled workers. Because the JATC serves a broad geographic region throughout Northern California and offers training across multiple occupations, trainees attend week-long sessions at the training center to ensure consistent instruction. Trainees will participate in the following projects:

- Amarosa Academy Site Development, Sonoma County – Site development requiring excavation, grading, and land preparation.
- Hwy. 101 Pedestrian Bridge, Sonoma County – Heavy equipment operators support bridge construction through grading and excavation.

- San Francisco City College (CCSF) housing project, San Francisco – Earthmoving and grading for new residential construction.
- YouTube headquarters renovation, Santa Rosa – Renovation work requiring skilled operators for site preparation.

Training Plan

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

Commercial Skills: Training will be provided to Apprentices and Journeyworkers.

Apprentices will receive training on topics such as Air Conditioning (A/C), Electronics, Hydro Excavation, Lube and Service, Paving: Paving Machine, Screed, Roller and Robotics. Journeyworkers will receive training on topics such as Boom Sections, Crane Set Up and Tear Down, Hydro and Advance Crane, Rigging, Robotics and Transporting Cranes.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, OE3 JATC is asking for a modification of the cap. Apprentice trainees with OSHA 10 training are requesting a cap of 210 hours.

Commitment to Training

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

Training Infrastructure

The Director of Apprenticeship oversees all training and works closely with senior field leadership and JATC coordinators and instructors to plan and manage instruction. Training occurs at the JATC training center, where experienced Journeyworker-level instructors deliver classroom and hands-on equipment training.

The Office Coordinator supports scheduling and roster management, while staff track attendance and maintain training records. Class assessments and employer feedback help ensure training remains aligned with industry needs. Betat Advisories will provide ETP administrative support, and JATC staff will handle daily training coordination and documentation.

Marketing and Support Costs

Marketing is done through OE3 JATC's website, direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. OE3 JATC also promotes this training program at labor-management meetings and industry assemblies.

OE3 JATC requests 8% support costs to fund its staff in recruiting and qualifying additional participating employers for this program. While many participating employers have already been recruited, additional recruitment and assessment activities with employers and the OE3 JATC must occur to support apprenticeship training.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

OE3 JATC 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) ($ %)
ET26-0907	09/29/25 - 09/28/27	$362,746	627	0	$362,746 (100%)

ET26-0907: Per Cal-E-Force the contractor has uploaded 27,612 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0952	09/30/24 - 09/29/26	$390,537	203	199	$390,537 (100%)
ET24-0937	10/02/23 - 10/01/25	$499,786	206	326	$499,786 (100%)
ET21-0954-000	04/05/21 - 04/04/23	$243,000	324	96	$243,000 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Betat Advisories	San Francisco, CA	$10,000
Administrative	Betat Advisories	San Francisco, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- Air Brakes
- Air Conditioning (A/C)
- Backhoe
- Dozer
- Drill: Vertical and Horizontal
- Drones
- Electrical
- Electronics
- Engines
- Excavator
- For Heavy Duty Repairer and Construction Lubrication Technician
- Forklift
- Global Positioning System (GPS)
- Gradesetting
- Green Technologies
- Hydraulic
- Hydro Excavation
- Loader
- Lube and Service
- Motor Grader (Blade)
- Paving: Paving Machine, Screed, Roller
- Powertrains
- Rigging
- Robotics
- Scraper
- Signalman
- Support Equipment: Skid Steer, Skip Loader, Roller, Compactor
- Understanding Changes to Industry Standards
- Welding

For Crane Operator

- Boom Sections
- Cleaning & Lubrication
- Crane Operations
- Crane Set Up and Tear Down
- Forklift
- Green Technologies
- Hydro and Advance Crane
- Intro to Crane
- KRA SRT – Crane Operations (Crane Supplemental Related Training)

- Load Charts
- Rigging
- Robotics
- Signal
- Transporting Cranes
- Understanding Changes to Industry Standards

Commercial Skills

Journeyworker

- Air Brakes
- Air Conditioning (A/C)
- Backhoe
- Dozer
- Drill: Vertical and Horizontal
- Drones
- Electrical
- Electronics
- Engines
- Excavator
- For Heavy Duty Repairer and Construction Lubrication Technician
- Forklift
- Global Positioning System (GPS)
- Gradesetting
- Green Technologies
- Hydraulic
- Hydro Excavation
- Loader
- Lube and Service
- Motor Grader (Blade)
- Paving: Paving Machine, Screed, Roller
- Powertrains
- Rigging
- Robotics
- Scraper
- Signalman
- Support Equipment: Skid Steer, Skip Loader, Roller, Compactor
- Understanding Changes to Industry Standards
- Welding

For Crane Operator

- Boom Sections
- Cleaning & Lubrication
- Crane Operations
- Crane Set Up and Tear Down
- Forklift
- Green Technologies
- Hydro and Advance Crane
- Intro to Crane

- KRA SRT – Crane Operations (Crane Supplemental Related Training)
- Load Charts
- Rigging
- Robotics
- Signal
- Transporting Cranes
- Understanding Changes to Industry Standards

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Southern California Surveyors Joint Apprenticeship Trust

Contract Number: ET27-0965

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No International Union of Operating Engineers Local No. 12		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$127,190		$8,793		$135,983

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

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 Apprentice Retrainee	175	8-200	0-0	23	$541	$33.64
2	Priority Rate Journeyworker Retrainee	46	8-200	0-0	30	$898	$64.01

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $8.09
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Chainman	$25.55 - $45.42	**175**	0	0	175
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Chief of Party	$64.01 - $68.76	**46**	0	0	46

Introduction

Established in 1960 and headquartered in Rancho Cucamonga, the Southern California Surveyors Joint Apprenticeship Trust (SCSJAT) (www.scsurveyjac.org) provides Apprentice and Journeyworker Surveyors training throughout 12 counties in Southern California. It is administered jointly by the Southern California Association of Civil Engineers and Land Surveyors with the International Union of Operating Engineers, Local 12. SCSJAT has approximately 100 signatory companies that include engineering, surveying, and construction firms.

SCSJAT is committed to expanding access to apprenticeship opportunities for underrepresented populations, including women, veterans, and at-risk youth. The program actively partners with organizations and initiatives that promote careers in the skilled trades, including participation in Women in the Trades outreach efforts designed to increase awareness of career opportunities within the surveying profession.

ETP Priority 10200(b)

SCSJAT provides training in emerging technologies, supports high-wage career opportunities, creates pathways for workforce entry and advancement, and supplies California employers with skilled workers needed to support infrastructure development, economic growth, and industry competitiveness. SCSJAT focus on technological proficiency, structured wage progression, and employer-driven curriculum development supports a sustainable high-road workforce development model that benefits both workers and employers.

Veterans Program

SCSJAT actively recruits veterans and transitioning service members by developing partnerships with military and veteran-focused organizations that support individuals pursuing civilian career opportunities. SCSJAT maintains a strong working relationship with the United States Marine Corps Career Resource Office and has participated in pre-separation briefings to introduce transitioning service members to career opportunities in the land surveying profession and highlight the benefits of registered apprenticeship training.

SCSJAT also maintains a presence on Helmet to Hardhats, a nationally recognized initiative that connects veterans with apprenticeship and career opportunities in the construction industry. Through this partnership, veterans receive information about available apprenticeship opportunities and are provided the opportunity to enter the program by meeting established eligibility and entry requirements.

Additional outreach and recruitment activities include participation in military transition events, collaboration with veteran support organizations, online recruitment efforts, workforce development partnerships, and referrals through participating employers. These combined efforts help ensure that veterans and transitioning service members have access to apprenticeship opportunities that provide paid on-the-job training, family-sustaining wages, benefits, and sustainable career pathways within California's land surveying and infrastructure industries.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is four years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Santiago Canyon College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

SCSJAT strengthens workforce resilience by providing workers with the training needed to adapt to technological advancements, meet changing employer expectations, and develop long-term careers within the surveying, construction, engineering, infrastructure, and geospatial industries. Chief of Party (Journeyworker) and Chainman (Apprentice) trainees are employed by engineering, surveying, and construction firms throughout Southern California. Journeyworkers complete approximately 54 hours of classroom training per quarter, while Apprentices complete approximately 100 hours of training per semester over three years. Upon completion of training, Apprentices earn Chainman status and may advance within the industry.

The training focuses on industry changes, new equipment, and emerging technologies required by employers. This includes developing technical skills needed to support modern surveying, construction, and geospatial projects. By combining classroom instruction, hands-on training, and professional development, the program prepares participants to remain competitive and contribute to California's growing infrastructure and development needs. During this contract trainees wil work on the following projects:

- Interstate 15 – Toll Road
- Burbank Airport
- Disneyland Resort
- Los Angeles (LAX) Airport
- Orange County OCVIBE District
- Southern California High Schools
- Subway in Los Angeles

Training Plan

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

Commercial Skills: Training topics for Apprentice trainees will include Basic Field Operations and Setting Survey Points, Introduction to Topographic Surveys, Plan Reading and Grade Sheets, Slope Staking, and Trigonometry. Training topics for Journeyworker trainees will include Advanced Coordinate Geometry and Curve Calculations, Complex Field Problems and Accuracy Requirements, Dredging and Hydrographic Surveys, Modern Positioning Systems, and Subdivision Improvement Plans.

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

Training will be overseen by the Training Administrator. A Training Coordinator, Office Manager and Administrative Assistant will assist with scheduling training and performing administrative functions. Training will be delivered by in-house experts with at least six years' experience in the industry.

Marketing and Support Costs

SCSJAT markets and advertises apprenticeship opportunities through mailers sent to the Employment Development Department offices, announcements on its website, career fairs, and notifications to signatory employers and the Union News Record through email and regular mail. SCSJAT maintains partnerships with workforce investment organizations, including the HireLAX Apprenticeship Readiness Program and Multi-Craft Core Curriculum (MC3) programs in Kern County. Graduates of these Pre-Apprentice and Apprentice readiness programs have the opportunity to test into the apprenticeship program, creating a direct pathway from workforce preparation to registered apprenticeship. SCSJAT requests 8% in support costs to promote training opportunities.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

SCSJAT 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) ($ %)
ET26-0927	09/29/25 - 09/28/27	$362,780	176	0	$0 (0%)
ET25-0928	09/30/24 - 09/29/26	$389,000	175	0	$389,000 (100%)

ET26-0927: Per Cal-E-Force the contractor has uploaded 0 hours and projects to earn 100% of the agreement.

ET25-0928: Per Cal-E-Force the contractor has uploaded 24,568 hours and projects to earn 100% of the agreement.

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 $ %
ET23-0920	10/03/22 - 10/02/24	$499,750	175	158	$492,685 (99%)
ET21-0940-000	12/14/20 - 12/13/22	$163,440	160	90	$163,440 (100%)

Subcontractors

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

Training Subcontractors	City, State	Cost	Description of Service
Not Applicable	-	-	-

Self-Attestations

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

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

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

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Commercial Skills

Apprentice

- ALTA Surveys
- Apprentice Responsibilities and Public Relations
- Basic Field Operations and Setting Survey Points
- Basic Measurement Techniques in Surveying
- Chainman Apprenticeship Program
- Computer Literacy Semester #2-Surveying Procedures
- Coordinate Geometry
- Course Outline Summary Semester #4-Surveying Computations
- Electronic Distance Measuring and Recording
- Field Note Preparation
- Field Notes
- Global Positioning System (GPS)
- GPS Basics and Field Procedures
- GPS Coordinate Systems
- Heavy Construction Surveys
- Horizontal and Vertical Curves
- Identification of Monuments
- Introduction of Chief of Party Apprenticeship Program
- Introduction to Angle Measuring and Field Instruments
- Introduction to Construction Surveys Semester #3- Surveying Practice
- Introduction to Leveling
- Introduction to Station and Location Systems
- Introduction to Topographic Surveys
- Leveling Methods
- Linear Measurements
- Oblique Triangle Solutions
- Overview of the Survey Industry
- Plan Reading and Grade Sheets
- Property Surveys
- Public Relations
- Review of Angles, Bearings and Instruments
- Review of Angles, Bearings and Location Systems
- Review of Measuring Systems
- Review of Metric and English Measuring Systems
- Scope of Profession
- Slope Staking
- Staking Procedures for Various Projects
- Subdivision Surveys
- Topographic and Photogrammetric Surveys
- Total Stations

- Traverse Surveys Semester #5-Surveying Projects
- Trigonometry
- U.S. Public Land Surveys

Journeyworkers

- Advanced Coordinate Geometry and Curve Calculations
- Astronomy for Surveyors
- Case Study of Multi-Story Building - Structural
- Complex Field Problems and Accuracy Requirements
- Construction Plan Reading, Survey Control and Layout
- Dredging and Hydrographic Surveys
- Field and Office Calculating Techniques
- Grading Plans for Subdivision/Construction Projects
- Introduction to Plan Reading
- Laptop Surveying
- Laws Affecting Surveyors
- Modern Positioning Systems
- Photogrammetry
- Plans and Layout for Other Major Construction Projects
- Principles of Coordinate Geometry
- Property Surveys
- Property Surveys and Legal Descriptions
- State Plane Coordinate System
- Subdivision Improvement Plans
- Supervision and Public Relations
- Survey Measuring Systems, Research and Note Keeping
- Topographic Surveying Analysis and Review
- Triangulation and Trilateration
- U.S. Public Land Survey

Training Proposal for:

Apprentice and Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry

Contract Number: ET27-0938

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Mono, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada	

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$2,114,449		$144,137		$2,258,586

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

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 Apprentice Retrainee	2,898	8-210	0-0	31	$732	$33.64
2	Priority Rate Journeyworker Retrainee	250	8-200	0-0	18	$549	$58.28

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $7.41
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Plumber/Pipefitter/Steamfitter	$26.23 - $60.62	**2,898**	0	0	2,898
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker Plumber/Pipefitter/Steamfitter	$58.28 - $77.52	**250**	0	0	250

Introduction

Founded in 1959, Apprentice and Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry (A&J Training Trust) (www.ajtraining.edu) operates nine training centers for the plumbing and pipefitting industry in Southern California. The A&J Training Trust provides training for Apprentices and Journeyworkers in the plumbing and pipefitting industry who work in a variety of settings from bungalows to power stations, doing new construction and maintenance, air conditioning, heating, refrigeration and plumbing service work. They install and service freeway irrigation and drainage systems; preform and assemble marine pipefitting, gas fitting, pipe fabrication, and lead burning; manufacture mechanical parts and equipment; perform air and water balance and pneumatic and electronic control work; startup mechanical equipment; complete quality control and non-destructive testing on all types of jobs, products, and appliances; service and repair; operate in-plant mechanical systems; and service utility plants and systems.

A&J Training Trust works directly with Women in Non-Traditional Employment Roles, an organization that works to train, educate and prepare women for careers in the construction industry. A&J Training Trust also works with Tradeswomen Build Nations, LA Corps for at risk youth, and Multi-Craft Core Curriculum Anti-Recidivism Coalition for recruiting incarcerated men and women (5% of the incoming Apprentice class are women) and offers Equal Representation in Construction Apprenticeship (ERiCA) grants for parents needing childcare.

ETP Priority 10200(b)

Trainees are union employed and paid workers that are trained with regularly updated training methods and techniques. Certifications are also obtained which also increase pay and qualifications. Trainees are employed in California and work in jobs that increase construction to keep jobs local and compete against businesses from outside of California that might bid on jobs that local Apprentices work on. A&J Training Trust welcomes and recruits displaced and laid-off workers, veterans, and minority groups into our Apprentice program. The work trainees perform help to establish and improve California's infrastructure which in turn enables California to increase exports, reduce imports, and promote California's manufacturing sector.

Veterans Program

A&J Training Trust actively supports veterans through outreach and hiring initiatives, including participation in the Helmets to Hardhats program. The Trust also operates a partnership with Marines at Camp Pendleton who are nearing completion of their military service. Training is

provided on-site during the Marines' final 18 weeks of duty, and upon completion, participants enter the trade directly as second-year Apprentices.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

The A&J Training Trust will provide training designed to ensure workers remain employed in the building trades industry and are prepared to meet evolving industry demands. Participating employers report an ongoing need for workers who can implement new practices, adopt a high-wage/high-skill strategy for economic advancement, and keep pace with rapid technological change. Apprentices and Journeyworkers must enter the field with the ability to perform at the highest level, supported by specialty skills such as welding, medical gas installation, and work on modern green-building systems.

The plumbing and pipefitting industry continues to be shaped by new regulations, advanced technologies, and increasingly complex construction environments. Workers are required to install and maintain systems for drinking water distribution, sanitary and stormwater management, and waste disposal. They also perform technical installations for in-floor heating, medical gas, solar thermal systems, heat pumps, solar panels, cross-connection control, and other specialized mechanical systems. Welding remains a key skill across multiple job classifications, and Apprentices receive training in all major welding processes.

Further, the industry faces rising demand for workers who hold nationally recognized certifications in plumbing, pipefitting, medical gas, and welding. These credentials ensure employers can hire properly trained professionals capable of performing complex construction tasks safely and accurately. The training delivered under this proposal will prepare Apprentices and Journeyworkers to earn these certifications, advance through wage progressions outlined in the Collective Bargaining Agreement, and maintain California's high-road workforce pipeline.

Training will prepare them to work on current projects that include:

• California Resources Corporation (CRC) — Plumbing and piping work supporting facility upgrades at CRC's oil and gas operations in Kern County and the Los Angeles Basin.
• Harbor University of California, Los Angeles (UCLA) Medical Center — Installation and improvement of plumbing, piping, and mechanical systems as part of major campus redevelopment and seismic modernization.
• Huntington Park High School — Campus modernization requiring new plumbing and piping system installation across multiple buildings.

• Los Angeles International Airport (LAX) — Ongoing airport modernization involving extensive plumbing and piping upgrades in terminals and airside facilities.
• Los Angeles Valley College — Construction of new campus buildings requiring large-scale installation of plumbing, piping, and mechanical systems.
• Los Angeles Mission College — Construction of a new net-positive facilities building requiring advanced plumbing, piping, and mechanical system installation.

Training Plan

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

Commercial Skills: Training will be provided to to all trainees. Apprentice will receive training on topics such as Asbestos Awareness, Building Water Systems, Drawing Sleeves on Structural Backgrounds and without Dimensions, and Interpretation of Technical Diagrams and Piping Drawings. Journeyworkers will receive training on topics such as Computers & Technology, Crane Signal Person Recertification, High Hazard Facility Safety Training, Industrial Pipefitter Refinery, and Plan View Drawing of Water, Gas Waste and Vent Systems.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, A&J Training Trust is asking for a modification of the cap. Apprentice trainees with OSHA 10 training have a cap of 210 hours.

Alternate Recordkeeping

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

Electronic Recordkeeping / LMS

Staff has reviewed and approved A&J Training Trust's use of a Learning Management System for recordkeeping.

Commitment to Training

Employers will continue to make contributions to the trust for every hour worked by apprentices and Journeyworkers. 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 overseen by the Joint Apprenticeship Training Committee (JATC), which manages all instructional activities for the A&J Training Trust. All classes are delivered by the Trust’s

in-house instructors, experienced Journeyworker plumbers, pipefitters, and steamfitters who teach classroom, simulated lab, and hands-on courses at the JATC training center. A&J Training Trust handles class scheduling and training rosters, while Betat Advisories supports project administration by reviewing work hours, uploading enrollment and training data to the ETP system, and assisting with required reporting. Instructors take daily attendance, and contractor staff maintain all records in the Learning Management System to ensure complete and accurate documentation.

Marketing and Support Costs

Employers participate as members of the joint committee that oversees the A&J Training Trust, ensuring training is aligned with both employer-specific needs and broader industry requirements. The Trust requests 8% in support costs. While many employers are already engaged, additional recruitment will be conducted as needed to complete the project and to replace any employers whose needs change during the contract period. Employer-specific job requirements will continue to be assessed throughout the term of the Contract.

