



Training Proposal for:

**Apprentice & Journeymen Training Trust Fund of the
Southern California Plumbing and Piping Industry**

Agreement Number: ET17-0900

Panel Meeting of: June 24, 2016

ETP Regional Office: North Hollywood

Analyst: M. Webb

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate Veterans	Industry Sector(s):	Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Imperial, Inyo, Kern, Los Angeles, Orange, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Riverside, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Southern California Pipe Trades District Council 16		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$887,640		\$61,581 8%		\$949,221

In-Kind Contribution:	50% of Total ETP Funding Required	Inherent
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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 Apprentice	Commercial Skills	350	8-200	0	\$2,002	\$21.28
				Weighted Avg: 144			
2	Retrainee Apprentice Veterans	Commercial Skills	60	8-200	0	\$2,002	\$21.28
				Weighted Avg: 144			
2	Retrainee Journeymen	Commercial Skills, Computer Skills, Continuous Improvement, OSHA 10/30	60	8-200	0	\$1,411	\$21.28
				Weighted Avg: 60			

Minimum Wage by County: \$21.28 per hour Statewide (Priority Industry).
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

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
JOB NUMBER 1		
Apprentice Plumber and Pipefitter		350
JOB NUMBER 2-Veterans		
Apprentice Plumber and Pipefitter		60
JOB NUMBER 3		
Journeymen Plumber and Pipefitter		91

INTRODUCTION

Founded in 1959, the Apprentice & Journeymen Training Trust Fund of the Southern California Plumbing & Piping Industry (P&P Trust) (www.ajtraining.org) provides training for workers in the plumbing and pipefitting industry. The Trust was established by unions and contractors and is governed by a joint labor-management committee. The trust operates a total of 10 training centers in Southern California.

Union representation is through District Council 16 of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, which represents 12 local unions in Southern California. District Council 16 has multiple Joint Apprenticeship Training Committees (JATC) acting as program sponsors.

P & P Trust is responsible for training approximately 2,000 Apprentices and 12,000 Journeymen workers throughout Southern California. Members are employed by plumbing and mechanical contractors, building and plant owners, fabricating shops, manufacturing companies, and electric power companies. The Apprentice and Journeymen work in a variety of settings that include power stations, performing new construction and maintenance, heating, and plumbing service work. Through P & P Trust, trainees are taught how to install and service drainage systems, pipe fabrication and assembly, electronic control work, appliance repair, and operation of mechanical systems.

Apprenticeship Program

The Panel is authorized to fund Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). ETP funding is designed to supplement cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Depending on the type of trade, apprenticeship programs vary in length. In this case the program is five years.

Apprentice programs are typically sponsored by a JATC, as here. A JATC is created through collective bargaining, with an equal number of members appointed by union and management with employer contributions to a training trust fund. The employers are not “participants” but are signatories to the Collective Bargaining Agreement.

RSI is traditionally delivered as class/lab, and ETP does not reimburse CBT delivery for apprenticeship training. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Los Angeles Unified School District). The Apprenticeship Program allows reimbursement for up to 200 hours of RSI plus OSHA10, per-apprentice. (Journeymen are capped at 200 hours.)

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.

To ensure ETP does not displace Montoya Funds, Apprenticeship reimbursement is reduced by \$5, reducing the priority industry rate from \$18 to \$13 per hour. In addition, the Panel adopted a “blended rate” for Journeymen, reflecting the fact that they may be employed by a variety of contractors over the two-year term of contract ranging from large employers, to small (≤ 100

employees). This is \$22 per hour, midway between the Priority Industry standard rate (\$18) and Small Business rate (\$26).

The ETP wage for Apprentices is no less than \$21.28 per hour, tracking the Special Employment Training wage as modified for priority industries. However, the actual wages paid are shown in the Training Plan Table and contract when they exceed \$21.28, for both Apprentices and Journeymen.

PROJECT DETAILS

The piping and plumbing industry continues to change by improving technology and techniques being utilized by workers and meeting new production demands. Employers now prefer to hire workers that offer a wide range of skills and certifications in plumbing, pipefitting, valve repair, orbital welding, and medical gas installation. Training provided through this project will continue to prepare workers to complete complex construction jobs taken on by their employer.

