



Training Proposal for:
Bay Area Counties Roofing and Waterproofing Industry
Apprenticeship Training Fund
Agreement Number: ET16-0904

Panel Meeting of: August 28, 2015

ETP Regional Office: San Francisco Bay Area **Analyst:** D. Woodside

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	Industry Sector(s):	Construction Green Technology Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> 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:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Union of Roofers, Waterproofers, and Allied Workers Locals 40, 81 and 95		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$279,900		\$19,350 8%		\$299,250

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 Local 40 West Bay Counties	Commercial Skills, Computer Skills, OSHA 10	50	8-210	0	\$1,807	\$20.55
				Weighted Avg: 130			
2	Retrainee Apprentice Local 81 East Bay and North Bay Counties	Commercial Skills, Computer Skills, OSHA 10	50	8-210	0	\$1,807	\$20.55
				Weighted Avg: 130			
3	Retrainee Apprentice Local 95 Santa Clara Valley Area	Commercial Skills, Computer Skills, OSHA 10	50	8-210	0	\$1,807	\$20.55
				Weighted Avg: 130			
4	Retrainee Priority Rate Journeyman	Commercial Skills, Computer Skills, OSHA 10/30	50	8-200	0	\$564	\$31.55
				Weighted Avg: 24			

Minimum Wage by County: Statewide (Priority Industry) \$20.55 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

Up to \$5.32 per hour may be used to meet the Post-Retention Wage in Job Numbers 1-3 only.

Wage Range by Occupation

Occupation Titles	Wage Range	Estimated # of Trainees
Apprentice Roofer		150
Journeymen Roofer		50

INTRODUCTION

The Bay Area Counties Roofing and Waterproofing Industry Apprenticeship Training Fund (Bay Area Roofers)(<http://rwprogram.com/>) is a joint trust serving three apprenticeship programs. It is funded through collective bargaining between signatory employers with the Associated Roofing Contractors of the Bay Area Counties, Inc., and three union locals of the United Union of Roofers, Waterproofers, and Allied Workers:

- Local 40 West Bay Counties
- Local 81 East Bay & North Bay Counties
- Local 95 Santa Clara Counties

Each union local has its own collective bargaining agreement and its own Joint Apprenticeship Training Committee (JATC). Each JATC sponsors an apprenticeship program approved by the Division of Apprenticeship Standards (DAS). Each program uses the same curriculum for training as Roofers and Waterproofers (Roofers).

However, training is delivered through a joint JATC that was established in 1960: Bay Area Roofing and Waterproofing Industry Joint Apprenticeship Training Committee (Bay Area Roofers JATC). This will be the Panel's third Agreement with this joint JATC.

The Bay Area Roofers JATC is responsible for training approximately 400 Apprentices and 800 Journeymen in 14 Northern California Counties. Under its apprenticeship curriculum, each apprentice receives at least 304 hours in Related & Supplemental Instruction (RSI) and 4,000 hours in on-the-job training over a 3.5 year apprenticeship.

Employer Demand for Training

All training funded by ETP is designed to meet changing customer demands in the industry, as it moves away from traditional hot tar roofing systems. New products and green building systems require skills training on new equipment such as electronic leak/failure detection. There are increasing demands for advanced math skills due to energy efficiency calculations and other new system assessments.

Green roofs are not easily replaced once installed, which requires enhanced failure detection devices. They also require alternative maintenance procedures that will not disrupt the green function of the roofing system, and pose safety hazards not found on conventional roofs. This training will address all of these changes.

In addition, employers are requiring training and certifications for Apprentice and Journeyman workers to insure safety and productivity. Certifications include OSHA 10/30, fall prevention, scaffold safety, torch application, rigging and signaling, handling hazardous materials, traffic flagging, and specialized training for manufacturing facility construction.

Finally, demand in the San Francisco Bay Area for roofers is strong. After the long recession, employment is now at 100% and employers have stated that they will need 20% more roofers in the near future for projects like Phase II of the Transbay Tunnel and the construction boom that continues to change the skyline of San Francisco. Every Apprentice needs to be ready to work immediately at high levels of productivity, and the JATC plans to bring more people into its apprenticeship program.

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). It is designed to supplement cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training.

RSI is 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 Martinez Adult School and Metropolitan Education District). The Apprenticeship Program allows reimbursement for up to 200 hours of RSI plus OSHA10.

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. The 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 \$5.00, reducing the priority industry rate from \$18.00 to \$13.00 per hour. ETP wage for Apprentices will be \$20.55 per hour. This is the Special Employment Training Statewide for 2015 as modified for priority industries, which is being used for all apprentice occupation, for ease of administration.