A&J Training Trust evaluates training effectiveness through end-of-class assessments and ongoing feedback from trainees and contractors. Trainees provide input through union representatives and directly to the training centers regarding how well the program prepares them for work. Contractors also relay feedback through their committee representatives and directly to the centers, helping identify skill needs and ensuring the curriculum remains responsive to industry demands.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

A&J Training Trust 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) ($ %)
ET26-0902	09/29/25 - 09/28/27	$362,719	450	0	$362,719 (100%)

ET26-0902: Per Cal-E-Force the contractor has uploaded 25,013 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0931	09/30/24 - 09/29/26	$390,070	337	151	$390,070 (100%)
ET24-0912	10/02/23 - 10/01/25	$499,636	271	280	$499,636 (100%)
ET23-0951	10/31/22 - 10/30/24	$489,514	311	362	$489,514 (100%)
ET22-0901-000	08/23/21 - 08/22/23	$598,290	259	480	$598,290 (100%)
ET21-0906-000	07/01/20 - 06/30/22	$427,350	185	386	$427,350 (100%)

Reported Audits

Contract Number	Final Audit Report Date	Unearned/Disallowed Costs	Audit Findings
ET17-0900-000	1/8/2021	$0.00	• Trainee wage rates were inaccurately reported to ETP.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Betat Advisories	San Francisco, CA	$10,000
Administrative	Betat Advisories	San Francisco, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- Arc Welding
- Asbestos Awareness
- Backflow Prevention
- Boilers & Heat Pump Seminar by RAYPAK
- Breslin
- Building Water Systems
- CAD & Job-Site Technology
- Clean Room/Orbital Welding
- Competent Person Safety Training
- Computers & Technology
- Copper Joining Methods
- Copper/Acetylene - Group A
- Crane Signal Person Recertification
- Creating Models and Estimating
- Design & Layout
- Drainage Systems and Components
- Drawing Sleeves on Structural Backgrounds and Without Dimensions
- Electricity, Pneumatics, Hydraulics, Electrical Safety
- EPRI I Tech Preparation
- Failure Analysis
- Fall Protection
- Fittings, Pipes, Appliances and Materials
- Flame Cut and Bevel Pipe
- Flat, Vertical and Overhead Positions with 6 and 8 Welding Rod on Plate
- Forklift Training
- Fuel Gas Systems
- Gas Distribution Systems and Components
- General Knowledge of Oxy Fuel and ARC Welding Safety
- Graphic Symbols for Pipe Fittings and Valves
- Green Awareness
- Grinding, Beveling, Fit Up, Alloy Cutting Awareness
- High Hazard Facility Safety Training
- Hot Water Supply & Water Sizing
- How to Strike and Maintain an Arc with S.M.A.W. Process
- Hydronics
- Industrial Pipefitter Refinery
- Interpretation of Technical Diagrams and Piping Drawings
- Isometric Drawings
- JCAD Modules 1 - 8: From Mechanical Code Refresher to Annotation & Dimensioning

- Landscaping
- Laying Out Trenches, Figure Grade and Backfill
- Lixil Product Knowledge and Awareness Training
- Maintaining Standardization and Safety Mind
- Material Handling
- Materials, Hardware and Tools Associated with Rigging
- Mathematics
- Mechanical Codes
- Medical Gas
- NITC Certifications and Exams
- Ordering Material for the Job Site and Maintain an Inventory
- Pipe Fabrication & Layout
- Plan Reading & Isometric Drawing Fundamentals
- Plan View Drawing of Water, Gas Waste and Vent Systems
- Plumbing Code
- Plumbing Fixtures & Appliances
- Plumbing Modules
- Project Estimation
- Proper use of Grinders for Welding Preparation
- Pumps, Valves & Regulators
- Qualities and Role of a Leader
- Quality Assurance & Control
- Refinery Safety: Working in High Hazard Facilities
- Refrigeration & NITC Pipefitter Prep
- Review Other Trades Drawings
- Rigging in the Piping Trades
- Risk Assessment & Communication Skills & Customer Service
- Safe Bolting & Pressure Testing
- Scaffold Safety
- Service & Repair Fixtures & Controls
- Servicing of Gas and Electrical Appliances
- Stairways and Ladders
- Steam Systems
- Storm Drain / Rain Water Harvest Makeup
- Three View, Plan View and Elevation View Drawings
- Tool Safety
- Trimble & Sokkia Robotic Total Training Station
- Tube Bending
- Tube Bending & Electricity
- UA Crane Signal
- Underground Installation & Utilities
- Units of Measurement
- UPC and other Administrative Authorities
- Use of Copper and Acetylene Torches
- Using the Uniform Plumbing Code
- Valves Certification Refresher
- Water Heaters and Venting
- Water Mains & Water Sizing

- Water Supply Systems
- Water Treatment
- Weld Rod Designations, AMP Settings and Polarity
- Welding

Commercial Skills

Journeyworker

- Arc Welding
- Asbestos Awareness
- Backflow Prevention
- Boilers & Heat Pump Seminar by RAYPAK
- Breslin
- Building Water Systems
- CAD & Job-Site Technology
- Clean Room/Orbital Welding
- Competent Person Safety Training
- Computers & Technology
- Copper Joining Methods
- Copper/Acetylene - Group A
- Crane Signal Person Recertification
- Creating Models and Estimating
- Design & Layout
- Drainage Systems and their Components
- Drawing Sleeves on Structural Backgrounds and without Dimensions
- Electricity, Pneumatics, Hydraulics, Electrical safety
- EPRI I Tech Preparation
- Failure Analysis
- Fall Protection
- Fittings, Pipes, Appliances and Materials
- Flame Cut and Bevel Pipe
- Flat, Vertical and Overhead Positions with 6 and 8 Welding Rod on Plate
- Forklift Training
- Fuel Gas Systems
- Gas Distribution Systems and their Components
- General Knowledge of Oxy Fuel and ARC Welding Safety
- Graphic Symbols for Pipe Fittings and Valves
- Green Awareness
- Grinding, Beveling, Fit Up, Alloy Cutting Awareness
- High Hazard Facility Safety Training
- Hot Water Supply & Water Sizing
- How to Strike and Maintain an Arc with S.M.A.W. Process
- Hydronics
- Industrial Pipefitter Refinery
- Interpretation of Technical Diagrams and Piping Drawings
- Isometric Drawings
- JCAD Modules 1 - 8: From Mechanical Code Refresher to Annotation & Dimensioning
- Landscaping

- Laying Out Trenches, Figure Grade and Backfill
- Lixil Product Knowledge and Awareness Training
- Maintaining Standardization and Safety Mind
- Material Handling
- Materials, Hardware and Tools Associated with Rigging
- Mathematics
- Mechanical Codes
- Medical Gas
- NITC Certifications and Exams
- Ordering Material for the Job Site and Maintain an Inventory
- Pipe Fabrication & Layout
- Plan Reading & Isometric Drawing Fundamentals
- Plan View Drawing of Water, Gas Waste and Vent Systems
- Plumbing Code
- Plumbing Fixtures & Appliances
- Plumbing Modules
- Project Estimation
- Proper use of Grinders for Welding Preparation
- Pumps, Valves & Regulators
- Qualities and Role of a Leader
- Quality Assurance & Control
- Refinery Safety: Working in High Hazard Facilities
- Refrigeration & NITC Pipefitter Prep
- Review other Trades Drawings
- Rigging in the Piping Trades
- Risk Assessment & Communication Skills & Customer Service
- Safe Bolting & Pressure Testing
- Scaffold Safety
- Service & Repair Fixtures & Controls
- Servicing of Gas and Electrical Appliances
- Stairways and Ladders
- Steam Systems
- Storm Drain / Rain Water Harvest Makeup
- Three View, Plan View and Elevation View Drawings
- Tool Safety
- Trimble & Sokkia Robotic Total Training Station
- Tube Bending
- Tube Bending & Electricity
- UA Crane Signal
- Underground Installation & Utilities
- Units of Measurement
- UPC and other Administrative Authorities
- Use of Copper and Acetylene Torches
- Using the Uniform Plumbing Code
- Valves Certification Refresher
- Water Heaters and Venting
- Water Mains & Water Sizing
- Water Supply Systems

- Water Treatment
- Weld Rod Designations, AMP Settings and Polarity
- Welding

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Pipe Trades Apprentice and Journeyman Training Trust Fund of Santa Clara and San Benito Counties

Contract Number: ET27-0915

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	San Benito, Santa Clara	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	No United Association of Journeymen & Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (UA Local 393)	
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$266,760		$18,210		$284,970

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

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 Apprentice Retrainee	366	8-210	0-0	30	$705	$37.80
2	Priority Rate Journeyworker Retrainee	20	8-200	0-0	45	$1,347	$74.02

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $0.00
Job Number 2: $0.00

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice-Plumber, Steamfitter and Refrigeration Fitter	$37.80 - $82.36	**366**	0	0	366
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker-Plumber, Steamfitter and Refrigeration Fitter	$83.57 - $138.04	**20**	0	0	20

Introduction

Pipe Trades Apprentice and Journeyman Training Trust Fund of Santa Clara and San Benito Counties (Pipe Trades JATC) (pttc.edu) is a premier workforce development hub for the piping and Heat, Ventilation, and Air Conditioning (HVAC) industries in Silicon Valley. Founded in 1961 with a single classroom and welding shop, Pipe Trades JATC has grown into a state-of-the-art, 100,000-square-foot facility serving more than 3,100 union members and 45 affiliate companies.

Located in the heart of Silicon Valley, the Pipe Trades JATC prepares Apprentices and Journeyworkers to meet the region's workforce needs while supporting water conservation, energy efficiency, and environmental goals. Pipe Trades JATC partners with Workforce Development Boards, Community-Based Organizations, and Building Trades Councils to promote an inclusive workforce and expand opportunities for women, non-binary individuals, and other underrepresented and underserved communities.

Through DAS' Equal Representation in Construction Apprenticeship or ERICA funding, the program provides participating Apprentices with $796 per month in childcare assistance. This support helps remove a significant barrier to apprenticeship participation and makes careers in the skilled trades more accessible to women and other hard-to-serve populations.

ETP Priority 10200(b)

Pipe Trades JATC follows High Road Apprenticeship standards, including an earn-while-you-learn model, performance-based wage progression outlined in its Collective Bargaining Agreement, industry-recognized certifications, DAS-approved curriculum, paid employment opportunities during and after training, and access to healthcare and benefits throughout the apprenticeship and employment period.

Veterans Program

Pipe Trades JATC is committed to supporting job-related training that helps veterans transition into California's workforce. Veterans participating in an apprenticeship may be eligible for Montgomery GI Bill benefits, including a monthly housing allowance, which are paid directly to veteran trainees. Pipe Trades JATC recruits veterans through partnerships such as Helmets to Hardhats, a national joint labor-management program that connects veterans' military skills and

experience with opportunities in the building trades. Pipe Trades JATC also promotes veteran-focused application opportunities through its website.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case case Foothill College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

The industry sector is experiencing significant changes in the type of construction work and skills required. While the decline in commercial office occupancy has reduced demand for traditional tenant improvement work, major infrastructure investments are increasing demand for skilled workers in heavy construction. At the same time, California's focus on energy efficiency and emerging building technologies is creating a need for workers who understand Title 24 requirements, new technology, refrigeration, hydronics, and temperature-control systems. Data centers and other specialized facilities also require highly trained refrigeration fitters who can maintain precise operating conditions and respond quickly when systems fail.

Pipe Trades JATC responds to these changing industry needs by providing Apprentices and Journeyworkers with current, industry-specific skills that can be applied directly on the jobsite. Training in Title 24, new building technologies, hydronics, refrigeration systems, temperature regulation, and welding will prepare workers to install, maintain, troubleshoot, and service increasingly complex systems. This training will improve worker employability, support contractors' ability to meet evolving project requirements, and ensure a qualified workforce is available to support California's continued infrastructure and construction growth. During this contract trainees will work on the following projects:

- Athena Data Center
- Applied Materials
- Kaiser Santa Teresa Hospital
- Google Geneva Phase II
- Sutter Health Santa Clara West Campus Hospital

Training Plan

Training will be conducted via Class/Lab and E-Learning delivery methods as follows:

Commercial Skills: Apprentices will receive training in courses such as Advanced Drawing & Blueprint, Plumbing Fixtures and Water Systems. Journeyworkers will receive training in courses such as Duct Systems, Orbital Welding and Project Management.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Electronic Recordkeeping / LMS

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

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

Pipe Trades JATC's Training Director and administrative staff will oversee the program. Training will be delivered by 50 in-house trainers. Additionally, Strategy Workplace Communications will assist with project administration, including compliance, documentation, reporting, invoicing, audits, and required contract updates.

Marketing and Support Costs

Program information is shared year-round through flyers, personal outreach, phone calls, public announcements, emails, websites, job fairs, and social media. Apprenticeship announcements are distributed to local, state, and federal agencies, high schools, community colleges, military bases, correctional facilities, and Community-Based Organizations. Pipe Trades JATC requests 8% in support costs to fund recruiting additional participating employers for this program.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

Pipe Trades JATC 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) ($ %)
ET26-0963	09/29/25 - 09/28/27	$362,729	353	0	$362,729 (100%)

ET26-0963: Per Cal-E-Force the contractor has uploaded 13,271 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0968	09/30/24 - 09/29/26	$390,085	411	212	$390,085 (100%)
ET24-0938	10/02/23 - 10/01/25	$499,587	334	239	$499,587 (100%)
ET23-0913	10/03/22 - 10/02/24	$499,402	341	234	$499,402 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

Plumber

- Advanced Drawing & Blueprint
- Advanced Trade Math for Plumbers
- Applied Welding
- Beginning Drawing & Design
- Industrial Installations for Plumbers
- Industrial Safety for Plumbers
- MedGas Installation
- Plumbing Code
- Plumbing Fixtures
- Residential Backflow
- Rigging; Lay-out
- Special Topics: UA Foreman
- Water Systems

Steamfitter

- Advanced Drawing & Blueprint
- Advanced Trade Math for Steamfitters
- Beginning Cutting, Tacking & Fit Up
- Beginning Welding
- Hydronic Systems
- Industrial Rigging
- Industrial Safety
- Industry Install
- MedGas Installation
- Science, Electricity & Air Conditioning
- Special Topics
- Steam Technology
- Steamfitter Fit Up Tacking
- Steamfitter Welding & Cutting

Refrigeration Fitter

- Advanced Electric Systems
- Advanced Mechanical Systems
- Advanced Refrigeration & Chillers
- Electric System Fundamentals
- HVAC Pneumatic & Elect Control Systems
- Industrial Refrig & Air-Cond Service
- Mechanical Systems Fundamentals
- Special Topics
- Start, Test & Balance, HVAC Systems

Journeyworker

- A2L Flammable Refrigerants

- ABB ACH 550 VFD Trainer
- Advanced Mechanical Systems
- Advanced Refrigeration & Chillers
- Applied & Related Theory
- AutoCAD/Fabrication
- Backflow Prevention Certification
- Basic Plumbing Skills
- Bluebeam
- Bluebeam/BIM 360
- Blueprint Reading
- CHC Hydronics
- Comprehensive Layout and Design Test Out
- Compressor Overhaul
- Construction Technology Credential
- Cutting
- Daikin VRV Installation and Commissioning
- Daikin VRV IV Installation and Commissioning
- Daikin VRV Service and Troubleshooting
- Direct Digital Controls
- Drawing
- Duct Systems
- Energy Audit Certification
- EPG Centrifugal Pump Theory
- EPRI Rigging
- Foreman Certification
- Georg Fischer IR 225
- Georg Fischer IR 63
- GPro Certification
- HVAC Control Basics
- HVACR Control Systems
- Industrial Install
- Industrial Safety
- Industry Math
- Intellipak – Trane
- Intro to Virtual Technology
- Math for Residential Plumbers
- MedGas Install Recert
- MedGas Installer Refresher Course
- Mitsubishi VRF Training
- NavisWorks/BIM360
- Orbital Welding
- PEX Piping
- PlanGrid
- Plumbing Code
- Plumbing Service
- Project Management
- R78 Brazing
- Residential Blueprint Reading & Drawing

- Residential Drainage/Water System
- Residential Fixtures & Layout
- Residential Plumbing
- Residential Plumbing Code
- Residential Waste, Water, Gas Systems
- Review & Turnout
- Rigging
- Rigging Certification
- Robotic Total Station
- Special Topics: Backflow
- STAR Certification
- STAR Certification HVACR
- STAR Prep/Energy Audit
- Start, Test & Balance
- Title 24
- Title 24 MATT Certification
- Title 24 Requirements
- Trade Math
- Tube Bending with App
- UA Foreman
- UA Foreman Certification
- UA Foreman Training
- Vertiv DSE Thermal Management
- VFD Training (Variable Frequency Drive)
- Virtual Design and Technology
- Welding (Novice to Advance)

Computer Skills

Apprentice and Journeyworker

- Computer-Aided Drafting (CAD)
- 3-D Drawings Software

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Pipe Trades Apprentice and Journeymen Training Trust Fund for San Mateo County

Contract Number: ET27-0912

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	San Mateo	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No Plumbers & Pipe Fitters - 467		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$155,804		$10,631		$166,435

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

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 Apprentice Retrainee	213	8-210	0-0	32	$752	$36.70
2	Priority Rate Journeyworker Retrainee	11	8-200	0-0	19	$569	$91.75

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $0.00
Job Number 2: $0.00

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice-Plumbers, Pipe & Refrigeration Fitters	$36.70 - $77.99	**213**	0	0	213
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworkers-Plumbers, Pipe & Refrigeration Fitters	$91.75 - $114.69	**11**	0	0	11

Introduction

Founded in 1955 and headquartered in San Mateo, the Pipe Trades Apprentice and Journeymen Training Trust Fund for San Mateo County (Plumbers JATC of San Mateo) (www.ualocal467.org) was established through a partnership between local contractors and UA Local 467 and has served San Mateo County since 1903. Today, approximately 180 signatory contractors employ Local 467 members throughout the county in heavy industrial, commercial, and residential construction. Plumbers JATC of San Mateo also trains Heat, Ventilation, and Air Conditioning/Refrigeration (HVAC/R) service technicians who serve commercial and institutional clients. Plumbers JATC of San Mateo operates a 30,935-square-foot training facility in Burlingame with 15 classrooms and serves approximately 1,500 active union members.

Plumbers JATC of San Mateo provides training for Plumber Apprentices, Steamfitter/Pipefitter Apprentices, and HVAC/R Service Apprentices. Apprentices are trained in the installation, repair, and maintenance of plumbing systems, piping systems, heating and cooling systems, refrigeration, controls, and emerging technologies such as green plumbing, medical gas, and energy-efficient systems. These skills support the specialized needs of San Mateo County's biotech, healthcare, and public infrastructure construction sectors. Plumbers JATC of San Mateo journey-level worker upgrade program provides ongoing training on updated codes, energy standards, and new technologies, including heat pumps, low-GWP refrigerants, and energy-efficient systems.

Plumbers JATC of San Mateo participated in the first and second rounds of DAS's Equal Representation in Construction Apprenticeship (ERiCA) program to expand outreach and increase enrollment among women, non-binary individuals, and underserved communities. Plumbers JATC of San Mateo also continues to work with local schools, Workforce Investment Boards, community organizations, and social media platforms to increase awareness of apprenticeship.

ETP Priority 10200(b)

Plumbers JATC of San Mateo follows High Road Apprenticeship standards, including an earn-while-you-learn model, performance-based wage progression outlined in its Collective Bargaining Agreement, industry-recognized certifications, DAS-approved curriculum, paid employment opportunities during and after training, and access to healthcare and benefits throughout the apprenticeship and employment period.

Veterans Program

Plumbers JATC of San Mateo is committed to supporting job-related training that helps veterans transition into California's workforce. Veterans participating in the apprenticeship program may be eligible for Montgomery GI Bill benefits, including a monthly housing allowance, which are paid directly to the veteran trainee.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five and half years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Foothill College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Plumbers JATC of San Mateo serves a region experiencing increased demand for skilled plumbers, pipefitters, and HVAC/R technicians due to growth in biotech, healthcare, and infrastructure construction. Ongoing code updates, energy initiatives, and emerging technologies require workers to receive continuous training to remain competitive and compliant.

An aging workforce further increases the need for skilled workers, with a significant portion of plumbers, pipefitters, and steamfitters approaching retirement age. Union contractors compete through workforce quality, efficiency, and technical expertise, making advanced training essential. Plumbers JATC of San Mateo prepares workers for specialized projects requiring skills in medical gas piping, process piping, welding, high-purity fabrication, solar systems, and advanced HVAC technologies. Current projects include Genentech's campus expansion, which requires specialized process piping and infrastructure upgrades, and Gilead Sciences' Technical Development Center, which requires pharmaceutical-grade piping systems and advanced welding skills.