P & P Trust provides training for apprentices and journeymen in occupations that provide service in plumbing and piping service and repair work. Skill sets taught include installation, gas fitting, assembly, air and water balance, appliance service and repair, electronic control work, pipe fabrication, quality control, and in plant operation of mechanical systems. Trainees will also learn techniques and methods in planning, designing, and installation of low and high pressure steam systems dependent upon the type of environment (geothermal plants, manufacturing plants, oil refineries, etc.).

Apprentice training provided will introduce workers to the basics in the industry. Trainees will learn the different plumbing/piping draining systems such as water, gas, waste, and vent systems, isometric drawing, water sizing, fittings, material handling, safety, and tools and hardware.

There is still a large need for workers that are skilled in green building systems to complete jobs for businesses invested in increasing energy efficiency. For Journeymen, Commercial Skills training will focus on energy efficiency, environmental design, and water conservation.

Training Plan

Commercial Skills (95%) Training will be offered to all occupations to increase worker skill sets in the piping and plumbing industry.

Computer Skills (2%): Training will be offered to Journeymen to ensure trainees can use computer software programs used by Employers. Course titles will include project management software and Computer-Aided Design (CAD).

Continuous Improvement (2%): Training will be offered to Journeymen to improve communication and problem solving skills. Staff will learn new techniques in project management and strategic planning.

OSHA 10/30 (1%): 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, although P & P Trust reports that contractors are requesting OSHA 10/30 for Apprentices, as well as Journeymen. 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.

LMS

Staff has reviewed and approved P&P Trust's use of a Learning Management System for recordkeeping.

Commitment to Training

Employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeymen.

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

P & P Trust has hired Steve Duscha Advisories and the Los Angeles Unified School District to both complete administration duties required in this Agreement. P & P Trust has assigned five staff members who will schedule all training sessions, and complete and collect training rosters that will be entered into their LMS. Third party administrators will assist by uploading training and enrollment data to ETP, document training hours, and provide assistance as an employer liaison.

Marketing and Support Costs

Employers are notified of P & P Trust through association websites, mailings, and presentations conducted throughout Southern California. Curriculum for this project has been developed by the piping industry that includes input from national and local unions, as well as businesses in the piping and plumbing industry. The committee has continued to update curriculum, training materials, and facilities to deliver training that is based on the expertise of memberships.

Specialized training under P & P Trust will increase pipefitter's knowledge and skill sets that lead to certifications that are recognized nationwide. Training will give workers and contractors the skills required to complete jobs efficiently, win bids, and provide high quality workmanship. P & P Trust requests 8% support costs to assist in Apprentice recruitment, employer outreach, and assessment of employer-specific job requirements. Assessments and recruitment will take place throughout the duration of the Agreement.

Training Coordinator/Qualifications

Employees of P & P Trust will provide all training under this project. Trainers are experienced journey level workers who are considered experts in the piping and plumbing field. Training is center-based and provided at P & P Trust locations.

Tuition Reimbursement

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

RECOMMENDATION

Staff recommends approval of this proposal.

PRIOR PROJECTS

The following table summarizes performance by P & P Trust under an ETP Agreement that was completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned	
				\$	%
ET15-0919	Van Nuys	03/02/15-03/01/17	\$649,905	\$649,905	(100%)
ET14-0909	Van Nuys	12/14/13-12/13/15	\$1,202,139	1,202,139	(100%)
ET13-0901	Compton	09/04/12-09/03/14	\$698,826	\$698,826	(100%)
ET11-0234	Compton	05/02/11-05/01/13	\$398,680	\$398,680	(100%)
ET09-0502	Compton	04/04/09-04/03/11	\$535,908	\$535,908	(100%)

DEVELOPMENT SERVICES

P & P Trust retained Steve Duscha Advisories in Sacramento to assist with development of this proposal for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

P & P Trust retained Steve Duscha Advisories and the Los Angeles Unified School District in Los Angeles to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum

Class/Lab Hours

8-200

Trainees may receive any of the following:

