

DELEGATION ORDER



**Training Proposal for:
Andrew Furuseth School of Seamanship**

Agreement Number: ET15-0467

Approval Date: June 8, 2015

ETP Regional Office: San Diego

Analyst: S. Godin

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Transportation/Logistics Goods Movement Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No The Sailors Union of the Pacific		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL:

Program Costs	+	Support Costs	=	Total ETP Funding
\$32,400		\$2,250 8%		\$34,650

In-Kind Contribution:	50% of Total ETP Funding Required	\$38,826
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	Retrainee Priority Rate	Commercial Skills, HazMat	25	8-200	0	\$1,386	\$16.44
				Weighted Avg: 72			

Minimum Wage by County: This is a statewide project; however, AFSS states that all retrainees will meet or exceed an hourly wage of \$16.44 per hour.

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

Used to meet the Post-Retention Wage?: Yes No Maybe
Participating employers may use health benefits to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Seaman		25

INTRODUCTION

The Andrew Furuseth School of Seamanship (AFSS) was founded in 1942 and is located at the Sailors’ Union of the Pacific headquarters’ building in San Francisco. AFSS is dedicated to the education and promotion of seamen in all phases of the maritime industry.

AFFS, the Sailor’s Union of the Pacific (SUP), and its signatory maritime employers formed a Training Trust in 2002 for the purpose of providing training to eligible seamen. The Trust is governed by a Board of Trustees comprised of 2 labor and 3 management representatives. The SUP has collective bargaining agreements with six maritime companies, two of which are included in this proposal.

Trainees in this agreement operate vessels for the transportation of freight and passengers on the deep seas primarily out of California ports located in San Francisco, Oakland, Alameda, San Pedro and Long Beach. These goods are transported to foreign ports all over the world, including the Pacific Rim and the Middle East, as well as to domestic ports in Hawaii and other Pacific Coast locations. Trainees in the proposed Agreement crew commercial ships, tugs and barges engaged in maritime transport. Typical duties include bridge watch-standing, shipboard and shore side maintenance, emergency response on deck or in the engine areas, and stewarding onboard.

Eligibility

AFSS is eligible for ETP funding as a private school. Under Title 22, California Code of Regulations (CCR) 4426, private schools must be approved or certified by an independent third party whose review standards are satisfactory to the Panel.

The AFSS training program being funded by ETP is certified by an independent third party, the U.S. Coast Guard, whose review standards are satisfactory. As well, the training standards have been approved by the International Maritime Organization (IMO), a special branch of the United Nations created in 1959. These are the Standards of Training Certification and Watchkeeping (STCW) adopted by IMO and last revised in 2012. This determination is unique to the facts and circumstances of the school's training standards and certification.

PROJECT DETAILS

AFSS currently provides training in a variety of basic mariner skills required by the signatory employees; however, its current course offerings are not sufficient to meet the latest revision of the STCW. Furthermore, global competition and new technology require more specialized training than what AFSS has been able to offer. ETP-funded training will allow AFSS to offer certificated courses that will enable entry-level mariners to promote from the classification of Ordinary Seaman to Able Bodied Seaman and meet new regulatory requirements mandated by the U.S. Coast Guard. Without this training, limited opportunities will be available for these workers.

Employer Commitment

AFSS has submitted Participating Employer Certifications representing 100% of the trainee slots being requested.

Marketing and Support Costs

AFSS is requesting 8% in support costs to conduct ongoing assessments of employer-specific job requirements, identification of each trainee's skill deficits, and the development of individual training plans for each trainee. AFSS has one full-time training director dedicated to training assessments and scheduling of training.

TRAINING PLAN

Training in this proposal is 100% Center based. AFSS has subcontracted with Training Resources Limited, Inc. (TRL) located in San Diego to provide all of the ETP-funded training. TRL has extensive experience preparing Ordinary Seamen to advance to the classification of Able Bodied Seamen. Training is scheduled to begin upon ETP approval and will be coordinated by the AFSS training director.

Commercial Skills (75%) – Trainees will receive skill sets needed to advance from Ordinary Seaman to Able Bodied Seaman. Trainees will also receive skills needed to qualify for the STCW.

Hazardous Materials Handling (25%) – Training will provide trainees with the skills to contain oil and other hazardous material spills while at sea. Trainees will also be trained in marine pollution prevention and security and proper handling of explosive/combustible materials.

Commitment to Training

Training provided through AFSS will not displace the training that participating employers currently provide. Once trainees have completed the Able-Bodied Seamanship skills class/lab training, they will receive on-the-job training (on-the-job training not funded by ETP) on ship to put the new skill sets to practical use. ETP-funded training will upgrade skills and increase opportunities for advancement.

Impact/Outcome

Training delivered in the proposed ETP Agreement will enable Ordinary Seamen to promote to Able-Bodied Seamen and meet new regulatory requirements mandated by the U.S. Coast Guard, consistent with the STCW.

Retention Modification

For Seamen and Mariners, it is not customary for workers to be employed for a standard retention period of 90 consecutive days full-time 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. Staff recommends using both the standard modification and the modified retention.