Demand for skilled trades remains strong, with national and state projections showing continued need for plumbers, pipefitters, and steamfitters. Plumbers JATC of San Mateo supports 12 Project Labor Agreements throughout the region by providing a skilled workforce, maintaining apprenticeship opportunities, and supporting prevailing wage careers that benefit local communities. During this contract trainees will work on the following projects:

- Genentech Long-Term Modernization Project
- Gilead Sciences Technical Development Center
- Google Campus
- San Mateo County Public Schools
- San Mateo County Water Treatment Plant
- San Mateo Medical Center Health Campus
- San Francisco International Airport

Training Plan

The following training will be conducted using Class/Lab and E-Learning delivery methods:

Commercial Skills: Apprentice trainees will receive training in courses such as Oxygen/Acetylene Training, Pipe Fitting, Rigging, Steam Systems, and UA Foreman Training and Piping Industry. Journeyworker trainees will receive training in courses such as ARC Welding, Brazing, Design and Installation of New Energy Efficient Equipment and Materials, and Energy Efficiency in Existing Equipment and Materials.

Computer Skills: Apprentice and Journeyworker trainees will receive training in courses such as 3-D Drawings Software, Laser Scanning, PlanGrid, and Robotic Total Station.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Commitment to Training

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

Training Infrastructure

Plumbers JATC of San Mateo's Training Director will oversee the project with support from five administrative staff. Training will be delivered by 24 in-house subject-matter experts. Strategy Workplace Communications will support ETP contract administration, including compliance, reporting, invoicing, and required documentation.

Marketing and Support Costs

Plumbers JATC of San Mateo collaborates with the Northern California Mechanical Contractors Association and the Greater Bay Area Association of Plumbing, Heating, Cooling and Mechanical Contractors. Recruitment and application outreach are conducted through mailings, flyers, emails, personal outreach, public announcements, and website. Program information is shared with Apprentices, Journeyworkers, contractors, schools, government agencies, and community organizations. Plumbers JATC of San Mateo is requesting 8% support costs.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified

trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

Plumbers JATC of San Mateo 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) ($ %)
ET26-0966	09/29/25 - 09/28/27	$362,247	226	72	$362,247 (100%)

ET26-0966: Per Cal-E-Force the contractor has uploaded 16,412 hours and projects to earn 100% of the agreement

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 $ %
ET25-0962	09/30/24 - 09/29/26	$388,378	232	126	$388,378 (100%)
ET24-0952	10/02/23 - 10/01/25	$498,882	204	191	$497,043 (100%)
ET23-0936	10/03/22 - 10/02/24	$452,225	192	197	$451,585 (100%)
ET22-0910-000	10/04/21 - 10/03/23	$588,468	160	215	$588,468 (100%)
ET21-0905-000	08/17/20 - 08/16/22	$272,768	78	110	$272,768 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- Dusty Robotics II
- Dusty Robotics I
- Advanced Drawing/Layout
- Advanced Electricity
- Advanced Pneumatics
- ARC Welding
- Backflow Certification
- Basic Electricity
- Blueprint Reading
- Calibration
- Chillers
- Code II
- Compressor Overhaul
- Controls I
- Controls II
- Cutting
- Direct Digital Controls I
- Direct Digital Controls II
- Drawing
- Drawing II
- Electrical Technologies I
- Electrical Technologies II
- Electro Pneumatics
- Energy Auditing Practices
- Foreman Certification
- Gas/Rigging Signal Person
- HVAC Aspects
- HVAC Basic Maintenance
- HVAC Star Certificate
- HVACR Industry Review
- Hydronics
- Hydronics I
- Hydronics II
- Hydronics/Steam
- Industrial Install
- Industrial Safety
- Industry Math
- Junior Mechanics
- Medical Gas Certification
- Medical Gas Install

- NITC Medical Gas Recertification
- Oxygen / Acetylene Training
- Pipe Fitting
- Pipe Fitting Technologies I
- Pipe Fitting Technologies II
- Pipefitting and Service
- Pneumatic DDC Introduction
- Refrigeration
- Rigging
- Rigging Certification
- Signal Person Certification
- Start, Test and Balance I
- Start, Test and Balance II
- Steam Systems
- UA Foreman Training and Piping Industry
- Welding
- Orbital Welding
- Code/Water Supply
- Drawing I
- Drawing II
- Plumbing I
- Plumbing II
- Service Plumbing Fundamentals
- Special Systems
- Special Systems/VRF/Split Systems
- Trade Math
- Tradesman HVAC Course
- Welding

Journeyworker

- ARC Welding
- Backflow
- BACnet Programming
- Basic Boiler
- Brazing
- Compressor Overhaul
- Design and Installation of New Energy Efficient Equipment and Materials
- Direct Digital Controls – Principals of Operation, Calibration, Documentation, Shutdowns
- Electrical Safety
- Energy Efficiency in Existing Equipment and Materials
- EPRI Industrial Rigging Certification
- Fall Protection
- Falling Objects
- Foreman and Worker Responsibility
- Gas System Personnel
- Georg Fischer Certification Class
- HVACR Brazing Certification
- Johnson DX9100 (Brand of Digital Controller)

- LEED Standards Johnson Controls Courses
- Medical Gas – Installation, System Testing, Maintenance, Repair, Standards and Brazing
- Mitsubishi City Multi VRF Basics
- Motor Bearing, Pump Seal, & Laser Alignment
- National Environmental Balancing Bureau Commissioning
- NFPA99 2015/ASSE 6000 (National ITC Corporation- NTC Medical)
- NITC Medical Gas Installer Certification
- NITC Medical Gas Recertification Refresher
- Open and Inspect/Teardown of a Carrier 5H Series Compressor
- Orbital Welding
- Rigging/Hoisting/Signaling LVL 1
- Safe-Working Conditions
- Scaffolding
- Signalperson
- Solar Installations
- Specialty Seminars for Service Work
- Stainless Steel TIG & Orbital Welding Certification
- Standards and Brazing
- Star Overview
- Start Test and Balance
- Tradesman Auto & Controls
- Transmen Introduction to Building Automation & Controls
- Tungsten Inert Gas Welding
- UA Foreman Training Program Certification
- UA Welding and Brazing Certification
- Working Around Pipelines

Computer Skills

Apprentice and Journeyworker

- 3-D Drawings Software
- Basic Computer Skills
- BIM360/Navis
- Bluebeam
- Computer-Aided Drafting
- Laser Scanning
- Online FABmep
- PlanGrid
- Procore
- Revit 1
- Revit 2
- Trimble Robotic Total Station

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Pipe Trades District Council No. 36 Journeyman and Apprentice Training Trust Fund

Contract Number: ET27-0929

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Alpine, Amador, Butte, Calaveras, Colusa, Fresno, Glenn, Kings, Lassen, Madera, Mariposa, Merced, Modoc, Plumas, San Joaquin, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Yuba	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No Plumbers & Pipe Fitters UA Locals 228, 246, and 442		
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$205,650		$14,028		$219,678

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

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 Apprentice Retrainee	282	8-210	0-0	33	$779	$33.64

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $11.28
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice - Refrigeration Fitters - Yuba/Sutter	$23.30 - $45.88	**65**	0	5	60
Apprentice - Plumber, Pipe Fitter, Refrigeration Fitter	$22.36 - $48.61	**104**	0	10	94
Apprentice - Plumbers, Pipe & Refrigeration Fitters - Fresno	$25.64 - $48.95	**113**	0	0	113

Introduction

Pipe Trades District Council 36 Journeyman and Apprentice Training Trust Fund (Pipe Trades) (http://calpipes.org/) supplies employers with qualified employees in the plumbing, pipe and refrigeration fitter industry.

Technology and industry changes require the need for qualified individuals with pipe trades training and experience. Graduates of the Apprentice program work in residential, commercial, and industrial services and repair industries that include transit, healthcare, education, housing, water treatment, and technology industries. Pipe Trades mission is to ensure union plumber, pipe, and refrigerator fitters gain the skills, knowledge, and experience necessary to build and service commercial and residential buildings. Pipe Trades provides training, training materials, experienced instructors, and leadership to uphold union values and principles of service and professionalism.

In addition, the program emphasizes equity recruitment of underserved populations in the industry, such as women in construction, economically disadvantaged and the formerly incarcerated.

ETP Priority 10200(b)

Pipe Trades follows High Road Apprenticeship standards: earn-while-you learn model, performance-based wage progression as included in their Collective Bargaining Agreement, industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during training and after training.

Veterans Program

Pipe Trades and Locals 228, 246, and 442 are committed to recruiting and supporting job-related training that helps Veterans transition into the California workforce and actively recruits Veterans through programs such as Helmets to Hardhats and the Veterans in Piping program. Pipe Trades is also an approved GI Bill site. All Veterans in the apprenticeship program receive monthly Montgomery GI Bill benefits, such as a monthly housing allowance.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and the following designated Local Educational Agencies (in this case the Yuba County Office of Education, San Joaquin Delta College and Fresno County Superintendent of Schools CTE/ROP).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Pipe Trades graduates work in residential, commercial, industrial, refrigeration/air conditioning services and repair, in industries that include: energy, biopharmaceutical, healthcare, education, housing, food and beverage processing, power houses, data centers, refineries, and water treatment.

Training Plumbing, Pipefitting, and Refrigeration construction workers also supports California's efforts to become more energy efficient. Much of plumbers, pipe, and refrigeration work revolves around energy management or the efficient operation of building components. Many commercial and industrial businesses are seeking Leadership in Energy and Environmental Design certification, and they need workers who understand green business practices and the mechanisms that support the energy efficiency initiatives. It is critical that the JATCs offer the training listed in this application so that they can keep up with quality standards in plumber, pipe and refrigeration fitter construction while offering classes in new and emerging technologies.

Trainees will be working on projects such as:

- Beale AFB 2145 Security Forces Tenant Improvement
- Chico State Human ID Lab
- Dakota Family Federal and Veteran Affordable Housing Project
- Eagle Mountain Casino and Event Center
- Fresno 911 Call Center
- Fresno Fire Station #12
- Kaiser Manteca Emergency Dept
- Modesto Cancer Center
- Redding Rancheria Tribal Health
- St Joseph’s Hospital Expansion

Training Plan

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

Commercial Skills: Training will be offered to Apprentices to help participating employers meet local work demand. These courses include Air Water Analysis, Braze Certification, Green Awareness Fundamentals, Plumbing, Pipefitting, HVACR (Heating, Ventilation, Air Conditioning, and Refrigeration) Performance & Compliance, Industrial Rigging/Crane

Signalperson Certification, Pipe Fabrication/Layout, Plumbing Service Maintenance and Pumps, and Refrigerants.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Commitment to Training

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

Training Infrastructure

The Training Coordinator will have an Administrative Assistant that will also assist in project administration. Staff will review and coordinate training and attendance rosters for ETP compliance. Twelve part-time trainers will conduct and deliver training in accordance with ETP regulations. The training rooms for on-site training are remodeled with the latest equipment and tools. Strategy Workplace Communications will also assist with administration services. Pipe Trades will use and retain ETP approved rosters.

Marketing and Support Costs

Pipe Trades markets through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website. The JATC will disseminate class information throughout the year to all Apprentice and Journey-level plumber, pipe and refrigeration fitters within the Local's jurisdictions, as well as to the contractors who employ them. Pipe Trades is also active in the local workforce development board and is a partner in its community workforce development work. Additionally, the JATC sends out application announcements for the apprenticeship program to local, state and federal agencies as well as to local high schools, community colleges and community-based organizations.

Pipe Trades is requesting 8% support costs to fund its staff in recruiting and qualifying additional participating employers for this program. While Pipe Trades already recruited many participating employers, additional and continuous recruitment and assessment will take place. The projected budget costs for personnel will exceed the ETP support cost funding and the JATC will cover the additional expenses.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified

trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

Pipe Trades 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) ($ %)
ET26-0957	09/29/25 - 09/28/27	$134,816	68	0	$134,816 (100%)

ET26-0957: Per Cal-E-Force the contractor has uploaded 7,596 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0956	09/30/24 - 09/29/26	$119,433	66	70	$119,433 (100%)
ET24-0914	10/02/23 - 10/01/25	$84,898	56	71	$84,898 (100%)
ET23-0941	10/03/22 - 10/02/24	$128,712	57	58	$128,712 (100%)
ET21-0901-000	07/27/20 - 07/26/22	$196,116	74	74	$196,083 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice Yuba/Sutter

- A Guide to Service Work
- Advanced Plan Reading and Drawing
- Basic Electricity
- Basic Rigging
- Braze Certification
- Conservation Safe Handling of Refrigerants
- Drainage Systems
- Drawing & Blueprint Reading
- Financial Literacy for Apprentices
- Foreman Certification
- Fuel Gas Systems
- Green Awareness Fundamentals, Plumbing, Pipefitting
- HVACR (Heating, Ventilation, Air Conditioning, and Refrigeration Systems 1
- HVAC and Refrigeration Systems 2
- HVACR
- Hydronic Heating and Cooling
- Hydronics
- Hydronics/Pumps
- Industrial Rigging 410
- Industrial Rigging Recertification
- Industrial Rigging/Crane Signalperson Certification
- Medical Gas Brazer Certification
- Medical Gas Installer Certification
- Oxyfuel Practices
- Pipe Fabrication/Layout
- Pipe Fitting Valves Fasteners
- Plumbing Code
- Plumbing Fix
- Plumbing Fixtures and Appliances
- Plumbing Service Maintenance and Pumps
- Pumps
- Refrigerants
- Refrigeration Service/AC Mechanics
- Related Mathematics
- Rigging
- Service Plumbing Shop
- Soldering and Brazing
- Steam Systems
- Tube Bending
- Water Supply

- Welding
- Welding Practices and Procedures

Commercial Skills

Apprentices Fresno

- Advanced Drawing
- Advanced Electricity
- Advanced Pipefitting
- Advanced Plan Reading
- Advanced Plumbing
- Advanced Pneumatics
- Advanced Valve Repair
- Aerial Lift Certification
- Air Water Analysis
- Auto-Cad
- Backflow Certification
- Backflow Prevention
- Basic Computers
- Basic Electricity
- Basic Welding
- Boilers
- Building Controls
- Calibration
- Chillers
- Code/Water Supply
- Compressor Overhaul
- Controls I
- Controls II
- Crane Signal Person Certification
- Customer Service
- Direct Digital Controls
- Drainage
- Drawing II
- Drawing Interpretation and Plan Reading
- Electric Controls
- Electric Motors
- Electro Pneumatics
- Energy Audits
- Foreman Certification
- Foreman Training
- Forklift Certification
- Fuel Gas Systems
- Gas Installations
- G-PRO (Green Professional)
- Green Systems
- Handling Refrigerants
- Harassment Training
- HVAC (Heating, Ventilation, and Air Conditioning) Star Certificate

- HVAC Star Prep
- HVAC STAR-Heating Ventilation Air Conditioning Refrigeration Star
- HVACR (Heating, Ventilation, Air Conditioning, and Refrigeration) Performance & Compliance
- HVACR STAR Mastery and Certification
- HVACR UA Star Certification
- Hydronics
- Hydronics Systems and Refrigeration
- Hydronics/ Steam
- Industry Math
- Instrumentation & Process Control
- Layout
- Mechanical Acceptance Test Technician Certification Medical Gas
- Certification
- Medical Gas
- Medical Gas Certification
- Medical Gas Install
- Medical Gas Refresher
- Motor Alignment
- Oxy Fuel Cut & Weld
- Pipefitting
- Pipefitting and Service
- Pipefitting Layout
- Pipefitting, Valves, Supports
- Plumbing and Pipefitters
- Plumbing Code
- Plumbing Fixtures
- Plumbing Service
- Pneumatic Direct Digital Control Introduction
- Pneumatics
- Polyvinyl Chloride (PVC) Glue Certification
- Pumps
- Refrigerant Controls
- Refrigeration
- Related Science
- Revit and Trimble Robotic Total Station
- Rigging
- Rigging for Certification
- Soldering and Brazing
- Standards for Excellence
- Start Test and Balance
- Steam Systems
- Title 24
- Trade Math
- Tremble
- Tube Bending
- Turn Out Exam
- Use/Care/Tool

- Valve Repair
- Water Quality Program
- Water Supply
- Welding
- Welding for Certification

Commercial Skills

Apprentice

- 1st Period Class; Soldering, Tools & Materials
- 2nd Period Class; Math & Beginning Rigging
- 3rd Period Class; Shielded Metal Arc Welding
- 4th Period Class; Drawing Interp. Science, Basic Electricity
- 5th Period Class; Pipefitting & the Calculator, G-PRO (Green Professional) Cert
- HVAC 3rd Refrigeration (Volume I & II), Customer Service
- HVAC (Heating, Ventilation, and Air Conditioning) 4th AC & Refrigerants
- HVAC 5th Electronics for MES
- HVAC 6th DC (Direct Current) Electronics
- HVAC 7th Refer II & Pneumatics
- HVAC 8th Motor Alignment & AC (Alternating Current)
- HVAC 9th Air & Water Balance
- Pipefitter 6th Patterns, Pumps, Hydronic, & Steam Systems
- Pipefitter 7th Fitter Advanced Plan Reading, CAD (Computer Aided Design) & Math Chapter 6
- Pipefitter 8th Instrumentation, Tube Bending & Rigging Cert
- Pipefitter 9th Detail & Layout of Piping/Advanced Welding
- Pipefitter 10th Valve Repair & Foreman's Class
- Plumber 6th Plumbing Code Application & Drainage
- Plumber 7th Plumbing Service & Gas Installations
- Plumber 8th Advanced Plan Reading, CAD & Math Chapter 6
- Plumber 9th Water Supply, Backflow Prevention & Pumps
- Plumber 10th Medical Gas/Foreman's Class

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

United Association Local 342 Joint Apprenticeship and Training Trust

Contract Number: ET27-0949

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Alameda, Contra Costa	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada Local 342	
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$374,248		$25,576		$399,824

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

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 Apprentice Retrainee	513	8-210	0-0	28	$658	$34.19
2	Priority Rate Journeyworker Retrainee	65	8-200	0-0	32	$958	$80.50

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified Set Wage
Job Number 2: $33.64 Modified Set Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $0.00
Job Number 2: $0.00

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Plumber and Pipefitter	$34.19 - $70.89	**513**	0	0	513
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker Plumber and Pipefitter	$80.50 - $80.51	**65**	0	0	65

Introduction

Founded in 1951, United Association Local 342 Joint Apprenticeship and Training Trust (UA Local 342) (www.ua342.org/training) is a state-approved apprenticeship program that provides comprehensive training for Apprentices and Journeyworkers in the plumbing, pipefitting, steamfitting, and refrigeration/heat, ventilation, air conditioning (HVAC) trades throughout Northern California. The program serves more than 500 Apprentices and over 2,000 Journeyworkers, preparing a highly skilled workforce capable of meeting the demands of residential, commercial, industrial, healthcare, biotechnology, pharmaceutical, semiconductor, and energy sectors. Apprentices receive classroom instruction combined with paid on-the-job training in the installation, maintenance, and repair of plumbing and sanitary systems, water and gas piping, refrigeration and HVAC systems, high-purity process piping, medical gas systems, pipeline infrastructure, and refinery piping systems.

UA Local 342 is committed to expanding access to high-quality careers in the skilled trades through active recruitment, hiring, and retention of underrepresented populations. The program actively recruits, hires, and incentivizes women to join its apprenticeship program by partnering with community organizations such as the Oakland Chapter of Tradeswomen Inc. and the Rising Sun Center for Opportunity. UA Local 342 has also sponsored delegates to attend National Women in Construction events to support professional development and strengthen outreach efforts. In addition, the program has achieved strong success in recruiting Veterans and other special populations. Currently, UA Local 342's apprenticeship program includes 34 Veterans and 23 female Apprentices, demonstrating its ongoing commitment to building a diverse, inclusive, and highly skilled workforce that reflects the communities it serves.

ETP Priority 10200(b)

UA Local 342 trains highly skilled plumbers and pipefitters using the latest industry technologies, methods, and safety practices to meet the evolving workforce needs of California's construction industry. Through a collectively bargained wage progression schedule, Apprentices earn family-sustaining wages that increase as they advance through the program. By developing a skilled local workforce, UA Local 342 helps employers meet labor demand while supporting California jobs and reducing reliance on out-of-state workers.

Veterans Program

UA Local 342 actively recruit veterans through both Helmets-to-Hardhats and the Veterans in Piping program. UA Local 342 currently has 34 veterans Apprentices which has increased from last year.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Diablo Valley College).).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

The plumbing, pipefitting, and refrigeration industry is undergoing significant technological change, requiring workers to possess more advanced technical skills than in the past. Construction projects have become increasingly complex, with contractors relying on handheld computers, GPS technology, Computer-Aided Design (CAD), Building Information Modeling (BIM), electronic surveying equipment, and digital measurement tools to improve productivity and accuracy. These advancements have reduced the number of workers needed on many projects while increasing the skill level required of each employee. Employers also face growing demand for workers with specialized certifications and expertise in areas such as welding, high-purity process piping, medical gas systems, backflow prevention, and energy-efficient building systems.