Journeyman Training

COMMERCIAL SKILLS

- Energy Efficiency in Existing Equipment
- Design and Installation of New Equipment for Energy Efficiency
- Renewable and Sustainable Fuel Sources
- Water Conservation
- LEED Standards(Leadership in Energy and Environmental Design)
- LEED Documentation and Rating System
- Instrumentation Classes
- Basic Instrumentation/EPRI Level I
- EPRI Level II
- Safety Classes
- Asbestos Awareness
- Competent Person
- Confined Spaces
- Mine Safety & Health Administration (MSHA)
- Pipeline Safety
- UA Industrial Rigging Classes
- Backflow Prevention
- Clean Room/Orbital Welding
- Fitter NITC
- HDPE
- LA Structural Steel
- Medical Gas
- Medical Gas Renewal
- Plumber NITC
- Service & Repair-Tankless Water Heater Installation & Troubleshooting
- Service & Repair-Water Heater Repair
- Trimble & Sokia Robotic Total Station Training
- Tube Bending
- UA Foreman
- Valves

COMPUTER SKILLS

- Computer Literacy for Plumbers & Pipefitters
- Working with Files
- Basic Computers
- Computer-Aided Design (CAD)
- Using Project Management Software

CONTINUOUS IMPROVEMENT

- Project Management
- Communication Skills
- Strategic Planning
- Problem Solving
- Quality Concepts

OSHA 10/30

- OSHA 10 (Requires completion of 10 hours)
- OSHA 30 (Requires completion of 30 hours)

Safety Training cannot exceed 10% of total training hour's per-trainee (This cap does not apply to Hazmat, OSHA 10/30 or HAZWOPER)

APPRENTICE TRAINING**COMMERCIAL SKILLS**

- Introduction to OSHA
- Hazard Communication
- Personal Protective Equipment
- Material Handling
- Electrical Safety
- Tool Safety
- Scaffold Safety
- Fall Protection
- Stairways and Ladders
- Confined Spaces
- Mathematics used in the Piping Trades
- Units of Measurement
- Rigging in the Pipe Trades
- Materials, Hardware and Tools Associated with Rigging
- Incorporate Units of Measuring and Mathematical Formulas w/rigging
- Use of Copper and Acetylene Torches
- Gas Distribution Systems and their Components
- UPC and Other Administrative Authorities
- Fittings, Pipes, Appliances and Materials
- Drainage Systems and their Components
- Water Treatment
- Water Treatment & Water Sizing
- Water Mains & Water Sizing
- Water Mains & Services
- Building Water Systems
- Hot Water Supply & Water Sizing
- Introduction to Basic Drawing Tools, Measuring Tools & Lettering Skills
- Three view, Plan view and Elevation View Drawings
- Graphic Symbols for Pipe Fittings and Valves
- Interpretation of Technical Diagrams and Piping Drawings
- Interpretation of Isometric Drawings
- Service & Repair/Fixtures & Controls

- Basic Electricity, Pneumatics, Hydraulics and Servicing of Gas and Electrical Appliances
- Failure Analysis
- Advanced Drawings
- Isometric Drawings
- Drawing Structural Backgrounds
- Drawing Sleeves without Dimensions
- Review Other Trades Drawings
- Design & Layout
- Isometric Drawing of Water, Gas, Waste and Vent Systems
- Plan View Drawing of Water, Gas, Waste and Vent Systems
- Material Take-Off List for Installation
- Laying Out Trenches, Figure Grade and Backfill
- Ordering Material for the Job Site and Maintain an Inventory
- Uniform Plumbing Code
- Fundamentals of Welding
- How to Strike and Maintain an Arc with S.M.A.W. Process
- Flat, Vertical and Overhead Positions with 610 and 7018 Welding Rod on Plate
- General Knowledge of Oxy Fuel and ARC Welding Safety
- Flame Cut and Bevel Pipe
- Proper Use of Grinders for Welding Preparation
- Welding Techniques for Plate and Pipe
- Weld Rod Designations, AMP Settings and Polarity
- Creating Models and Estimating
- Qualities and Role of a Leader
- Using Computer-Based Technologies
- Medical Gas Installer & Brazing

OSHA 10/30

- OSHA 10 (Requires completion of 10 hours)
- OSHA 30 (Requires completion of 30 hours)

Note: Reimbursement for retraining is capped at 200 total training hours per trainee, regardless of the method of delivery.