DAS Completion Rates

The Panel approves projects for JATCs that perform within 50% of the industry standard. Using DAS Completion Rates for 2009-2013, the overall percentage of completion for the Roofing Industry trades averaged 21.0%.

Completion rates for each of the three union locals have been measured by DAS for the five-year time period 2009-2013 as follows:

- Local 40 West Bay Counties – 22.15% average (exceeds the industry average)
- Local 81 East Bay & North Bay Counties – 23.26% average (exceeds the industry average)
- Local 95 Santa Clara Counties -- 8.5% average (below 50%)

The Bay Area Roofers Trust states that the 8.5% rate for Local 95 occurred when one of the largest construction companies in Santa Clara declared bankruptcy. As hours of work dwindled, many apprentices in Local 95 were forced to leave the program for financial reasons. As such, according to DAS records, there are no other outstanding issues regarding retention.

PROJECT DETAILS

Bay Area Roofers seeks ETP funds for the training of 150 Apprentices and 50 Journeymen.

The JATC operates a training facility in Livermore. This facility is a 9,600 square-foot building constructed with additional contributions by signatory employers. The new facility enables delivery of RSI in a simulated laboratory environment. The expanded facility also allows instructors to use actual roofing materials and a multitude of systems used in the construction industry.

The simulated laboratory environment is being used to deliver 60% of training for second-year Apprentices and 90% of training for third-year Apprentices. Bay Area Roofers JATC has also transitioned from after-work and weekend sessions to weeklong blocks of training, which has proven to be a more effective method for the roofing trades.

Training Plan

Journeyman Training

Commercial Skills (85%): Journeymen will receive training in products and materials that are new to the industry such as advanced use of single-ply materials and systems, advanced waterproofing systems, complex maintenance and repair procedures, installation and maintenance of drainage systems, application of Title 24 standards, and special safety procedures for working around photovoltaic and other “green” roofs.

Computer Skills (5%): Journeymen will learn project management and computer skills, including building information modeling, estimating, and product application and testing.

OSHA 10/30 Skills (10%): Training is a series of courses “bundled” by industry sector and occupation. Typically, it is delivered to workers in the building trades. Under this proposal, OSHA 10 will be funded for Apprentices and OSHA 10/30 will be funded for Journeymen. This training is not required as a condition of doing business in California. However, the coursework must be approved by, and the instructors must be certified by Cal-OSHA. Completion of the training results in a certificate that expands employment opportunities. To ensure that each trainee receives certification, ETP will only consider payment earned upon completion of the full 10-hour or 30-hour course. OSHA 10/30 is not included in the 10% limitation on safety training.

Apprentice Training

Commercial Skills (85%): Apprentices will receive training in commonly used materials in the industry, built-up roofing, waterproofing and damp proofing, cold applied roofing and caulking, rigid roofing, asphalt and wood shingles, roofing plans and specifications, single-ply systems, metal roofing, maintenance and repair, green roofs, and solar systems.

Computer Skills (5%): Training for apprentices also covers construction-related modeling and 3-D software applications.

OSHA 10 (10%) This training provides a complete overview of occupational safety and health so that apprentices become more knowledgeable about workplace hazards which are significant within the roofing and waterproofing industry.

Curriculum Development

Bay Area Roofers works directly with union and management to update RSI for Apprentices, and to offer upgrade training for Journeymen. The training curricula are developed by the roofing industry with national and local input. Updates to the RSI curriculum are reviewed and approved by DAS as necessary.

The JATC also conducts assessments and solicits trainee feedback at the conclusion of each course. Trainees are encouraged to report to the training center on their success in using skills to obtain work. Signatory employers may also provide feedback on the need for new training and the effectiveness of current course offerings.

Marketing and Support Costs

Associated Roofing Contractors of the Bay Area Counties represents employers in this project. Employers are notified of training through the association web site, mailings, and presentations. Employers participate as members of the joint committee that operates the program, and training is designed around their needs and the general needs of the industry. Marketing also includes emails to employers, local unions and roofing material representatives.

Bay Area Roofers JATC requests, and staff recommends, 8% support costs to assist in Apprentice and Journeymen recruitment, employer outreach, and assessment of employer-specific job requirements. Assessments and recruitment will take place throughout the duration of the Agreement.

Commitment to Training

Employers will continue to make contributions to the JATC training trust for every hour worked by Apprentices and Journeymen. General safety training is provided by the signatory employers in accordance with all pertinent requirements under state and federal law.