Training enables Apprentices and Journeyworkers to develop the technical knowledge and industry-recognized certifications needed to meet these evolving workforce demands. Apprentices receive classroom instruction and paid on-the-job training that prepares them to advance through the apprenticeship program and progress to higher wage levels in accordance with the collective bargaining agreement. Journeyworkers receive advanced training leading to certifications in welding, National Inspection Testing Certification (NITC) for plumbers and pipefitters, medical gas installation, backflow testing, tube bending, Title 24 energy efficiency requirements, and other specialized skills that improve productivity and support career advancement.

UA Local 342 works closely with signatory employers to ensure training reflects current and emerging industry needs. Employer representatives serving on the JATC regularly identify workforce shortages, new technologies, and specialized skill requirements, allowing curriculum to be updated as industry demands evolve. Apprentices apply these skills through paid on-the-job training with signatory employers on commercial, industrial, institutional, and infrastructure projects. During this ETP contract, Apprentices and Journeyworkers will be working on the following projects:

* 40-Megawatt, 225,000-Square Foot Data Center - Newark
* Heathcock Hall Chemistry Laboratory - University of California, Berkeley
* PBF Refinery Rebuild Project - Martinez
* Tesla Production Switch-Over Project - Fremont

Training Plan

Training will be delivered by in-house experts via Class/Lab and E-Learning in the topics below:

Commercial Skills: Apprentice trainees will receive training in topics such as Beginning AutoCAD, Construction Management in Steamfitting, Detailing for Welders, Electrical Theory/Beginning Schematics, Plumbing System Service and Repair, and Trade Mathematics. Journeyworker trainees will receive training in topics such as Advanced Drawing (Pipe Drafting), CCO Certification (Certified Crane Operator), Industrial Rigging, Plumbing Construction Management, and Tig & Fusion Welding.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, UA Local 342 is asking for a modification of the cap for Apprentice trainees with OSHA 10 training to 210 hours.

Electronic Recordkeeping / LMS

Staff has reviewed and approved the use of a Learning Management System for recordkeeping.

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

Training will be overseen by the Training Director. Four staff will assist with administration, coordinate the training schedule and assisting with training attendance. Betat Advisories has been retrained to assist with administrative duties.

Marketing and Support Costs

Training opportunities are promoted through participating employer associations, union newsletters, public service announcements, personal outreach, telephone calls, email, websites, and online communications. While many participating employers are already engaged, recruitment and outreach efforts continue to expand employer participation and assess workforce training needs. UA Local 342 is requesting eight percent (8%) support costs.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified

trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

UA Local 342 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 $ %
ET26-0988	09/29/25 - 09/28/27	$362,682	499	279	$362,682 (100%)
ET25-0911	09/30/24 - 09/29/26	$389,948	216	244	$389,948 (100%)
ET24-0920	10/02/23 - 10/01/25	$499,965	580	218	$499,965 (100%)
ET23-0955	10/31/22 - 10/30/24	$493,433	311	224	$493,433 (100%)
ET22-0925-000	10/04/21 - 10/03/23	$599,251	335	280	$599,251 (100%)
ET21-0938-000	12/14/20 - 12/13/22	$427,560	232	232	$427,560 (100%)
ET20-0938-000	11/04/19 - 11/03/21	$723,600	450	323	$723,600 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Betat Advisories	San Francisco, CA	$10,000
Administrative	Betat Advisories	San Francisco, CA	10% of Earned Amount

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:

Commercial Skills

Apprentices

- Advanced Isometric Drawing
- Advanced Math
- Advanced Plan Reading/Drafting
- Advanced AutoCAD (Computer Aided Design)
- Advanced Detailing
- Backflow Prevention
- Beginners Detailing
- Beginning AutoCAD (Computer Aided Design)
- Boilers
- Brazing & Soldering
- Certification Preparation
- Compressor and Motor Theory
- Computer 4 The Field
- Construction Management in Plumbing
- Construction Management in Steamfitting
- Detailing for Welders
- Direct Digital Controls
- Drawing and Plan Reading for the Piping Trades
- Electrical Theory/Beginning Schematics
- Electrical Troubleshooting I & II
- Electricity for Plumbers
- Electricity for Steamfitting
- Gas Installation in Plumbing
- Heating, Ventilation, and Air Conditioning (HVAC) Boilers
- HVAC Co2 Systems
- HVAC Direct Digital Controls
- HVAC Electrical
- HVAC Mechanical
- HVAC Start Test Balance: Water Side
- HVAC STB Air
- HVAC STB Water
- HVAC Supermarket
- HVAC Title 24
- HVAC VFD
- HVAC VRF
- Industrial Rigging
- Instrument Theory
- Instrumentation
- Intermediate Electrical
- Intermediate Mechanical Refrigeration
- Layout & Fabrication
- Market Refrigeration Systems
- Mechanical Refrigeration Theory

- Med Gas Brazing
- Medical Gas Systems
- Offset & Mitre
- Orbital Hand Fusion
- Orbital Welding
- Oxygen/Acetylene Cutting
- Pipe Shop
- Plumbing Advanced Drawing
- Plumbing Advanced Plumbing Shop
- Plumbing Beginners Plumbing Shop
- Plumbing Beginning Drawing
- Plumbing Code I & II
- Plumbing Construction Management
- Plumbing Drainage
- Plumbing Fixtures
- Plumbing Green Awareness
- Plumbing Med Gas 6010 Certification
- Plumbing Shop
- Plumbing System Service and Repair
- Plumbing Tool Workshop
- Plumbing Trade Related Math
- Plumbing Water Supply
- Pneumatic Controls
- Pumps
- Related Science in the Piping Trades
- Residential Plumbing
- Rigging Awareness
- Safety Attendant
- Sewage Disposal
- SF Turn Out Test
- Star Certification
- Star Exam Plumbing
- Start Test Balance: Air Side
- Start Test Balance: Water Side
- Steam Systems
- T-24 Energy Audit
- The Refrigeration Cycle
- Trade Mathematics
- Tube Bending
- Turn Out Test Plumbing
- United Association Foreman Training
- Use and Care of Tools
- Variable Frequency Drivers
- Water Supply systems
- Welding
- Welding Plate
- Welding: Pipe Level - 2, 3, 4, 5, 6, 7, 8, 9, 10,
- Welding Testing/Certification

Journeyworkers

- Advanced Isometric Drawing
- Advanced Math
- Advanced Plan Reading/Drafting
- Advanced Detailing
- Advanced Drawing (Pipe Drafting)
- Advanced Plan Reading
- Auto CAD (Computer Aided Design)
- Basic Electricity
- Beginners Detailing
- Beginning Instrumentation
- Blueprint Reading
- Boiler
- Brazing
- Brazing & Soldering
- Certified Crane Operator (CCO) Certification
- Chlorofluorocarbon (CFC) Certification
- Computer 4 The Field
- Construction Management
- Detailing
- Detailing for Welders
- Diametrics
- Downhill Welding
- Drawing
- Foreman Training
- Gas
- Gas Installations (Plumbing)
- Hand Fusion
- Heating, Ventilation, and Air Conditioning (HVAC) Boilers
- HVAC Co2 Systems
- HVAC Direct Digital Controls
- HVAC Electrical
- HVAC Mechanical
- HVAC Start Test Balance: Water Side
- HVAC STB Air
- HVAC STB Water
- HVAC Supermarket
- HVAC Theory
- HVAC Title 24
- HVAC VFD
- HVAC VRF
- Industrial Instrumentation (Tube Bending)
- Industrial Rigging
- Instrument Theory
- Instrumentation
- Layout & Fabrication
- Med Gas
- Med Gas Brazing
- Med-Gas Installer/Brazer (For UA Certification)
- Metal Inert Gas (MIG)
- Offset & Mitre

- Orbital Hand Fusion
- Orbital Welding
- Oxy/Acet Cutting
- Pipe Shop
- Plumbing Advanced Drawing
- Plumbing Advanced Plumbing Shop
- Plumbing Beginners Plumbing Shop
- Plumbing Beginning Drawing
- Plumbing Code
- Plumbing Code I & II
- Plumbing Construction Management
- Plumbing Drainage
- Plumbing Fixtures & Appliances (Plumbing)
- Plumbing Green Awareness
- Plumbing Med Gas 6010 Certification
- Plumbing Shop
- Plumbing Trade Related Math
- Plumbing Water Supply
- PVDF (Polyvinylidene Fluoride) Piping
- Residential Plumbing
- Rigging
- Rigging Awareness
- RSO (Refinery Safety Overview)
- Safety Attendant
- SF Turn Out Test
- Signal Person
- Star Certification
- Star Exam Plumbing
- T-24 Energy Audit
- Tig & Fusion Welding
- Title 24
- Trade Mathematics
- Trimble
- Tube Bending
- Turn Out Test Plumbing
- United Association Foreman Training
- Use and Care of Tools
- Variable Speed
- Water Supply
- Welding Plate
- Welding: Pipe Level - 2, 3, 4, 5, 6, 7, 8, 9, 10
- Welding (Testing/Certification)

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

United Association Local 38 Apprentice and Journeyman Training Trust

Contract Number: ET27-0928

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Lake, Marin, Mendocino, San Francisco, Sonoma	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada Local 38	
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$134,780		$9,292		$144,072

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

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 Apprentice Retrainee	184	8-210	0-0	29	$682	$37.60
2	Priority Rate Journeyworker Retrainee	23	8-200	0-0	27	$808	$91.00

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $0.00
Job Number 2: $0.00

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice – Plumber, Pipefitter, Steamfitter, Refrigeration	$37.60 - $78.90	**184**	0	0	184
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker – Plumber, Pipefitter, Steamfitter, Refrigeration	$91.00 - $112.8	**23**	0	0	23

Introduction

United Association Local 38 Apprentice and Journeyman Training Trust (UA Local 38) (www.ualocal38.org), founded in 1965, provides training in plumbing, steamfitting, and refrigeration. Training is provided at the San Francisco and Santa Rosa Training Centers. UA Local 38 represents approximately 2,000 Journeyworkers and Apprentices throughout San Francisco, Marin, Sonoma, Mendocino, and Lake Counties. Apprentices are trained in technical installations, including medical gas systems, hydronic in-floor heating, solar panels, heat pumps, and cross-connection control. Their work supports high-rise, commercial, healthcare, school, and institutional construction projects. The Training Center operates through a partnership between UA Local 38 and unionized contractors. With input from labor and management, UA Local 38 has customized the National United Association curriculum to meet the needs of members, participating employers, and the industry.

UA Local 38 collaborates with regional Workforce Investment Boards, Community-Based Organizations, and Building Trades Councils to support a diverse workforce and promote opportunities for women, non-binary individuals, underrepresented and underserved communities.

ETP Priority 10200(b)

UA Local 38 follows High Road Apprenticeship standards, including an earn-while-you-learn model, performance-based wage progression under its Collective Bargaining Agreement, industry-recognized certifications, a DAS-approved curriculum, paid employment during and after training, and healthcare and benefits throughout the apprenticeship and employment period.

Veterans Program

UA Local 38 veteran training curriculum follows the same curriculum as the apprenticeship program. UA Local 38 is committed to supporting job-related training that helps veterans transition into California's workforce. Eligible veteran apprentices may receive Montgomery GI Bill benefits, including a monthly housing allowance, which is paid directly to the veteran trainee.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Santa Rosa Community College and City College of San Francisco).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Participating employers and union representatives have identified several factors driving the need for additional training opportunities. Workforce retirements are increasing the demand for qualified plumbers, pipefitters, and refrigeration workers. In addition, state energy initiatives and updated building standards require workers to develop skills in new materials, technologies, and energy-efficient systems. Increased competition from non-union and out-of-state contractors requires union contractors to maintain a highly skilled workforce focused on safety, quality, and efficiency.

UA Local 38 continues to modernize its training programs to meet changing industry demands. UA Local 38 is expanding hands-on learning opportunities, increasing training capacity, and developing curriculum focused on digital tools, construction applications, and electronic documentation used on today's jobsites. As technology and industry standards continue to evolve, demand continues to grow for skilled workers with Pipe Trades training and experience. The journey-level training program helps workers maintain current skills and knowledge to meet employer and industry needs. Through this training, employers and the union will continue providing contractors with highly skilled workers who can deliver quality craftsmanship safely, efficiently, and within project timelines and budgets.

The proposed training will help Apprentices and Journeyworkers improve technical skills, reduce material waste, prevent rework, and enhance jobsite safety. An estimated $7.5 billion in Project Labor Agreement-covered construction projects are expected in San Francisco over the next several years. These projects include local hiring requirements, increasing the need for a skilled local workforce. UA Local 38 will support these workforce demands by recruiting and training apprentices and providing employers with qualified workers for upcoming projects. During this contract, Apprentices and Journeyworkers will work on the following projects:

- Block 8 Transbay Terminal
- General Hospital remodel
- Kaiser Permanente San Rafael
- University of California San Francisco (UCSF) New Hospital
- UCSF New Medical Office Building

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Commercial Skills: Training will be provided to both Apprentices and Journeyworkers. Apprentice training will cover topics such as Cast Iron Shop, Drainage, Gas Installations, Heat, Ventilation, and Air Conditioning (HVAC) Control, Plumbing Code, Plumbing Fixtures, Plumbing Service, and Water Supply. Journeyworkers training will include instruction in A/C Systems and Heat Pumps, Backflow Certification, Detailing I and II, Electrical Controls, Electricity II, and Foreman Training.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, UA Local 38 is asking for a modification of the cap. For Apprentice trainees with OSHA 10 training, the cap may be extended to 210 hours.

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

UA Local 38's Training and Apprenticeship Coordinator will oversee the project, while administrative staff will manage class scheduling and coordinate training activities. In addition, a third-party subcontractor, Strategy Workplace Communications, has been retained to provide ETP administration.

Marketing and Support Costs

UA Local 38 conducts outreach through public notices, application announcements, presentations, and recruitment events at high schools, community colleges, career resource centers, community-based organizations, and community events. UA Local 38 requests 8% in support costs to promote ongoing outreach and recruitment efforts.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

UA Local 38 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) ($ %)
ET26-0974	09/29/25 - 09/28/27	$239,325	121	0	$239,325 (100%)

ET26-0974: Per Cal-E-Force the contractor has uploaded 10,854 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0964	09/30/24 - 09/29/26	$335,780	147	135	$335,780 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentices

- Advanced Layout
- Air Conditioning and Heat Pumps
- Brazing/Soldering Shop
- Cast Iron Shop
- Commercial Refrigeration 1
- Commercial Refrigeration 2
- Copper Shop
- Direct Digital Controls (DDC Basics)
- Direct Digital Controls and Variable Frequency Drives (DDC and VFDs)
- Drainage
- Drawing/Print Reading
- Electricity II
- Gas Installations
- Heating Systems
- Heat, Ventilation, and Air Conditioning (HVAC) Controls
- HVAC Design
- HVAC Shop
- HVAC Star Certificate
- Hydronics
- Hydronics and Steam
- Intro to Hydronics
- Intro to Piping
- Intro to Star, Test and Balance
- Mechanical Code
- Medical Gas
- Piping Math
- Piping Shop
- Plumbing Code
- Plumbing Design & Installation
- Plumbing Fixtures
- Plumbing Layout
- Plumbing Review
- Plumbing Review 2
- Plumbing Service
- Plumbing Service II
- Plumbing Shop Fabrication
- Plumbing Shop Review 2
- Pneumatics
- Refrigerants (A2L), Green Professional (GPRO & Energy Audit)
- Refrigeration

- Rigging/Signaling
- Service and Troubleshooting
- Special Systems
- Star, Test and Balance
- Steam
- Steam and Refrigeration
- Steam Fitting Shop
- Water Supply
- Welding Shop

Journeyworkers

- A/C Systems and Heat Pumps
- Backflow Certification
- Cross-Linked Polyethylene (PEX)
- Detailing I and II
- Electrical Controls
- Electricity II
- Foreman Training
- HVAC/R Controls
- Industrial Rigging
- Medical Gas Certification
- Online Plumbing Code
- Stainless Welding
- Star, Test, and Balance

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

United Association Local 447 Joint Apprentice Training Center

Contract Number: ET27-0905

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Sacramento	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	UA of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada Local 447	

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$224,622		$15,418		$240,040

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

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 Apprentice Retrainee	308	8-210	0-0	32	$750	$33.64
2	Priority Rate Journeyworker Retrainee	20	8-200	0-0	15	$452	$70.37

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $5.49
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice	$28.15 - $59.81	**308**	0	0	308
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker	$70.37 - $92.89	**20**	0	0	20

Introduction

UA Local 447 Plumbers, Pipefitters, Refrigeration Fitters, and Service Technicians (UA Local 447) (ualocal447.org) was chartered in 1905. UA Local 447 currently has approximately 1,700 members. For nearly 120 years, its members have served the piping industry across the greater Sacramento region and five surrounding counties. UA Local 447 supplies a highly skilled workforce to its signatory contractors, providing professional and motivated Plumbers, Pipefitters, and Refrigeration Fitters who complete projects safely, on time, and within budget.

Under this proposal Apprentices and Journeyworkers will receive training in the design, construction, installation, and repair of plumbing and sanitary systems, water and gas piping, refrigeration systems, and Heating, Ventilation, and Air Conditioning (HVAC) systems. Trainees are employed by a range of firms, including plumbing and mechanical contractors, utility contractors, refineries, industrial plant owners, and utility and pipeline companies. UA Local 447 operates a 30,000-square-foot training center in Sacramento, where all in-person instruction will take place.

UA Local 447 also partners with regional Workforce Investment Boards, Community-Based Organizations, the Sacramento Building Trades Council, and the Capital College & Career Academy (CCCA) to build a diverse, inclusive workforce. These collaborations aim to expand opportunities and promote the inclusion of women, non-binary individuals, and other underrepresented and underserved communities within the union trades.

ETP Priority 10200(b)

UA Local 447 adheres to High Road Apprenticeship standards, which include a “work-as-you-learn” model, guaranteed wage progression, industry-recognized (not company-specific or private) certifications, a DAS-approved curriculum, paid job placement both during and after training, and access to healthcare and benefits throughout the training period and upon completion.

Veterans Program

UA Local 447 actively recruits veterans through a partnership with Helmets to Hardhats, a national joint labor-management program that recognizes the strong alignment between skills acquired during military service and those required in the building trades. Veterans follow the same training curriculum as registered apprentices, as outlined below. UA Local 447 is committed to providing job-related training that supports veterans in successfully transitioning into California’s civilian workforce. Veterans enrolled in apprenticeship programs are eligible for Montgomery GI Bill benefits, including a monthly housing allowance, which is paid directly to the veteran trainees.

In addition, the Veterans in Piping (VIP) program, delivers high-quality skills training to active-duty military personnel preparing to enter the civilian workforce. Upon completion of the VIP program, veterans are connected to an established apprenticeship programs in the industry and may receive credit for coursework already completed. This structured pathway allows veterans to continue their training and advance their careers in the pipe trades. The VIP Program is nationally recognized as one of the leading initiatives for assisting veterans in entering skilled trades careers.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Rios Community College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

UA Local 447 supports construction in the Sacramento area by providing highly skilled workers for current and future projects. Through comprehensive training, UA Local 447 ensures that union contractors have a reliable, job-ready workforce to meet the region's growing demand for plumbing, pipefitting, and refrigeration services. As competition from out-of-state contractors increases, union employers must control costs through improved efficiency and use of new materials, rather than adjusting wages due to master labor agreements.

With many experienced tradespeople retiring, the need to build a new generation of qualified workers is more urgent than ever. UA Local 447 addresses this workforce gap by preparing Plumbers, Pipefitters, and Refrigeration Fitters to enter the field fully trained. Additionally, UA Local 447 is involved in upcoming projects that will feature solar panels or electric vehicle charging stations. Current projects include:

- Bosch Roseville Transformation
- Kaiser Permanente Railyards Medical Center
- Republic Stadium
- Wilton Rancheria Sky River Casino

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Commercial Skills: Training offered to all Apprentices will include Advanced Refrigeration, Basic Arc Welding, Basic Drawing, Customer Relations, Electrical Troubleshooting, Plastic Welding, and Refrigeration and Hydronics Piping. Journeyworker training will include Advanced Welding and Tube Bending, Brazing and Pipe Threading, Drainage and Advanced

Drawing, Job Supervision/Foreman Training, and Plumbing Code and Medical Gas Certification.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee, however for Apprentice trainees who complete OSHA 10, this cap extends to 210 hours. The Applicant is requesting this modification.