Tuition Reimbursement

In accordance with Title 22, CCR, Section 4412.1, AFSS 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 Agreement

RECOMMENDATION

Staff recommends approval of this proposal.

PRIOR PROJECTS

AFSS has not had any prior projects within the last five years.

DEVELOPMENT SERVICES

California Labor Federation (Cal Fed) in Sacramento assisted with development of this proposal. [Note: Cal Fed is eligible to receive 10% of the approved amount of funding for referrals such as this, under a marketing agreement with ETP, not to exceed \$15,000. In this proposal, the fee will be \$3,465. This fee does not affect the approved amount of funding.]

ADMINISTRATIVE SERVICES

AFSS also retained Strategy Workplace Communications to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

Training Resources Limited, Inc. of San Diego will provide training for a fee of \$55,500.

Exhibit B: Menu Curriculum

Class Lab Hours

8-200

Trainees will receive any of the following:

COMMERCIAL SKILLS

Navigational

- 100 – 1600 Ton Master
 - Towing Endorsement
- Vessel Traffic Rules of the Road
- Radar Observer (ARPA)
- Bridge Resource Management

STCW and MMD ratings

- Rating Forming Part of a Navigational Watch
- Rating Forming Part of an Engineering Watch
- Specially Trained Ordinary Seaman
- Able Seaman
- Qualified Member of the Engine Department (QMED)
- QMED Oiler
- QMED Fireman/Watertender
- QMED Pumpman
- QMED Machinist
- QMED Electrician
- QMED Junior Engineer

Tankerman Endorsement

- Tankerman Assistant
- Tankerman Person-in-Charge

Engineering

- Designated Duty Engineer (DDE 1000 through DDE 4000)
- Limited Engineer Licenses

Steward Department

- Sanitary Food Preparation and Culinary Skills
- Restaurant Hazard Communication

Small boat operations

- Basic boat handling
- Launching and recovery
- Search and Rescue

Safety Training

- Personal Safety and Social Responsibility
- Water Survival

Marlinspike Seamanship

- Knots
- Splicing Broken Lines and Wire Cables
- Tackle, Pulley and Sheaves
- Block and Tackle
- Ground Tackle

Military training

- Basics of Naval Explosive Hazard Course
- Explosive Material Handling
- Explosive Cargo Handling and Stowage
- Small Arms Training: Initial Qualification and Renewal
- Emergency Communication Equipment

Survival and Emergency Response training

- Survival Craft
 - Lifeboatman
 - Proficiency in Survival Craft
 - Automatic Electronic Defibrillator (AED)
 - Medical First Responder
- Fire Fighting
 - Advanced Firefighting
 - Basic Firefighting
- Shipboard Seamanship
 - Cargo Handling Equipment
 - Crane Training
 - Forklift Operator Training
 - Side Loader Operator Training
 - Special Forklift Training for Explosive Material Handling
 - Hand-Truck Operation and Safety
 - Cargo Stowage
 - Chemical, Biological and Radiological Equipment
 - Shipboard Damage Control Equipment
 - Anti-Terrorism and Anti-Piracy Procedures
 - Nautical and Marlinspike Terminology
 - Compass Types and Definitions
 - Vessel Types and Construction

HAZARDOUS MATERIALS

- Oil Spills
- Dangerous Chemicals
- Marine Pollution Prevention
- Security Training

Safety training will be limited to 10% of total training hours per-trainee

Note: Reimbursement for retraining is capped at 200 total hours per-trainee, regardless of method of delivery.
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**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: AFSS

CCG No.: ET15-0467

Reference No: 14-0664

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Matson Navigation Company

Address: 555 12th Street

City, State, Zip: Oakland, CA 94607

Collective Bargaining Agreement(s): Yes – Sailors Union of the Pacific

Estimated # of employees to be retrained under this Agreement: 5

Total # of full-time company employees worldwide: 300

Total # of full-time company employees in California: 200

Company: Patriot Contract Services, LLC

Address: 1320 Willow Pass Road, Ste. 465

City, State, Zip: Concord, CA 94520

Collective Bargaining Agreement(s): Yes – Sailors Union of the Pacific

Estimated # of employees to be retrained under this Agreement: 20

Total # of full-time company employees worldwide: 470

Total # of full-time company employees in California: 272

Sailors' Union of the Pacific



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March 16, 2015

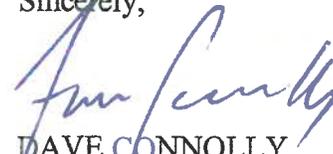
Employment Training Panel
1100 J Street, 4th Floor
Sacramento, CA 95814

Dear Panel Members:

This letter is to advise you that the Sailor's Union of the Pacific (SUP) supports the Andrew Furuseth School of Seamanship's ETP application. We have participated in meetings to understand how this training program would expand our members' skills to meet newly developed maritime industry standards. We have met regarding the ETP training schedule, the training curriculum and the recruitment plan for our members.

I fully support the ETP-funded training program and believe that the training will help SUP members meet the skills needed to position them for advancement and secure employment in the maritime industry. Should you have any other questions, please contact me at (415) 777-3400.

Sincerely,


DAVE CONNOLLY
Vice-President