RECOMMENDATION

Staff recommends approval of this proposal.

CURRENT CONTRACT PERFORMANCE

The following table summarizes performance by Bay Area Roofers JATC under the current ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees Estimated	No. Completed Training	No. Retained
ET14-0913	\$299,250	03/03/14 – 03/02/16	Apprentice – 228 Journeymen-102	Apprentice – 209 Journeymen - 100	0

Based on the ETP tracking system to date, 20,502 reimbursable hours have been tracked (over 100% of the Agreement amount). The Contractor projects 100% earnings when the closeout invoice is processed by ETP.

PRIOR PROJECTS

The following table summarizes performance by the Bay Area Roofers JATC under an ETP Agreement completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET12-0349	Livermore	06/30/12– 06/29/14	\$482,120	\$232,809 (48%)

Performance did not meet expectations for two reasons: 1) The term of contract coincided with changes in delivery methods and procedures at the training center in Livermore; and 2) Work availability in the Bay Area did not pick up as quickly as expected. Roofing takes place at the end of construction so on-the-job hours lagged behind the other building trades. Thus lower retention prevented the JATC from earning the full Agreement amount. Members are now experiencing full employment

DEVELOPMENT SERVICES

Steve Duscha Advisories in Sacramento assisted with development of this proposal for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Steve Duscha Advisories will also perform administrative services for a fee not to exceed 10% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum**Apprentice****Class/Lab Hours**

8 - 210

Trainees may receive any of the following:

COMMERCIAL SKILLS

- ✚ Asphalt and wood shingles
- ✚ Batten seam roofing
- ✚ Bermuda and shingle panel
- ✚ Blueprint reading
- ✚ Built-up roofing materials
- ✚ Cold applied roofing and caulking
- ✚ Common roofing materials
- ✚ Ethylene propylene diene monomer single ply roofing
- ✚ Flashing materials
- ✚ Flat seam rooming
- ✚ Following plans and specifications
- ✚ Following project plans
- ✚ Green roofs
- ✚ Hot air welding for apprentices
- ✚ Insulation materials
- ✚ Low slope roofing
- ✚ Maintenance and repair
- ✚ Measurement and calculation problems in roofing
- ✚ Metal roofing
- ✚ Mopping operations
- ✚ Regulations governing roofing and waterproofing
- ✚ Rigging and Hoisting
- ✚ Roof pumps and tankers
- ✚ Roof surfacing and sealing
- ✚ Roofing tools
- ✚ Safe working procedures for roofers and use of safety equipment
- ✚ Single ply roofing
- ✚ Single ply roofing materials
- ✚ Single ply roofing systems
- ✚ Solar systems
- ✚ Specialty tile
- ✚ Standing seam roofing
- ✚ Steep slope roofing
- ✚ Types of rigid roofing
- ✚ Ventilation
- ✚ Waterproofing and below grade materials
- ✚ Waterproofing and damp proofing
- ✚ Working with concrete and mission tile

COMPUTER SKILLS

- ✦ Computer operations for construction
- ✦ Construction modeling

OSHA 10 (OSHA CERTIFIED INSTRUCTOR)

- ✦ OSHA 10 (requires completion of 10 hours)

Journeyman**Class/Lab Hours**

8-200

Trainees may receive any of the following:

COMMERCIAL SKILLS

- ✦ 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
- ✦ Air barriers for ventilation and heat escape
- ✦ Chemical usage
- ✦ 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
- ✦ Foreman skills, including creating and implementing project plans
- ✦ Green roof specific safety issues
- ✦ Handling pressurized equipment
- ✦ Project management 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
- ✦ Working with photovoltaic material

COMPUTER SKILLS

- ✦ Advanced use of computers in construction
- ✦ Building Information Modeling (BIM) software
- ✦ Computer skills related to product application & testing
- ✦ Estimating systems
- ✦ Project management software

OSHA 10/30 (OSHA CERTIFIED INSTRUCTOR)

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

Safety training cannot exceed 10% of total training hours for any individual trainee. This 10% safety training cap does not apply to Hazardous Materials or OSHA 10/30 training.

Note: Reimbursement for Job Numbers 1-3 Apprenticeship training is capped at 200 total training hours per trainee in Commercial Skills and 10 hours of OSHA10 for a total of 210 hours regardless of the method of training delivery. Reimbursement for Job Number 4 Journeymen retraining is capped at 200 total training hours per trainee regardless of the method of training delivery.