Commitment to Training

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

Training Infrastructure

The Training Coordinator will oversee the project with two staff dedicated to ETP administration. There will be 17 Instructors who are subject matter experts in the field that will take attendance and forward training documentation to the designated administrators for input into the Cal-E-Force system. UA Local 447 will use ETP approved rosters for recordkeeping and has retained Strategy Workplace Communications to assist with ETP administration.

Marketing and Support Costs

UA Local 447 is requesting 8% in support costs to conduct marketing through direct mailings, informational flyers, personal contacts, public-service announcements/presentations, emails, telephone calls and its website. Application announcements for the Apprenticeship program will be sent to local, state, and federal agencies as well as local high schools, community colleges, and Community-Based Organizations.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

UA Local 447 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) ($ %)
ET26-0932	09/29/25 - 09/28/27	$309,424	233	0	$309,424 (100%)

ET26-0932: Per Cal-E-Force the contractor has uploaded 8,904 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0951	09/30/24 - 09/29/26	$389,844	221	165	$389,844 (100%)
ET24-0935	10/02/23 - 10/01/25	$499,604	196	206	$499,604 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Universal Training:

- CO2 Training – Upgrade
- Daikin Install and Commissioning
- HP Total Sation Layout
- Math/Heritage
- Soldering/Brazing
- Steam/Hydronics

Commercial Skills

Apprentice

- Advanced Arc Welding
- Advanced Drawing
- Advanced Refrigeration
- Asbestos Awareness
- Basic Arc Welding
- Basic Computer
- Basic Drawing
- Code and Code Exam
- Computer Literacy
- Customer Relations
- DDC Controls
- Draining
- Electrical Troubleshooting
- Electronic Controls
- Job Supervision
- Med-Gas
- Oxy-Acc, Arc & Plastic Welding, Level I
- Oxy-Acc, Arc, and Plastic Welding, Level II
- Pneumatic Controls
- Refrigeration and Hydronics Piping
- Refrigeration Controls
- Service & Repair
- Soldering/Brazing Certification – Machinery, Level II
- Soldering/Brazing Certification- Machinery, Level I
- STAR Certification
- Start, Test, & Balance
- Steam Fitting/Pipe Fitting
- Supermarket Refrigeration
- Water/Gas Supply

Commercial Skills

Journeyworkers

- Advanced Electricity
- Advanced Welding and Tube Bending
- Arc Welding and Basic Drawing
- Basic Electricity and Customer Service
- Brazing and Pipe Threading
- CO2 and Grocery Store Refrigeration
- Computer Literacy
- Construction Math
- DDC (Direct Digital Control) Pneumatic Control
- Drainage and Advanced Drawing
- G-Pro (Green Professional Building Skills) and T-24 (Title 24)
- HVAC (Heating, Ventilation, and Air Conditioning) Customer Service and Motor Instrumentation
- Job Supervision/ Foreman Training
- OSHA- 30 and Construction Math
- Plumbing Code and Medical Gas Certification
- Plumbing Science and Basic Rigging
- Refrigeration Star Exam
- Steam and Pipe Fitting
- Water Design and Fuel Oil Systems

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

United Association Local No. 343 Journeymen and Apprentice Training Trust Fund

Contract Number: ET27-0903

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Napa, Solano	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	United Association of Journeymen and Apprentices of the Plumbing Pipefitting Industry of the United States and Canada Local No. 343	
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$46,668		$3,188		$49,856

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

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 Apprentice Retrainee	64	8-210	0-0	33	$779	$33.64

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

Published Minimum Hourly Wage by County: Job Number 1: $33.64 Modified SET Wage	
Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: ☒ Yes ☐ No	
Health Benefits may be used to meet the Post-Retention Wage as follows: Job Number 1: $1.42	
Fringe Benefits:	This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.
Wage Progression:	This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Plumber and Pipe Fitter	$32.22 - $64.44	**64**	0	0	64

Introduction

Founded in 1906 and headquartered in Vacaville, United Association Local No. 343 Journeymen and Apprentice Training Trust Fund (UA Local 343) (www.local343.org) serves over 600 Apprentices and Journeyworkers throughout Napa and Solano counties. Plumbers and Steamfitters build and maintain biotech research and manufacturing facilities, oil refineries, educational institutions, food and beverage processing plants, residential developments, power plants, and water and waste treatment facilities. In addition to its five-year apprenticeship programs, UA Local 343 offers continuing education opportunities, including Journeyworker training and certification.

UA Local 343 also works with regional Workforce Investment Boards, Community Based Organizations, and Building Trades Councils to ensure a diverse workforce that promotes the inclusion of women, underrepresented, and underserved individuals into the union.

ETP Priority 10200(b)

UA Local 343 follows High Road Apprenticeship standards: work as you learn model, performance-based wage increases, industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during the training and after training.

Veterans Program

UA Local 343 is committed to supporting job-related training that assists veterans in transitioning into the California workforce. Veterans participating in apprenticeship programs are eligible to receive Montgomery GI Bill benefits, including a monthly housing allowance, which is paid directly to veteran trainees. UA Local 343 also recruits veterans in collaboration with Helmets to Hardhats, a national joint labor-management initiative that connects military service-acquired skills to careers in the building trades.

Additionally, UA Local 343 supports the Veterans in Piping (VIP) program. This program provides high-quality skills training and job placement in the pipe trades for active-duty military personnel preparing to transition to civilian life. Upon completing the VIP program, participants are connected with established UA apprenticeship programs and receive credit for prior coursework. Recognized as one of the nation’s leading veteran support initiatives, the UA VIP Program provides veterans with a structured path into union careers. In the past year, the JATC served one VIP participant and is scheduled to welcome another in the current program year.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case San Joaquin Office of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

For over 100 years, UA Local 343 has been protecting the health of the community through plumbing, pipefitting, and service work. The complex medical gas installations they perform are vital life-saving systems, alongside equally important steam systems, potable water systems, and comfort piping systems. These systems support facilities that ensure public safety and save lives. The funding will allow UA Local 343 to train workers for upcoming projects while addressing local employer needs.

The Apprentice Plumber and Pipe Fitter curriculum is employer-driven to meet the needs of participating contractors. It is designed to address employer demands as determined by customers and evolving industry standards. The requested funding will enable the training center to prepare workers for new projects in the area and backfill positions left vacant by retiring Journeyworkers.

Trainees receive instruction in the use of plumbing and piping equipment, updated building standards, and energy efficiency practices necessary to meet commercial demand for developing, retrofitting, and maintaining greener energy and water flow systems in buildings. Proper use of equipment is critical to avoid breakdowns, costly rework, and project delays. Trainees also learn to work more efficiently with materials, reducing scrap and rework. The funding for training will prepare workers for the following projects:

- Lagoon Valley Event Center
- Lonza Pharmaceuticals Vacaville
- Northbay Hospital Fairfield
- Schools in Napa County/Sonoma College
- Yountville Vets Home

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Commercial Skills: Training will be offered to all trainees. Training topics include Basic Computers, Basic Electricity, Drawing II, Gas Installation, Related Science, Rigging & Signaling, Victaulic Installation, and Viega Propress/Megapress.

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.

Training Hours Limitation

UA Local 343 is asking for a modification of the cap. Retraining hours are capped at 200 per-trainee. However, for Apprentices with OSHA 10 training, this cap extends to 210 hours.

Commitment to Training

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

Training Infrastructure

The Director of Training, with support from three administrative staff, oversees training coordination, recordkeeping, and attendance review to meet ETP requirements. Training is delivered by in-house trade experts. UA Local 343 has also retained Strategy Workplace Communications for ETP compliance and reporting support, including one Coordinator and one dual-role Coordinator/Administrative staff member.

Marketing and Support Costs

UA Local 343 promotes its training schedules online, through flyers, and by email. Apprentice program announcements are distributed to local, state, and federal agencies, as well as to high schools, community colleges, and community organizations. Representatives also give presentations at schools, community events, and partner organizations. UA Local 343 is requesting 8% in support costs to fund staff efforts in recruiting and qualifying additional employers and trainees for the program.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

UA Local 343 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) ($ %)
ET26-0967	09/29/25 - 09/28/27	$122,848	44	0	$27,502 (22%)
ET25-0965	09/30/24 - 09/29/26	$149,072	44	0	$149,072 (100%)

ET26-0967: Per Cal-E-Force the contractor has uploaded 1,168 hours and projects to earn 100% of the agreement.

ET25-0965: Per Cal-E-Force the contractor has uploaded 5,773 hours and projects to earn 100% of the agreement.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- Advanced Welding III, IV, V
- Aquapex/ Trac Pipe Installation (elective class)
- Auto CAD (Computer Aided Design)
- Basic Computers
- Basic Electricity
- Basic Pipefitting
- Code I, II, & III
- Dewalt Tool Presentation (elective class)
- Drainage
- Drawing I
- Drawing II
- Drawing III
- Elective Welding
- Electric Power Research Institute (EPRI) Industrial Rigging
- Certification
- Fixtures
- Gas Installation
- Green Plumbing
- Health & Job Safety
- Heating, Ventilation, Air Conditioning, and Refrigeration
- Heritage – includes Standard of Excellence
- High-Density Polyethylene (HDPE) Fusion
- Hydronics
- Industrial Rigging
- Instrumentation & Tube Bending
- Leadership/Foreman Training
- Math I & II
- Medical Gas Installations & Certification
- Pipefitting /Layout
- Pumps
- Refrigeration / HVAC (Heating, Ventilation, Air Conditioning)
- Related Science
- Review & Turn Out Exam
- Rigging & Signaling
- Signalperson’s Certification
- Soldering & Brazing
- Steam Systems
- Trade Test
- Use & Care of Tools
- Victaulic Installation (elective class)

- Viega Propress and Megapress (elective class)
- Water Supply
- Welding I

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Fresno & Vicinity Sheet Metal Industry Apprenticeship

Contract Number: ET27-0937

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Fresno	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No Sheet Metal Workers Local 104		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$45,138		$3,132		$48,270

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

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 Apprentice Retrainee	62	8-210	0-0	32	$747	$33.64
2	Priority Rate Journeyworker Retrainee	6	8-200	0-0	11	$326	$43.49

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $8.87
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Sheet Metal Worker	$24.77 - $43.65	**62**	0	0	62
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker Sheet Metal Worker	$43.49 - $43.49	**6**	0	0	6

Introduction

Established in 1942, the Fresno & Vicinity Sheet Metal Industry Apprenticeship JATC (F&V JATC) (www.fresnosheetmetal.com) trains Apprentices in commercial sheet metal work within the construction trades. This program enables apprentices to acquire skills that lead to careers with competitive wages, stable income, and benefits.

The primary objective of the F&V JATC is to produce skilled sheet metal workers capable of satisfying employment demands in Fresno and supporting California's energy efficiency and diversity goals. To support this objective, the school is investing in infrastructure, including the construction of a Testing, Adjusting, and Balancing (TAB) lab valued at one million dollars and the purchase of $80,000 worth of training equipment for Heat, Ventilation, and Air Conditioning (HVAC) classes. These investments aim to improve training quality and prepare apprentices to meet industry standards and regional development goals.

F&V JATC works with regional Workforce Development Boards, Community Based Organizations and Building Trades Councils to ensure a diverse workforce that promotes inclusion of women, non-binary, and underserved individuals into the union.

ETP Priority 10200(b)

The JATC follows High Road Apprenticeship standards: earn-while-you learn model, performance-based wage progression as included in their Collective Bargaining Agreement, industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during training and after training.

Veterans Program

F&V JATC is committed to supporting job-related training that helps veterans transition into the California workforce. The JATC recruits veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades.

All veterans receive additional points toward their application. Currently, the F&V JATC is working with DAS to allow veterans direct entry into the Apprentice program without being required to take the entrance exam. The F&V JATC is committed to placing the men and women who have served our country a chance to learn the sheet metal trade as well as have an easier transition from serving in the Armed Forces to civilian life.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Fresno Regional Occupational Program).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Participating employers and union representatives have identified several additional reasons for prioritizing training initiatives. These include an increase in work volume within the area, the need to comply with evolving state energy efficiency regulations, and growing competition. Additionally, contractors are seeking to implement cost reduction measures to remain competitive, while customers are demanding higher quality standards without exceeding budget and schedule constraints.

According to representatives from the F&V JATC, it is essential for sheet metal employers to enhance the commercial and technical skills of their workers. This includes training in new techniques such as energy efficiency practices and technologies. There is also a rising demand for sheet metal workers equipped with business and computer skills, including proficiency in 3-D virtual building modeling and advanced welding techniques. These improvements aim to reduce waste of expensive materials, minimize rework, and prevent project delays, thereby increasing overall efficiency and project success.

Without the training proposed in this application, the F&V JATC would not be able to help its employers meet the quickly changing needs of the highly competitive construction industry. The program will train to the needs of the employers, thus improving job security and reducing periods of unemployment for Local 104’s members.

The Training Center is a partnership between the Sheet Metal Workers Local 104 and their unionized contractors. With input from both labor and management, F&V JATC has developed and customized the national DAS curriculum to address the local needs of its members, participating employers, and industry. To enter the apprenticeship program, applicants must pass an entrance test and interview. The trainers are former or current members of the trade who bring first-rate credentials and vast field experience, and help the Apprentices understand the real challenges on the job and how to overcome these challenges. F & V JATC will provide a source of well-trained Sheet Metal Workers so that employers have a reliable source of workers to fill new work projects.

Apprentices may be dispatched to the following projects over the next 12-24 months:

- 911 Call Center, Fresno — Public safety facility requiring redundant HVAC and stringent indoor air quality controls.
- Canyon Creek Elementary School, Madera — New elementary school construction needing HVAC installation meeting current Title 24 and AB 841 standards.

- Eagle Mountain Casino & Hotel — Major hotel and resort expansion adding a large hotel tower, event center, and convention space.
- Sanger West High School — New high school construction contributing to regional K-12 HVAC, ventilation, and modernization work.
- Terry Bradley Educational Center, Increment Number 7 — A large phased K-12 education complex including new high school and intermediate school facilities.

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Commercial Skills: Training will be provided to all trainees. Training for Apprentices will include Advanced Sheet Metal Fabrication, Installing Architectural Sheet Metal Items, Sheet Metal/HVAC Detailing, and Waterproofing Roof Edges & Walls. Training for Journeyworkers will include EPA Universal 608 Certification, and Welding D9.1 Light gauge certification.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, F&V JATC is asking for a modification of the cap. For Apprentice trainees who complete OSHA 10 training, this cap extends to 210 hours.

Commitment to Training

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

Training Infrastructure

The training schedule is published online, and attendance at all classes is mandatory. Trainers are responsible for recording daily attendance and conducting regular assessments of Apprentices. All personal information related to Apprentices and Journeyworkers, Strategy Workplace Communications (Strategy), and ETP is maintained on a secure platform to ensure confidentiality. Strategy will support the management of ETP documentation in accordance with contractual requirements. This includes providing consultation to the JATC staff to ensure compliance with ETP regulations, submitting necessary paperwork, entering enrollees and rosters into the ETP database, preparing progress reports, processing invoicing, participating in quarterly audits, and submitting revisions and amendments as required.

Marketing and Support Costs

The F&V JATC requests 8% support costs to fund its staff in recruiting and qualifying additional participating employers and trainees for this program. The projected budget costs for personnel

alone will exceed the ETP support cost funding and the F&V JATC will cover these additional expenses.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

F&V JATC 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) ($ %)
ET26-0962	09/29/25 - 09/28/27	$124,509	49	0	$124,509 (100%)

ET26-0962: Per Cal-E-Force the contractor has uploaded 6,789 hours and projects to earn 100% of the agreement.

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- AB 841 – Energy Efficiency in Public Schools
- Additional Architectural Sheet Metal Work
- Advanced Roof Drainage Systems
- Advanced Sheet Metal Fabrication
- Air and Air Properties
- Architectural Drawings
- Architectural Installation
- Architectural Sheet Metal Practices
- Architectural Sheet Metal Shop Drawings
- AutoCAD – Introduction, Intermediate, Advanced
- Beginning Heating, Ventilation, and Air Conditioning (HVAC)
- Benchmark Certification – Computer-Aided Design (CAD)
- Bluebeam Software
- Building Information Modeling (BIM) Software
- Change Ogee Offsets
- Codes and Symbols
- Communication
- Controls
- Cooling
- Core I – Safety and Tools
- Core II – Beginning Layout
- Core III – Advanced Layout
- Core IV – Architectural Principles
- Creating Shop Details
- Duct Change Elbows
- Duct Cleaning
- Duct Design
- Duct “S” Offsets
- Duct Systems
- Electrical Drawings
- Electricity
- Emergency Procedures
- Energy Auditing
- Energy Management Systems
- Environmental Protection Agency (EPA) Certification
- Field Safety
- Fire and Life Safety Certification – Levels 1 and 2
- Flashings
- Freehand Sketching
- Gas Metal Arc Welding (GMAW)

- Gas Tungsten Arc Welding (GTAW)
- Geometric Construction
- Grinding and Polishing
- Hand Tools
- Heating
- Hoisting and Rigging
- Heating, Ventilation, and Air Conditioning (HVAC) I
- Heating, Ventilation, and Air Conditioning (HVAC) II
- Indoor Air Quality
- Infectious Control Risk Assessment
- Installing Architectural Sheet Metal Items
- Introduction to Architectural Sheet Metal
- Introduction to Heating, Ventilation, and Air Conditioning (HVAC) Systems
- Introduction to Parallel Lines
- Introduction to Triangulation
- Introduction to Welding
- Lines and Lettering
- Mechanical Acceptance Testing – Title 24
- Mechanical Drawings
- Metal Inert Gas Welding (MIG – GMAW)
- Pictorial Drawings
- Planning Architectural Installation – Architectural and General Sheet Metal
- Plans and Specifications
- Refrigerant Cycle
- Revit Detailing Software
- Roof Drainage Systems
- Safety in Field Installation
- Service and Start-Up
- Servicing Heating, Ventilation, and Air Conditioning (HVAC) Equipment
- Servicing Heating, Ventilation, and Air Conditioning (HVAC) Systems
- Sheet Metal and Metal Products
- Sheet Metal Shop Drawings
- Sheet Metal Welding
- Sheet Metal / Heating, Ventilation, and Air Conditioning (HVAC) Detailing
- Shielded Metal Arc Welding (SMAW)
- Specifications
- Start-Up and Commissioning Systems
- Stick Welding – Shielded Metal Arc Welding (SMAW)
- Structural Drawings
- Testing, Adjusting, and Balancing (TAB)
- Testing, Adjusting, and Balancing (TAB) Certification
- Testing, Adjusting, and Balancing (TAB) Instrument Use
- Testing, Adjusting, and Balancing (TAB) Work
- Temperature Measurement Instruments and Duct Systems
- Tungsten Inert Gas Welding (TIG – GTAW)
- Title 24 – Mechanical Acceptance Test Technician (MATT) Level 1
- Trimble Global Positioning System (GPS) Training
- Ventilation

- Waterproofing Roof Edges and Walls
- Welding Equipment Safety
- Welding Equipment Set-Up
- Welding Safety
- Y Branches

Commercial Skills

Journeyworker

- Welding D9.1 Light gauge certification (Welding)
- EPA Universal 608 Certification (HVAC)

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Sheet Metal and Air Conditioning Apprenticeship and Journeyman Training Fund

Contract Number: ET27-0925

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Imperial, San Diego	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No Sheet Metal Workers' Local 206		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$65,601		$4,509		$70,110

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

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 Apprentice Retrainee	90	8-210	0-0	31	$729	$33.64
2	Priority Rate Journeyworker Retrainee	15	8-200	0-0	10	$300	$54.32

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $6.48
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Inside Apprentice	$27.16 - $44.49	**90**	0	0	90
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Inside Journeyworker	$54.32 - $56.32	**15**	0	0	15

Introduction

Established in 1941, Sheet Metal and Air Conditioning Apprenticeship and Journeyman Training Fund (SMAJTF) (https://smjatcsd.org/) provides up-to-date industry training and supports high-quality job opportunities for its members. SMAJTF serves both Apprentices and Journeyworkers from Local 206, with a focus on developing the skills needed for secure, well-paying jobs in the sheet metal construction industry. This training also helps large and small signatory employers remain competitive and maintain operations within California.

SMAJTF's contributing employers specialize in a range of work, including the design, layout, fabrication, and installation of duct systems, architectural sheet metal, metal roofing, and other related projects. In addition, SMAJTF offers skills upgrade opportunities for Journeyworkers to stay current with the latest industry technologies.

SMAJTF also participates in the DAS Equal Representation in Construction Apprenticeship (ERiCA) Grant, to expand outreach efforts and increase enrollment of women, non-binary individuals, and members of underserved communities. In support of this goal, the SMAJTF collaborates with regional Workforce Development Boards, Community Based Organizations, pre-apprenticeship programs, local schools, and Building Trades Councils to build a more inclusive workforce.

ETP Priority 10200(b)

SMAJTF follows High Road Apprenticeship standards: earn-while-you learn model, performance-based wage progression as included in their Collective Bargaining Agreement (CBA), industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during training and after training.

Veterans Program

SMAJTF welcomes honorably discharged military veterans to apply for its Sheet Metal Apprenticeship Program through a Direct Entry training pathway. Veterans accepted into the program follow the same curriculum as standard Apprentices, ensuring consistent, job-related training that supports a smooth transition into California's workforce.

Veterans enrolled in the apprenticeship are eligible for Montgomery GI Bill benefits, including a monthly housing allowance, which is paid directly to the veteran trainees. SMAJTF actively recruits veterans in partnership with Helmets to Hardhats, a national labor-management program that connects military service members with careers in the skilled trades. The JATC also promotes veteran-specific application days on its website to encourage participation.

SMAJTF is working with DAS to allow Veterans direct entry into the program without requiring an entrance exam. The organization is committed to supporting transitioning service members by providing a straightforward pathway into the sheet metal trade and helping Veterans move into stable, high-skill civilian careers.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Palomar Community College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

SMAJTF will provide training to meet the evolving needs of Sheet Metal Workers in the San Diego area. Participating employers and union representatives have identified several key reasons for this training. These include increased competition from out-of-state contractors and the need to meet California's energy efficiency regulations. Additionally, contractors must implement cost effective project execution strategies, as customers increasingly expect higher quality outcomes while maintaining project timelines and budgets. There is also a growing demand for Sheet Metal Workers to possess business and computer skills, such as 3D virtual building modeling and advanced welding techniques. Reducing waste in expensive materials, minimizing rework, and avoiding job delays are further motivations for enhanced training.

SMAJTF's training prepares Sheet Metal Workers for upcoming projects by building the full range of skills needed to remain competitive and meet industry standards. The trade is unique in that work begins with raw materials and carries through fabrication, installation, and maintenance of the final product. Trainees learn all phases of the process, including detailing, layout, fabrication, installation, coordination, and shop and field operations. SMAJTF will provide employers with a reliable pipeline of well-trained sheet metal workers to support new work projects.

Apprentices will be dispatched to work on several upcoming building projects:

- G.W. Smith Project – San Diego project to update power distribution, and system upgrades to support ongoing facility improvements.
- San Diego High School – San Diego School modernization requiring electrical panel upgrades, lighting improvements, controls installation, and safety-related electrical work.
- San Diego State University (SDSU) – Evolve – San Diego Campus project involving updated electrical systems, energy-efficient lighting, and modern control technologies aligned with university infrastructure needs.
- Southwestern College – Chula Vista Educational facility improvements requiring new electrical wiring, lighting systems, controls, and support for campus expansion projects.

- Standley Middle School Project – San Diego K–12 modernization work involving electrical upgrades, lighting, classroom power systems, and updated controls to meet current facility standards.

Training Plan

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

Commercial Skills: Training will be provided to all trainees. Apprentices will receive training on topics such as Architectural Sheet Metal Practices, Blueprints & Specifications, Mechanical Drawings and Roof Drainage Systems. Journeyworkers will receive training on topics such as Architectural & General Sheet Metal, Introduction to Welding, and Mechanical Acceptance Testing Training (Title 24).

Computer Skills: Training will be delivered to all trainees and include: Auto Computer Aided Design (CAD), Benchmark Certification (CAD), and Sheet Metal/HVAC Detailing.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, SMAJTF is asking for a modification of the cap. Apprentice trainees with OSHA 10 training have a cap of 210 hours.

Commitment to Training

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

Training Infrastructure

The Training Director will oversee this training project. There are nine staff members dedicated to scheduling training. There are an additional four staff members dedicated to training needs assessments as well as project administration. Training will be provided by subject matter experts employed by SMAJTF and outside vendors as needed. In addition, SMAJTF has retained Strategy Workplace Communications as an administrative third party to assist with project administration.

Marketing and Support Costs

SMAJTF promotes the training program and supports recruitment and assessment of participating employers throughout the Contract term. Support costs will enable SMAJTF to conduct outreach to construction employers—many of which are small businesses—and to recruit trainees from the union membership.

SMAJTF maintains close communication with industry stakeholders to ensure its employer-driven training continues to reflect current needs. Regular meetings, email coordination, and collaboration with employer associations, unions, and trade organizations help keep the curriculum aligned with developments in the sheet metal and maritime sectors. SMAJTF is requesting 8% support costs to fund staff responsible for recruiting and qualifying additional participating employers and trainees for this program.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

SMAJTF 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) ($ %)
ET26-0980	09/29/25 - 09/28/27	$219,315	127	0	$177,195 (81%)
ET25-0922	09/30/24 - 09/29/26	$304,374	168	49	$304,374 (100%)

ET26-0980: Per Cal-E-Force the contractor has uploaded 3,351 hours and projects to earn 100% of the agreement.

ET25-0922 Per Cal-E-Force the contractor has uploaded 13,555 hours and projects to earn 100% of the agreement.

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 $ %
ET24-0942	10/02/23 - 10/01/25	$181,350	93	103	$181,350 (100%)
ET23-0914	10/03/22 - 10/02/24	$208,365	110	84	$169,020 (81%)
ET22-0941-000	12/20/21 - 12/19/23	$361,403	119	97	$274,442 (76%)
ET21-0937-000	09/08/20 - 09/07/22	$222,312	115	74	$191,299 (86%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

Training Vendor(s)	City, State	Cost	Description of Service
AutoCAD Instructing Consulting	San Diego, CA	$16,000.00	AutoCAD/REVIT Instruction

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

Apprentice

- Advanced Roof Drainage Systems
- Advanced Sheet Metal Fabrication
- Air and Air Properties
- Architectural Application
- Architectural Drawings
- Architectural Installation
- Architectural Metal Products
- Architectural Sheet Metal
- Architectural Sheet Metal Practices
- Architectural Sheet Metal Shop Drawings
- Architectural & General Sheet Metal
- AutoCAD
- Beginning Heating, Ventilation, and Air Conditioning (HVAC)
- Blueprints and Specifications
- Change Ogee Offsets
- Codes and Symbols
- Communication
- Controls
- Cooling
- Creating Shop Details
- Duct Change Elbows
- Duct Cleaning
- Duct “S” Offsets
- Duct Systems
- Electrical Drawings
- Electricity
- Engineer Manual 385 (EM-385) Safety Training
- Emergency Procedures
- Energy Auditing
- Energy Management Systems
- Environmental Protection Agency (EPA) Certification
- Field Installation
- Field Layout
- Fire and Smoke Damper
- Fire and Smoke Damper Technician
- Fire, Life, and Safety Certification (Levels 1 & 2)
- Flashings
- Forklift Operation
- Freehand Sketching
- Gas Metal Arc Welding (GMAW)

- Gas Tungsten Arc Welding (GTAW)
- GMAW, SMAW, and GTAW Welding
- Geometric Construction
- Hand Tools
- Heating
- Heating, Ventilation, and Air Conditioning (HVAC)
- Hoisting and Rigging
- Hoisting, Rigging, and Signaling
- Indoor Air Quality
- Infectious Control Risk Assessment (ICRA)
- Installing Architectural Sheet Metal Items
- Introduction to Architectural Sheet Metal
- Introduction to Heating, Ventilation, and Air Conditioning (HVAC) Systems
- Introduction to Parallel Lines
- Introduction to Triangulation
- Introduction to Welding
- Lines and Lettering
- Mechanical Acceptance Testing Training (Title 24)
- Mechanical Drawings
- Metal Inert Gas (MIG) Welding
- Pattern Development (Radial Line, Parallel Line, Triangulation)
- Pictorial Drawings
- Planning Architectural Installation
- Refrigerant Cycle
- Roof Drainage Systems
- Service and Start-Up
- Servicing Heating, Ventilation, and Air Conditioning (HVAC) Equipment
- Servicing Heating, Ventilation, and Air Conditioning (HVAC) Systems
- Sheet Metal and Metal Products
- Sheet Metal Detailing
- Sheet Metal Shop Drawings
- Shop Equipment and Tools
- Shop Layout
- Shop Work
- Shielded Metal Arc Welding (SMAW)
- Specifications
- Start-Up and Commissioning Systems
- Stick Welding (Shielded Metal Arc Welding – SMAW)
- Structural Drawings
- Testing, Adjusting, and Balancing (TAB)
- Testing, Adjusting, and Balancing (TAB) Certification
- Testing, Adjusting, and Balancing (TAB) Instrument Use
- Testing, Adjusting, and Balancing (TAB) Work
- Technician Advancement
- The Contract Documents
- Tungsten Inert Gas (TIG) Welding
- Trimble Global Positioning System (GPS) Training
- Trimble Robotic Total Station (RTS)

- Ventilation
- Waterproofing Roof Edges and Walls
- Welding
- Welding Equipment Set-Up
- Y Branches

Commercial Skills

Journeyworker

- Architectural and General Sheet Metal
- Beginning Heating, Ventilation, and Air Conditioning (HVAC)
- Blueprints and Specifications
- Duct Cleaning
- Engineer Manual 385 (EM-385) Safety Training
- Energy Auditing
- Environmental Protection Agency (EPA) Certification
- Fire and Smoke Damper Technician
- Fire, Life, and Safety Certification (Levels 1 & 2)
- Infectious Control Risk Assessment (ICRA)
- Introduction to Welding
- Mechanical Acceptance Testing Training (Title 24)
- Metal Inert Gas (MIG) Welding – Gas Metal Arc Welding (GMAW)
- Service and Start-Up
- Stick Welding – Shielded Metal Arc Welding (SMAW)
- Testing, Adjusting, and Balancing (TAB) Certification
- Tungsten Inert Gas (TIG) Welding – Gas Tungsten Arc Welding (GTAW)
- Trimble Global Positioning System (GPS) Training

Computer Skills

Apprentice and Journeyworker

- AutoCAD (Introduction, Intermediate, Advanced)
- Benchmark Certification (CAD)
- Bluebeam Software
- Building Information Modeling Software
- Revit Detailing Software
- Sheet Metal/HVAC Detailing

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Sheet Metal Workers' Joint Apprenticeship and Training Trust Fund of Los Angeles

Contract Number: ET27-0958

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Inyo, Los Angeles, Mono, Orange, Riverside, San Bernardino	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No	International Association of Sheet Metal, Air, Rail, and Transportation Workers Local 105	
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$490,807		$33,565		$524,372

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

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 Apprentice Retrainee	674	8-210	0-0	33	$778	$33.64

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $8.68
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Sheet Metal Worker	$24.96 - $53.05	**673**	0	135	538

Introduction

Established in 2005, the Sheet Metal Workers' Joint Apprenticeship and Training Trust Fund of Los Angeles (Sheet Metal JATTF LA) (https://www.socalsma.org) supports the Southern California counties of Inyo, Los Angeles, Mono, Orange, Riverside and San Bernardino. Training takes place in the City of Industry. The Sheet Metal JATTF LA collaborates with the Sheet Metal and Air Conditioning Contractor's National Association and comprises approximately 25 large employers and 50 small employers. It trains 900 Apprentices and 3,400 Journeyworker sheet metal workers in the building and construction trades. The school is overseen by a joint labor management committee made up of sheet metal employers and Local 105 union representatives. Apprentice training takes place eight hours a day, one day every other week for five years and is offered through daytime and evening classes.

Sheet Metal JATTF LA participates in the DAS's Equal Representation in Construction Apprenticeship (ERiCA) program to increase outreach to current and new partners in order to enroll more women, non-binary, and members from underserved communities and anticipate participating in ERiCA 2. In addition, they will continue to work with local schools, Workforce Investment Boards, and community organizations.

ETP Priority 10200(b)

The JATC follows High Road Apprenticeship standards: earn-while-you learn model, performance-based wage progression as included in their Collective Bargaining Agreement (CBA), industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during training and after training.

Veterans Program

Sheet Metal JATTF LA actively recruits veterans and holds a veterans Boot Camp twice a year. Veterans who complete the Boot Camp program are provided with tools, tool bags, a voucher for work boots, OSHA certifications and two months of union dues to enable them to start work immediately. The JATC also works directly with Helmets to Hardhats and promotes its program during career days at various military bases. International Association of Sheet Metal, Air, Rail, and Transportation (SMART) Workers Heroes provides sheet metal industry training through an accelerated seven-week program for enlisted U.S. military men and women who plan to enter civilian life within the year, assisting with their successful transition to the civilian workforce.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less

than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

The training outlined in this proposal prepares Apprentice Sheet Metal Workers for the increasingly technical and energy-efficient demands of modern construction. Apprentices will strengthen skills in computerizing construction plans, using AutoCAD and Building Information Modeling (BIM) software, and performing detailed drafting and electronic fabrication work. Instruction also includes advanced welding techniques and green-technology practices that support California's stricter energy-efficiency standards, including updated Energy Management Systems, duct-design methods that reduce waste, and Title 24 Mechanical Acceptance Testing procedures.

The industry now relies on smaller, highly skilled crews, requiring workers who can coordinate with multiple trades, use digital tools, and maintain productivity in complex construction environments. This training supports participating employers by improving competitiveness and helping contractors win more bids against lower-skilled competition.

During the 2027–2028 contract period, Apprentices dispatched through Local 105 will support major regional construction projects.

These include:

- Los Angeles Convention Center Expansion and Modernization – Olympic-readiness upgrades requiring advanced HVAC fabrication, architectural sheet metal systems, and Title 24 compliance.
- NoHo Medical – Healthcare construction involving certified welding, indoor air-quality improvements, and specialized HVAC and exhaust-system installation.
- OC Vibe – A 100-acre mixed-use entertainment district requiring architectural sheet metal, commercial duct systems, and high-efficiency mechanical installations.
- One Beverly Hills – A 17.5-acre luxury development targeting Leadership in Energy and Environmental Design (LEED) Gold and WELL certification, requiring high-performance envelope work and precision detailing.
- Rams Village at Warner Center – A multi-phase mixed-use campus anchored by the Los Angeles Rams' headquarters, requiring large-scale fabrication, ventilation systems, and energy-efficient mechanical installations across residential, retail, and performance venues.

Training Plan

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

Commercial Skills: Apprentice training will include the following topics: Advanced Sheet Metal Fabrication, Blueprints & Specifications, Freehand Sketching, Geometric Construction, Pictorial Drawings, Servicing HVAC Systems, and Sheet Metal Shop Drawings.

Computer Skills: Apprentice training will include the following topics: AutoCAD, Bluebeam Software, Building Information Modeling Software, Revit Detailing Software, and Sheet Metal/HVAC Detailing.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, Sheet Metal JATTF LA is asking for a modification of the cap. For Apprentice trainees who complete OSHA 10 this cap extends to 210 hours.

Commitment to Training

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

Training Infrastructure

The Training Coordinator will oversee all project administration and has retained Strategy Workplace Communications as the administrative subcontractor to assist with ETP compliance and required documentation. In-house staff manage class scheduling and maintain training rosters. Training is delivered in person at the Sheet Metal JATTF LA facility, which includes eight classrooms and six laboratories such as welding, field installation, HVAC service, and shop labs.

Marketing and Support Costs

Employers are notified of training through their associations, the Sheet Metal and Air Conditioning Contractors’ National Association Los Angeles and the Orange Empire Sheet Metal and Air Conditioning Contractors’ National Association. Notifications are made through the associations’ web sites, mailings and presentations. Workers are notified of training through their union local and directly by the training center through postings on the website and mailings.

Application announcements for the Apprentice program will be sent to local, state, and federal agencies as well as to local high schools, community colleges and community-based organizations. Sheet Metal JATTF LA representatives will also give presentations at local high schools, community colleges, community-based organizations and community events. Sheet Metal JATTF LA requests 8% support costs to maintain these efforts..

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

Sheet Metal JATTF LA 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) ($ %)
ET26-0979	09/29/25 - 09/28/27	$362,313	497	0	$106,156 (29%)
ET25-0926	09/30/24 - 09/29/26	$390,180	210	0	$390,180 (100%)

ET26-0979: Per Cal-E-Force the contractor has uploaded 0 hours and projects to earn 100% of the agreement.

ET25-0926: Per Cal-E-Force the contractor has uploaded 22,936 hours and projects to earn 100% of the agreement.

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 $ %
ET24-0916	10/02/23 - 10/01/25	$499,989	609	365	$499,989 (100%)
ET22-0900-000	08/23/21 - 08/22/23	$598,675	311	372	$598,675 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- Additional Architectural Sheet Metal Work
- Advanced Roof Drainage Systems
- Advanced Sheet Metal Fabrication
- Air and Air Properties
- Architectural and General Sheet Metal
- Architectural Drawings
- Architectural Installation
- Architectural Sheet Metal Practices
- Architectural Sheet Metal Shop Drawings
- Beginning Heating, Ventilation, and Air Conditioning (HVAC)
- Blueprints and Specifications
- Brazing and Soldering
- Change Ogee Offsets
- Codes and Symbols
- Communication
- Controls
- Cooling
- Core I (Safety and Tools)
- Core II (Beginning Layout)
- Core III (Advanced Layout)
- Core IV (Architectural Principles)
- Creating Shop Details
- Duct Change Elbows
- Duct Design
- Duct “S” Offsets
- Duct Systems
- Electrical Drawings
- Electricity
- Engineer Manual 385 Safety Training (EM-385)
- Emergency Procedures
- Energy Auditing
- Energy Management Systems
- EPA Certification
- Field Safety
- Flashings
- Freehand Sketching
- Geometric Construction
- Gas Metal Arc Welding (GMAW) Process
- Gas Tungsten Arc Welding (GTAW) Process
- Hand Tools

- Heating
- Hoisting and Rigging
- Human Relations
- HVAC I
- HVAC II
- Indoor Air Quality
- Infectious Control Risk Assessment
- Installing Architectural Sheet Metal Items
- Introduction to Architectural Sheet Metal
- Introduction to HVAC Systems
- Introduction to Parallel Lines
- Introduction to Triangulation
- Introduction to Welding
- Lines and Lettering
- Mechanical Acceptance Testing Training (Title 24)
- Mechanical Drawings
- Metal Inert Gas (MIG) Welding – GMAW
- Pictorial Drawings
- Planning and Organizing
- Planning Architectural Installation
- Plans and Specifications
- Refrigerant Cycle
- Roof Drainage Systems
- Safety in Field Installation
- Service and Start-Up
- Servicing HVAC Equipment
- Servicing HVAC Systems
- Sheet Metal and Metal Products
- Sheet Metal Shop Drawings
- Sheet Metal Welding
- Shielded Metal Arc Welding (SMAW) Process
- Specifications
- Structural Drawings
- Testing, Adjusting, and Balancing (TAB) Certification
- TAB Instrument Use
- TAB Work
- The Contract Documents
- Tungsten Inert Gas (TIG) Welding – GTAW
- Trimble GPS Training
- Ventilation
- Waterproofing Roof Edges and Walls
- Welding Equipment Safety
- Welding Equipment Set-Up
- Welding Safety
- Y Branches

Computer Skills

Apprentice

- AutoCAD (Introduction, Intermediate, Advanced)
- Benchmark Certification – Computer-Aided Design (CAD)
- Bluebeam Software
- Building Information Modeling (BIM) Software
- Revit Detailing Software
- Sheet Metal / Heating, Ventilation, and Air Conditioning (HVAC) Detailing

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Sheet Metal Workers' Local 104 and Bay Area Industry Apprentice and Journeyman Training Fund

Contract Number: ET27-0939

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Alameda, Contra Costa, Del Norte, Humboldt, Lake, Marin, Mendocino, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma, Trinity	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No Sheet Metal Workers Local 104		
Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$517,734		$35,572		$553,306

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

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 Apprentice Retrainee	710	8-210	0-0	33	$770	$33.64
2	Priority Rate Journeyworker Retrainee	9	8-200	0-0	25	$734	$50.26

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 Modified SET Wage
Job Number 2: $33.64 Modified SET Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $9.29
Job Number 2: $0.00
Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.

Fringe Benefits: This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.

Wage Progression: This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Sheet Metal Workers	$24.35 - $58.79	**710**	0	0	710
JOB NUMBER 2 - Priority Rate, Journeyworker, Retrainee					
Journeyworker Sheet Metal Worker	$62.76 - $62.76	**9**	0	0	9

Introduction

Founded in 1903, Sheet Metal Workers Local 104 and Bay Area Industry Apprentice and Journeyman Training Fund (Sheet Metal Bay Area JATC) (www.smw104training.org), serves approximately one-third of California's unionized sheet metal workforce across both the Bay Area North and Bay Area South jurisdictions, spanning 17 counties from the North Coast to the Central Coast.

Sheet Metal Bay Area JATC has actively participated in DAS' California Labor Federation Equal Representation in Construction Apprenticeship (ERiCA) Grant program to expand outreach to both existing and potential partners, with the goal of increasing enrollment among women, non-binary individuals, and members of underserved communities. Sheet Metal Bay Area JATC anticipates participating in ERiCA 2, pending funding. In addition, Sheet Metal Bay Area JATC will continue to collaborate with local schools, Workforce Development Boards, Community-Based Organizations, and Building Trades Councils to ensure a diverse and inclusive workforce that promotes the participation of women and underrepresented individuals in union apprenticeship opportunities

ETP Priority 10200(b)

The JATC follows High Road Apprenticeship standards: earn-while-you learn model, performance-based wage progression as included in their Collective Bargaining Agreement (CBA), industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during training and after training.

Veterans Program

Sheet Metal Bay Area JATC actively recruits veterans through its partnership with Helmets to Hardhats, promoting designated application days and direct entry into the apprenticeship program. Veterans may qualify for direct entry by passing a math test, submitting a DD-214 before scheduling an interview, bringing valid photo identification, and providing any documents showing relevant experience.

The Sheet Metal Apprenticeship Readiness Training (SMART) Heroes program also offers a seven-week, fast-track introduction to the sheet metal trade for active-duty service members transitioning to civilian life. Graduates enter the trade with foundational skills and may begin as second-year sheet metal apprentices at the location of their choice.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Foothill College).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

Sheet Metal Bay Area JATC recruits and trains new apprentices annually. To meet employer needs and avoid shortages of Journeyworkers, the JATC must maintain a steady pipeline of Apprentices; if Journeyworker numbers decline, apprentice-to-journey ratios would fall out of compliance, limiting apprentice dispatch and creating workforce gaps for signatory contractors.

Employers and union representatives highlight ongoing training needs created by new technologies, expanded software use in the field, an aging workforce approaching retirement, stricter air-quality regulations, and increased competition. ETP funding supports the delivery of certification classes that keep workers aligned with current industry practices and ensure California contractors remain competitive. The Apprenticeship curriculum is employer-driven and continually updated to reflect local project requirements, preparing highly skilled workers who help contractors win bids and compete effectively.

During this contract, Apprentices will work on projects throughout the Bay Area North, South, and East regions, including:

- 495 Google, Sunnyvale – Large-scale commercial campus construction requiring advanced HVAC and control systems.
- Bloom Energy Tower 3, San Jose – Industrial energy-technology facility work involving sheet metal installation and commissioning.
- Chinatown Public Health, San Francisco – Mechanical system installation supporting public health facility operations.
- Kaiser Data Center, Napa – High-demand data-center construction requiring precision cooling systems and complex HVAC infrastructure.
- Lockheed Building 158 Propulsion Lab, Sunnyvale – Specialized aerospace facility installation requiring controlled-environment HVAC work.
- Soledad Workforce Housing, Soledad – Workforce housing construction requiring energy-efficient HVAC installation.
- Solano Community College, Fairfield – College construction requiring ventilation upgrades and mechanical system installation.
- Tamalpais High School, Mill Valley – School improvements with ventilation and energy-efficiency requirements.
- Valley Coyote Water Plant, Morgan Hill – Municipal facility work involving mechanical systems installation for water-process operations.

Training Plan

Business Skills: Training will be delivered to all trainees. Apprentices will receive instruction in Bias and Belonging, Customer Service, and Project Management. Journeyworkers will receive instruction Conflict Resolution, Decision Making Skills, and Teambuilding Skills.

Commercial Skills: Training will be delivered to all trainees. Apprentices will receive instruction in Advanced Architectural, Codes and Standards, and Control System Service. Journeyworkers will receive instruction in Advanced Welding Skills, Management and Monitoring of Materials, and Smoke Control System Technician Training.

Computer Skills: Training will be delivered to all trainees. Apprentices will receive instruction AutoCAD (Introduction, Intermediate, and Advanced), Building Information Modeling (BIM) Software, and Sheet Metal/HVAC Detailing. Journeyworkers will receive instruction in Automated Systems Applications, and Benchmark Software for Lean Construction.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, Sheet Metal Bay Area JATC is asking for a modification of the cap. Apprentice trainees with OSHA 10 training have a cap of 210 hours.

Electronic Recordkeeping / LMS

Staff has reviewed and approved Sheet Metal Bay Area JATC’s use of a Learning Management System (LMS) for recordkeeping.

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

Sheet Metal Bay Area JATC’s Training Administrator, supported by a dedicated team, is responsible for overall administration and project oversight. Specific individuals coordinate training at each location. The organizational structure includes Administrators who manage the day-to-day operations of the entire program, along with Coordinators assigned across four facilities. These Coordinators oversee apprentices in their respective training areas and handle class scheduling. Additionally, Strategy Workplace Communications has been retained to assist with administrative duties.

Marketing and Support Costs

Application announcements for the apprenticeship program will be sent to local, state, and federal agencies, as well as to local high schools, community colleges, community-based organizations, and community events. Sheet Metal Bay Area JATC is seeking 8% in support costs to fund its staff for recruiting and qualifying additional participating employers and trainees for this program.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

Sheet Metal Bay Area JATC 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) ($ %)
ET26-0961	09/29/25 - 09/28/27	$362,798	398	46	$360,674 (99%)
ET26-0956	09/29/25 - 09/28/27	$362,610	340	0	$362,610 (100%)
ET25-0902	09/30/24 - 09/29/26	$390,056	571	106	$390,056 (100%)

- ET26-0961: Per Cal-E-Force the contractor has uploaded 15,259 hours and projects to earn 100% of the agreement.
- ET26-0956: Per Cal-E-Force the contractor has uploaded 16,000 hours and projects to earn 100% of the agreement.
- ET25-0902: Per Cal-E-Force the contractor has uploaded 16,560 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0905	09/30/24 - 09/29/26	$390,056	332	120	$390,056 (100%)
ET24-0906	10/02/23 - 10/01/25	$499,320	584	200	$499,320 (100%)
ET23-0921	10/03/22 - 10/02/24	$499,660	332	254	$499,660 (100%)
ET21-0941-000	09/14/20 - 09/13/22	$369,452	231	170	$369,452 (100%)
ET21-0916-000	09/14/20 - 09/13/22	$409,288	254	273	$409,288 (100%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

Training Subcontractors	City, State	Cost	Description of Service
Not Applicable	-	-	-

Self-Attestations

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

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

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

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

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

Apprentice

- Customer Service
- Project Management

Journeyworker

- Conflict Resolution
- Customer Service Skills
- Decision Making Skills
- Inventory Checklist
- Leadership Skills
- Problem Solving
- Project Management
- Teambuilding Skills

Commercial Skills

Apprentice

- Advanced Architectural
- Advanced DDC Controls / Commissioning of HVAC
- Advanced Electricity for Sheet Metal Air Conditioning Service
- Advanced Layout and Fabrication
- Advanced Welding
- Aerial Lift Training
- Air Balance Test Equipment Instruments
- Air Conditioning, Commercial Systems, Heating
- Air Distribution and Manufacturing Systems
- Architectural Metals and HVAC (Field Installation at Training Facility)
- Architectural Sheet Metal
- Architectural Wall Panel
- Basic Electricity for Sheet Metal Air Conditioning Service
- Basics of Architectural Sheet Metal
- Belimo Motors
- Building Automation and Controls 1–6
- California AB 841 Ventilation Requirements
- California Mechanical Acceptance Testing Technician (CA MATT)
- Codes and Standards
- Commercial Systems: Heat Loads, Piping
- Computer-Aided Drafting (CAD)
- Control System Service
- DDC Control Systems
- Detailing
- Electrical Systems Operation, Controls and Devices
- Energy Auditing
- Energy Efficiency

- Fabrication and Shortcuts
- Field Installation
- Field Measuring
- Filters and Filter Housings
- Fire and Smoke Damper Technician Training
- Fire Life Safety Level 1
- Fire Life Safety Level 2
- Flux-Cored Arc Welding (FCAW)
- Gas Metal Arc Welding (GMAW)
- Gas Tungsten Arc Welding (GTAW)
- Grinding and Polishing
- Hazardous Material Recognition for the Test and Air Balance Industry
- Heat Pump: Efficient Operations and Services
- HVAC Air Systems and Duct Design for Energy Efficiency
- HVAC Energy Conservation
- HVAC Fans, Fan Law and V-Belt Drives
- HVAC Systems Installation
- HVAC Testing and Balancing Procedures
- Hydronic Heating
- Indoor Air Quality
- Industrial and Stainless-Steel Introduction
- Installing Thermostats, Flues and Vents
- Intermediate CAD
- Introduction to Testing, Adjusting and Balancing of HVAC Systems
- Inverter, VRF and Heat Recovery Technology
- Jobsite Fabrication
- Measuring and Sketching
- Metal Roofing
- Miters and Flashing
- Parallel Line Fittings
- Parallel Line Layout
- Plans and Specifications
- Process and Safety Overview *(ETP-permitted as job-specific safety)*
- Properties of Air Distribution
- Radial Line Layout
- Refrigeration for Sheet Metal Air Conditioning Service
- Refrigeration Piping
- Refrigeration Theory for Sheet Metal Air Conditioning Service
- Residential AC Units
- Residential Duct Systems
- Residential Structure and Sheet Metal Work
- Service Basics for Sheet Metal Workers
- Service Technician
- Sheet Metal Control Systems
- Shielded Metal Arc Welding (SMAW)
- Submittals and Shop Drawings
- Systems Installation and Troubleshooting
- TAB Technician Certification

- TAB Hydronic Systems, Pump and Hydronic Balancing
- Temperature Measurement Instruments and Duct Systems
- Title 24 Certification
- Triangulation Fittings
- Triangulation Layout
- Welding Certification – Preparation Class
- Welding I
- Welding II

Commercial Skills

Journeyworker

- Advanced Welding Skills
- Aerial Lift Training
- Architecture Designs
- Building Automation & Controls 1-6
- California AB841 Ventilation Requirements
- California Green Building Code Training
- Control System Service
- Detailing
- Duct Pressure Testing
- Energy Auditing: Total Building (Green Training)
- Energy Auditing: Total Heating Ventilation and Air Conditioning (HVAC) Systems
- Fire and Smoke Damper Technician Training
- Fire/Life HVAC System Building Inspection Training
- Fire Life Safety Level 2
- Gas Tungsten Arc Welding (GTAW) Welding
- Grinding and Polishing
- HERS (California Home Energy Rating System Program)
- Job Coordination Training
- Lean Construction Training
- Management and Monitoring of Materials
- Materials and Equipment Testing for Industrial Use
- Proper Machine and Equipment Set-Up
- Rigging and Signal Training
- Safe Working Practices
- Service Technician
- Smoke Control System Technician Training
- Survival Skills
- Layout Review
- Technology Update
- Trade Math
- Testing Adjusting and Balancing Bureau Certification Training (TABB)
- Testing Materials and Equipment –Proper Set-Up and Use
- Title 24 Certification
- California Mechanical Acceptance Testing Technician Certification (MATT)
- Energy Efficiency
- Understanding Changes to Industry Standards

- Upgrading Lead Handling and Asbestos Removal Skills
- Welding Certification – Preparation Class
- Working with Building Materials Training

Computer Skills

Apprentice

- AutoCAD (Introduction, Intermediate, Advanced)
- Benchmark Certification (CAD)
- Bluebeam Software
- Building Information Modeling Software
- Intro to Revit
- Revit Detailing Software
- Sheet Metal/HVAC Detailing

Journeyworker

- 3-D Modeling – Virtual Construction
- Automated Systems Applications
- Benchmark Software – Lean Construction
- Job Tracking System
- Intro to Revit
- Revit Computer-Aided Design (CAD) Detailing Software
- Scheduling & Planning Jobs

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Tri-Counties Sheet Metal Workers Joint Apprenticeship Committee

Contract Number: ET27-0918

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Apprenticeship Priority Rate Retrainee	Industry Sector(s):	MEC Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	San Luis Obispo, Santa Barbara, Ventura	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☒ Yes ☐ No Sheet Metal Workers' Local Union No. 104		

Turnover Rate:	≤ 20%	Managers/Supervisors: (% of total trainees)	≤ 20%

Funding Detail

Program Costs	+	Support Costs	=	Total ETP Funding
$36,443		$2,507		$38,950

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

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 Apprentice Retrainee	50	8-210	0-0	33	$779	$28.66

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

Published Minimum Hourly Wage by County: Job Number 1: $28.66 per Collective Bargaining Agreement	
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: $5.70 **Health benefits over $2.50 has been verified in the collective bargaining agreement wage tables.**	
Fringe Benefits:	This Division of Apprenticeship (DAS)-registered apprenticeship program complies with the requirements set forth in SB 1321 and California Code of Regulations, Title 8, Section 208. In accordance with these requirements, apprentice compensation includes a wage package consisting of both taxable wages and verifiable fringe benefits, such as health insurance, pension contributions, and other customary industry benefits. All fringe benefit contributions are documented, auditable, and reasonably related to actual benefit costs, as required by law. If fringe benefits are not provided, the full value of the wage package is paid directly as wages.
Wage Progression:	This DAS-registered apprenticeship program complies with SB 1321 and California Code of Regulations, Title 8, Section 208, by establishing a clearly defined wage progression schedule. Apprentice wages increase at regular intervals based on the completion of specified on-the-job training hours, related supplemental instruction (RSI), and fulfillment of any additional criteria set forth by the program standards. Each wage step is expressed as a percentage of the prevailing Journeyworker wage, ensuring compensation as apprentices advance through the program. This structured progression meets ETP requirements for demonstrating wage increases over time and supports long-term career development in the skilled trades.

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, Apprentice, Retrainee					
Apprentice Sheet Metal Worker	$22.96 - $49.76	**50**	0	5	45

Introduction

Founded in 1941, Tri-Counties Sheet Metal Workers Joint Apprenticeship Committee (Tri-Counties JAC) (www.tcjatc.org) was formed jointly by the Sheet Metal Workers' International Local 104 and the Sheet Metal and Air Conditioning Contractors National Association. Tri-Counties JAC provides training to both Apprentices and Journeyworkers within its membership; however, this proposal targets sheet metal Apprentices. Participating employers are located in the counties of Ventura, Santa Barbara and San Luis Obispo.

The primary mission of the Tri-Counties JAC is to produce highly trained sheet metal workers in the Tri-County area. The organization provides up-to-date industry skills training and secures high-quality job opportunities for its members. Dedicated to developing and enhancing work skills, the Tri-Counties JAC aims to support Apprentices and Journeyworkers within the Local 104 membership in achieving secure, well-paid careers in the sheet metal construction industry. This, in turn, helps both large and small employers in California maintain their businesses and thrive within the community.

Tri-Counties JAC actively supports outreach to underserved communities by sending apprenticeship program announcements to local, state, and federal agencies, as well as high schools, community colleges, and community-based organizations. JAC representatives provide presentations at schools and community events to expand awareness of the sheet metal trade and encourage participation among women, the underrepresented, and individuals facing barriers to employment.

ETP Priority 10200(b)

The JATC follows High Road Apprenticeship standards: earn-while-you learn model, performance-based wage progression as included in their Collective Bargaining Agreement, industry, not company or private certifications, DAS-approved curriculum, paid job placement during training and after training, and healthcare and benefits during training and after training.

Veterans Program

Tri-Counties JAC is committed to supporting job-related training that helps Veterans transition into the California workforce. The JAC recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades. The JAC also does outreaching to veteran-specific job fairs directly targeted to veterans.

All veterans receive additional points toward their application. Currently, the Tri-Counties JAC is working with DAS to allow veterans direct entry into the JAC's apprentice program without being required to take the entrance exam. The Tri-Counties JAC is committed to giving the men and women who have served our country a chance to learn the sheet metal trade as well as have an easier transition from serving in the Armed Forces to civilian life.

Apprenticeship Program

The Panel funds Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by DAS. ETP funding supplements cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Apprenticeship programs vary in length. In this project the

program is five years. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Ventura County Office of Education).

For the building trades, it is not customary for workers to be employed for a standard retention period of 90 consecutive days with one employer. In that instance, the Panel may substitute non-consecutive hours worked for retention. This modified retention period must be no less than 500 hours within 272 days with more than one employer. Both the standard and modified retention periods will apply to this proposal.

Project Details

The sheet metal trade is unique in its involvement in designing, manufacturing, and installing its own products. To address industry changes and ensure competitiveness, Tri-Counties JAC has developed a customized training program for its members, employers, and the broader construction industry. Key reasons for this initiative include increased demand for skills in virtual building modeling, technical drawings, and welding. Additionally, there is a pressing need to reduce material waste, rework, and project delays, driven by evolving California energy efficiency regulations, competition from out-of-state and non-union companies, and higher customer quality expectations.

The JAC will provide a pipeline of highly trained sheet metal workers, ensuring that employers have access to a reliable and skilled workforce to meet current and future industry demands. With significant construction activity planned throughout the region, the need for qualified sheet metal workers is expected to remain strong. The following are examples of upcoming projects that will require a highly skilled workforce:

- Cal Poly San Luis Obispo – San Luis Obispo Ongoing campus construction and renovation requiring skilled sheet metal workers for Heat, Ventilation, and Air Conditioning (HVAC) installation, duct systems, energy-efficient mechanical upgrades, and related fabrication work.
- Diablo Nuclear Power Plant – Avila Beach Major industrial facility with ongoing work requiring precision mechanical fabrication, specialized metal work, and strict adherence to safety and technical standards for critical infrastructure.
- Oxnard Unified School District – Oxnard School-facility modernization and HVAC upgrades requiring duct installation, ventilation improvements, and energy-efficiency work across multiple sites.
- Point Mugu Naval Air Base – Ventura County Military base projects involving advanced mechanical system installation, fabrication, and specialized sheet metal work to support high-security facility operations.
- University of California Santa Barbara – Santa Barbara Campus projects requiring architectural sheet metal, ventilation systems, and energy-efficient HVAC upgrades aligned with UC sustainability and construction standards.
- Ventura Unified School District – Ventura Ongoing school construction and renovation requiring HVAC installation, ductwork, and mechanical system upgrades to meet current energy and ventilation requirements.

Training Plan

Training will be delivered by Class/Lab and E-Learning methodologies in the topics below:

Commercial Skills: Training will be provided in topics such as Architectural Sheet Metal Practices, Roof Drainage Systems, and Servicing HVAC Systems.

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.

Training Hours Limitation

Retraining hours are capped at 200 per-trainee. However, Tri-Counties JAC is asking for a modification of the cap. For Apprentice trainees who complete OSHA 10 training, this cap extends to 210 hours.

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

Tri-Counties JAC's Training Coordinator will oversee project administration, supported by dedicated staff who manage recruitment, scheduling, needs assessment, and ETP compliance. Trainers are former or current members of the trade with extensive field experience in the skills required on today's worksites. Training activity will be tracked using ETP-approved rosters. Tri-Counties JAC has also retained Strategy Workplace Communications to assist with compliance, roster management, trainee enrollments, and invoicing.

Marketing and Support Costs

Tri-Counties JAC promotes its training program through its website, trade shows, brochures, industry contacts, and e-mail announcements, and also shares information at labor-management meetings and industry events. Application announcements are distributed to agencies, high schools, community colleges, and community-based organizations, with additional outreach through presentations at schools and community events. Tri-Counties JAC requests 8% support costs to continue recruitment and assessment activities, and will collaborate with its union locals as they reach out to new employers.

Trainer Qualifications

DAS-approved apprenticeships offer a structured approach to learning a trade or occupation, combining hands-on training with classroom instruction. These programs are led by qualified trainers who meet industry educational standards. To ensure effective teaching, these trainers are Journeyworker level in their specific trade or occupation.

Tuition Reimbursement

Tri-Counties JAC 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) ($ %)
ET26-0926	09/29/25 - 09/28/27	$153,340	55	0	$150,921 (98%)

· ET26-0926: Per Cal-E-Force the contractor has uploaded 6,533 hours and projects to earn 100% of the agreement.

· ET25-0936: Per Cal-E-Force the contractor has uploaded 4,250 hours and projects to earn 100% of the agreement.

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 $ %
ET25-0936	09/30/24 - 09/29/26	$95,040	40	50	$95,040 (100%)
ET24-0905	10/02/23 - 10/01/25	$102,084	47	47	$102,084 (100%)
ET23-0910	10/03/22 - 10/02/24	$128,565	45	47	$121,584 (95%)

Subcontractors

Subcontractor Type	Subcontractor Name	City, State	Cost / %
Development	Strategy Workplace Communications	Alameda, CA	$0
Administrative	Strategy Workplace Communications	Alameda, CA	13% of Earned Amount

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:

Commercial Skills

Apprentice

- AB 841 – Energy Efficiency in Public Schools
- Additional Architectural Sheet Metal Work
- Advanced Roof Drainage Systems
- Advanced Sheet Metal Fabrication
- Air and Air Properties
- Architectural Drawings
- Architectural Installation
- Architectural Sheet Metal Practices
- Architectural Sheet Metal Shop Drawings
- AutoCAD – Introduction, Intermediate, Advanced
- Beginning Heating, Ventilation, and Air Conditioning (HVAC)
- Benchmark Certification – Computer-Aided Design (CAD)
- Bluebeam Software
- Building Information Modeling (BIM) Software
- Change Ogee Offsets
- Codes and Symbols
- Communication
- Controls
- Cooling
- Core I – Safety and Tools
- Core II – Beginning Layout
- Core III – Advanced Layout
- Core IV – Architectural Principles
- Creating Shop Details
- Duct Change Elbows
- Duct Cleaning
- Duct Design
- Duct “S” Offsets
- Duct Systems
- Electrical Drawings
- Electricity
- Energy Auditing
- Energy Management Systems
- Environmental Protection Agency (EPA) Certification
- Field Safety
- Fire and Life Safety Certification – Levels 1 and 2
- Flashings
- Freehand Sketching
- Geometric Construction
- Gas Metal Arc Welding (GMAW)

- Gas Tungsten Arc Welding (GTAW)
- Grinding and Polishing
- Heating
- Hoisting and Rigging
- Heating, Ventilation, and Air Conditioning (HVAC) I
- Heating, Ventilation, and Air Conditioning (HVAC) II
- Indoor Air Quality
- Infectious Control Risk Assessment
- Installing Architectural Sheet Metal Items
- Introduction to Architectural Sheet Metal
- Introduction to Heating, Ventilation, and Air Conditioning (HVAC) Systems
- Introduction to Parallel Lines
- Introduction to Triangulation
- Introduction to Welding
- Laser Welding
- Lines and Lettering
- Mechanical Acceptance Testing – Title 24
- Mechanical Drawings
- Metal Inert Gas Welding (MIG – GMAW)
- Pictorial Drawings
- Planning Architectural Installation
- Plans and Specifications
- Refrigerant Cycle
- Revit Detailing Software
- Roof Drainage Systems
- Safety in Field Installation
- Service and Start-Up
- Servicing Heating, Ventilation, and Air Conditioning (HVAC) Equipment
- Servicing Heating, Ventilation, and Air Conditioning (HVAC) Systems
- Sheet Metal and Metal Products
- Sheet Metal Shop Drawings
- Sheet Metal Welding, Brazing, and Soldering
- Sheet Metal and Heating, Ventilation, and Air Conditioning (HVAC) Detailing
- Shielded Metal Arc Welding (SMAW)
- Specifications
- Start-Up and Commissioning Systems
- Structural Drawings
- Testing, Adjusting, and Balancing (TAB)
- Testing, Adjusting, and Balancing (TAB) Certification
- Testing, Adjusting, and Balancing (TAB) Instrument Use
- Testing, Adjusting, and Balancing (TAB) Work
- Temperature Measurement Instruments and Duct Systems
- The Contract Documents
- Tungsten Inert Gas Welding (TIG – GTAW)
- Title 24 – Mechanical Acceptance Test Technician (MATT) Level 1
- Trimble Global Positioning System (GPS) Training
- Ventilation
- Waterproofing Roof Edges and Walls

- Welding Equipment Safety
- Welding Equipment Set-Up
- Welding Safety
- Y Branches

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

Training Proposal for:

Lester Lithograph Inc. dba The Castle Press

Contract Number: ET27-0144

Delegation < $75,000 Single Employer

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee SB < 100	Industry Sector(s):	Manufacturing
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Orange	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		

Number of Employees in:	CA: 26	U.S.: 26	Worldwide: 26
Turnover Rate:	5%		
Managers/Supervisors: (% of total trainees)	N/A		

Funding Detail

In-Kind Contribution	Total ETP Funding
$50,000	$16,800

Training Plan Table

Job No.	Job Description	Estimated No. of Trainees	Range of Hours			Average Cost per Trainee	Post-Retention Wage
			Class / Lab	CBT	Weighted Avg:		
1	Priority Rate SB < 100 Retrainee	20	8-200	0-0	30	$840	$24.67

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

Published Minimum Hourly Wage by County: Job Number 1: $24.67 for Orange County	
Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.	
Used to meet the Post-Retention Wage?: ☒ Yes ☐ No	
Health Benefits may be used to meet the Post-Retention Wage as follows: Job Number 1: $2.50	
Fringe Benefits:	The Company offers a comprehensive fringe benefits package to all eligible employees to support recruitment and retention. Benefits include paid time off, nine paid holidays annually, subsidized medical, dental, vision, and chiropractic insurance, life insurance, an Employee Assistance Program (EAP), a steel-toed footwear allowance, and chaplain services. The Company also provides a 401(k) retirement savings plan with an employer matching contribution of up to 5% of employee pay. These benefits are made available on an equitable basis to all eligible employees.
Wage Progression:	The Company maintains a structured wage progression program that supports employee skill development, retention, and career advancement. Employees receive an initial performance review after 90 days of employment, followed by annual performance evaluations. Wage increases are based on demonstrated performance, acquisition of new job skills, successful completion of training, and increased job responsibilities. Employees who advance into higher-skilled or supervisory positions are eligible for additional wage increases, with typical annual merit increases averaging 3% to 5%.

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	$20 and Under	$20.01 to $25	Over $25.01
JOB NUMBER 1 - Priority Rate, Retrainee					
Administration Staff	$22.17 - $40.00	**5**	0	2	3
Production	$22.17 - $45.00	**13**	0	2	11
Manager/Supervisor	$22.17 - $50.00	**1**	0	1	0
Owner	N/A	**1**	0	0	1

Introduction

Founded in 1980 and headquartered in Anaheim, Lester Lithograph, Inc. dba The Castle Press (Castle Press) (https://www.castlepress.com) is a commercial printing company specializing in the production of brochures, catalogs, direct mail, and other printed materials for a diverse customer base. The Company provides end-to-end manufacturing services, including graphic design, pre-press, offset and digital printing, in-house bindery, finishing, and mailing. Castle Press primarily serves organizations requiring high-quality marketing collateral to support customer outreach and fundraising efforts, as well as medical and pharmaceutical manufacturers that must produce FDA-compliant printed instructions for use accompanying regulated products. Training under this proposal will be delivered at the Company's facility in Anaheim. This will be Castle Press's third ETP Contract within the past five years.

ETP Priority 10200(b)

The proposed training project supports ETP priorities by strengthening California's manufacturing workforce through investment in advanced printing technologies, continuous improvement, and workforce development. As a California-based manufacturer, Castle Press is enhancing employee skills to support technology adoption, improve operational efficiency, maintain high-quality production standards, and expand into new markets while remaining competitive with out-of-state and international providers. The training project promotes employee retention, career advancement, and long-term workforce development by providing technical, leadership, and manufacturing training that supports the continued growth and competitiveness of California's manufacturing sector.

Veterans Program

Although the Company is not seeking a separate Veteran job number, the Company will continue to recruit and identify Veterans to fill job postings and open positions at the company.

Project Details

The commercial printing industry continues to evolve through advances in digital printing technologies, automated production equipment, and increasing customer demand for customized high-quality products. Building upon previous training focused on printing technologies and production processes, this training project will focus on strengthening employee technical skills, leadership capabilities, and proficiency with advanced manufacturing systems. To remain competitive, Castle Press is investing in workforce development that

supports business expansion, operational excellence, and continuous improvement across its manufacturing operations.

Employees will receive training in digital production technologies, Customer Relationship Management (CRM) systems, Management Information Systems (MIS), Adobe Creative applications, web-to-print technologies, quality management, lean manufacturing, and continuous improvement practices. Additional training will strengthen production operations, pre-press, equipment maintenance, inventory management, quality assurance, hazardous materials handling, and project management while supporting implementation of updated workflows and manufacturing technologies.

Through technology adoption, leadership development, and structured workforce training, Castle Press will improve operational efficiency, product quality, employee productivity, and workforce retention while creating opportunities for career advancement and supporting the Company's continued growth in California's commercial printing industry.

Training Plan

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

Business Skills: This training will be offered to all occupations and includes Customer Relations, Leadership/Coaching Skills, Presentation Skills, and Product Knowledge.

Computer Skills: This training will be offered to all occupations and includes Adobe-Creative, Marketing, Document Management, Customer Relation Management (CRM), and New MIS System Installation and Use.

Continuous Improvement Skills: This training will be offered to all occupations and includes ISO 9001: 2008, Lean Manufacturing Operations, Process Improvement, and Teambuilding.

Hazardous Materials Skills: This training will be offered to Production and includes Hazardous Material Handling and Material Safety Data Sheets.

Manufacturing Skills: This training will be offered to Production and includes, Design & Prototyping, Equipment/Printing Operations, Inspection Techniques, Inventory Processes, and Pre-Press.

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.

PL training will provide employees with practical experience operating advanced printing, bindery, and finishing equipment while reinforcing ISO-certified quality management procedures and customer-specific production requirements in a live manufacturing environment. PL Manufacturing Skills training is critical because the knowledge and skills required to operate the Company's equipment and quality systems cannot be fully developed through classroom instruction alone. While many new hires have prior printing experience, they must be trained on the Company's proprietary software systems, ISO-certified quality management procedures, and customer-specific production requirements. In addition, Castle Press is implementing more automated printing, bindery, and finishing equipment, requiring

both new and experienced employees to develop hands-on proficiency with updated technologies and workflows. The Company is also using PL training to develop lower-skilled employees for higher-skilled positions in its bindery, finishing, and digital press operations.

PL training will include hands-on instruction in equipment operation, production processes, and quality control. Trainees will learn to safely operate large paper cutters, folders, stitchers, perfect binders, automated finishing equipment, and digital presses while producing work that meets stringent customer quality standards. Because each production job has unique specifications, trainees must learn to recognize project-specific requirements, adjust machine settings accordingly, identify and correct quality issues, and apply ISO procedures in a live production environment. Training will begin with basic equipment operation before progressing to supervised work on customer orders at reduced production speeds to ensure quality requirements are consistently achieved.

The Company is requesting up to 10 hours of PL training for 13 Production employees. PL training will be conducted on the production floor using a 1:1 trainer-to-trainee ratio and delivered by qualified subject matter experts with extensive knowledge of the Company's equipment, products, and manufacturing processes. Training outcomes will be measured by each trainee's ability to independently perform a full production shift with minimal supervision while consistently meeting established quality standards and production requirements.

Alternate Recordkeeping

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

Commitment to Training

Castle Press' annual training budget in California is $50,000. The Company is committed to providing training to staff such as new-hire orientation, leadership, legally mandated training, and extensive training in safety. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

- Training Infrastructure

The Company’s President will oversee the administration of this project including managing the scheduling, delivery, and documentation of training. In addition, Castle Press has frontline Managers/Supervisors who will deliver the training as the in-house subject matter experts. 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 $ %
ET24-0327	03/14/24 - 03/13/26	$12,420	30	17	$11,946 (96%)
ET21-0353-000	06/09/21 - 06/08/23	$33,120	32	24	$12,506 (38%)

ET21-0353: The project faced challenges due to administrative changes that affected training coordination and documentation. With new leadership and stronger processes in place, the Company is focused on improving tracking and delivering stronger results moving forward.

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

- Communication Skills
- Customer Relations
- Leadership/Coaching Skills
- Presentation Skills
- Planning
- Product Knowledge
- Project/Program Management
- Sales

Computer Skills

- Adobe-Creative, Marketing, Document Management
- Web to Print Software
- Customer Relation Management (CRM)
- New MIS System Installation and Use
- MS Office: Word, Excel and Outlook (Advanced)
- Payroll
- Web Design

Continuous Improvement Skills

- ISO 9001: 2008
- Lean Manufacturing Operations
- Process Improvement
- Problem Solving Tools and Techniques
- Quality improvement
- 5S
- Teambuilding

Hazardous Materials Skills

- Hazardous Material Handling
- Material Safety Data Sheets

Manufacturing Skills

- Design & Prototyping
- Equipment/Printing Operations
- Inspection Techniques
- Good Manufacturing
- Inventory Processes
- Maintenance & Troubleshooting
- Pre-Press
- Product Assembly/Packaging/Shipping
- Operation
- Preventative Maintenance

- Standard Operating Procedures
- Troubleshooting

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

Trainees may receive any of the following:

Manufacturing Skills

- Design & Prototyping
- Equipment/Printing Operations
- Pre-Press
- Product Assembly/Packaging/Shipping Operation

Training Proposal for:

One Week Bath, Inc.

Contract Number: ET27-0142

Delegation < $75,000 Single Employer

Panel Meeting of: September 25, 2026

Project Profile

Contract Attributes:	Priority Rate Retrainee SB < 100 SET	Industry Sector(s):	Construction
		Priority Industry:	☒ Yes ☐ No
Counties Served:	Los Angeles	Repeat Contractor:	☒ Yes ☐ No
Union(s):	☐ Yes ☒ No		

Number of Employees in:	CA: 68	U.S.: 68	Worldwide: 68
Turnover Rate:	6%		
Managers/Supervisors: (% of total trainees)	N/A		

Funding Detail

In-Kind Contribution
$72,062

Total ETP Funding
$55,384

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	46	8-200	0-0	43	$1,204	$33.64

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

Published Minimum Hourly Wage by County:
Job Number 1: $33.64 per hour for SET Priority Wage

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

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

Health Benefits may be used to meet the Post-Retention Wage as follows:
Job Number 1: $2.50

Wage Range by Occupation					
Occupations	Wage Range	Estimated number of trainees			
		Total	$20 and Under	$20.01 to $25	Over $25.01
JOB NUMBER 1 - Priority Rate, SET, Retrainee					
Installer	$31.14 - $49.00	**25**	0	0	25
Administration Staff	$31.14 - $50.00	**6**	0	0	6
Sales Associate	$31.14 - $50.00	**10**	0	0	10
Manager & Supervisor	$31.14 - $50.00	**4**	0	0	4
Owner	N/A	**1**	0	0	1

Introduction

Founded in 2000 and headquartered in Van Nuys, One Week Bath, Inc. (One Week Bath) (www.oneweekbath.com) specializes in bathroom remodels with custom designs offering full service, all-inclusive design and build processes focusing on high quality full bathroom remodels within one week to residential customers throughout Southern California. Training will be for its two locations in Los Angeles County. This is One Week Bath's third ETP project, the second in the last five years.

Veterans Program

One Week Bath does not have a specific Veteran's outreach program at this time, however, the Company recruits and currently employs several Veterans.

Project Details

In prior projects, One Week Bath focused training on expanding its worksites. Under this proposal, One Week Bath has developed a training plan focused on improving remodeling skills. The Company has expanded its training center which will provide mock-ups of traditional bathroom remodels where staff will do hands-on training on all aspects of a bathroom remodel to include refinishing work. Due to the complexity of bathroom remodeling, the creation of the training center will allow the Company to provide workers with the necessary skills to complete jobs effectively and efficiently. With plans to increase their headcount by 20% each year, this training will allow the Company to hire new employees with little to no experience and train these individuals from the ground up.

In addition, One Week Bath has upgraded its Enterprise Resource Planning (ERP) Software and training will ensure employees are prepared to navigate the new system effectively. Furthermore, the Company will also train staff in leadership, product knowledge, and customer service. Training under this proposal will ensure the Company standardizes its training while increasing market share and customer retention.

Training Plan

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

Business Skills: Training will be offered to all occupations focused on improving customer service. Training topics include Communication, Customer Service, and Product Knowledge.

Commercial Skills: Training will be offered to Installers focused on proper installation techniques. Training topics include Equipment and Operations, Drywall Installation, and Framing.

Computer Skills: Training will be offered to all occupations focused on internal software. Training topics include Revenue Management System (RMS) Software, Time Tracking, and GPS Software.

Continuous Improvement Skills: Training will be offered to all occupations focused on improving work processes. Training topics include Productivity Improvement, Quality Systems and Procedures, and Process Improvement.

Certified Safety Training

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

Productive Laboratory

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

One Week Bath is requesting 8 hours of PL-Commercial Skills training for 20 Installers with a 1:1 trainer-to-trainee ratio. PL training is crucial for Installers as the Company will need to train Installers on the Company's techniques and new employees do not have all the skills necessary for the job. Installers will be trained on Tile Installation, Plumbing, Electrical, Framing, Drywall Installation, and Painting & Staining. Equipment Operations training includes hand tools, tile saws, drills, compressors, sanders, and routers. PL training will provide employees hands on training on bathroom remodeling at a variety of different job sites. All PL training will occur at jobsites conducted by a qualified trainer. During ETP-funded training, the trainer's time will be dedicated to the delivery of PL to the trainee. After a specified number of successful completions of the task, the trainee will be deemed competent.

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.

Commitment to Training

One Week Bath invests $100k annually for all its locations on training including new hire orientation and general safety. ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

- Training Infrastructure

The Controller will be responsible for overseeing all aspects of the training project including scheduling training, roster collection, and enrolling trainees. Training will be provided by in-house subject matter experts and external vendors as necessary. The Company has also retained the services of a third party subcontractor who will assist with the administration of this project.

Prior Projects

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

Contract No.	Term	Approved Amount	Approved Estimated No. Trainees	No. Retained	Payment Earned $ %
ET23-0158	10/03/22 - 10/02/24	$115,460	108	46	$55,102 (48%)

ET23-0158: The Company experienced delays in ramp-up and onboarding the training program. This resulted in training delivery limitations and overall participation and completion of training. The Company has now implemented a company-wide mandate ensuring rosters are completed and management is in full support of this project. This project has been right-sized to not exceed the previous contract's earnings.

Subcontractors

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

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

Exhibit B: Curriculum

Class/Lab/E-Learning

Trainees may receive any of the following:

Business Skills

- Budget
- Coaching Skills
- Communication
- Conflict Management
- Customer Service
- Leadership
- Performance Management Planning
- Product Knowledge
- Risk Management
- Schedule Coordination

Commercial Skills

- Drywall Installation
- Demolition
- Electrical
- Equipment and Operations
- Framing
- Job Cost
- Materials Handling and Storage
- Painting & Staining
- Plumbing
- Power Tool Use and Guarding
- Prepping/Protecting Property
- Respiratory Protection
- Site Logistics
- Tile Installation
- Work Zone Traffic Control

Computer Skills

- Enterprise Resource Planning (ERP) Software
- GPS Software
- HubSpot (CRM)
- Microsoft Office (Intermediate/Advanced)
- QuickBooks
- Revenue Management System (RMS) Software
- Time Tracking

Continuous Improvement Skills

- Process Improvement
- Problem Solving/Decision making
- Productivity Improvement

- Quality Systems and Procedures
- Team Building

Safety Skills - OSHA 10 (Certified-OSHA Instructor)

- OSHA 10

Safety Skills - OSHA 30 (Certified-OSHA Instructor)

- OSHA 30

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

Trainees may receive any of the following:

Commercial Skills

- Equipment Operations
- Field Operational Procedures
- Drywall Installation
- Demolition
- Electrical
- Framing
- Job Cost
- Painting & Staining
- Plumbing
- Prepping/Protecting Property
- Tile Installation