



Training Proposal for:

**Bricklayers and Allied Craftworkers Local #4 California Joint
Apprenticeship Committee**

Agreement Number: ET16-0919

Panel Meeting of: January 22, 2016

ETP Regional Office: North Hollywood

Analyst: M. Webb

PROJECT PROFILE

Contract Attributes:	Apprenticeship Retrainee Priority Rate	Industry Sector(s):	Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, San Diego, Imperial, Riverside, San Bernardino, Inyo, Mono, Tulare, Kern, Ventura, San Luis Obispo, Santa Barbara	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Bricklayers and Allied Craftworkers Local #4		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$92,688		\$6,426 8%		\$99,114

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	40	8-200	0	\$2,002	\$21.28
				Weighted Avg: 144			
2	Retrainee Priority Rate Journeymen	Commercial Skills, OSHA 10/30	16	8-200	0	\$564	\$26.12
				Weighted Avg: 24			
3	Retrainee Apprentice Veteran	Commercial Skills	5	8-200	0	\$2,002	\$21.28
				Weighted Avg: 144			

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

Up to \$6.66 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Wage Range by Occupation

Occupation Titles	Wage Range	Estimated # of Trainees
Job Number 1		
Apprentice Brickmason		40
Job Number 2		
Journeymen Brickmason		16
Job Number 3 (Veteran)		
Apprentice Brickmason		5

INTRODUCTION

Bricklayers and Allied Craftworkers Local #4 California Joint Apprenticeship Committee (www.bac4ca.org), located in the City of Arcadia, sponsors a training program for Southern California Brickmasons through its JAC (Brickmasons JAC or JAC).

Brickmasons JAC currently trains 465 journeymen and 91 apprentices in the brickmason trade. "Brickmasons" is the occupational title, but this encompasses numerous trades: Bricklayers, stone and marble masons, cement masons, mason finishers, plasterers, tile setters, terrazzo and mosaic workers, and pointers/cleaners/caulkers.

This will be the JAC's first ETP Agreement.

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

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 proposal the LEA is the Los Angeles Unified School District. All training will be delivered at the JAC facility in Arcadia. The Apprenticeship Program allows reimbursement for up to 200 hours of RSI plus OSHA10, per-apprentice. The Brickmasons undergo apprenticeship for 42 months, except for the Mason Finisher trade. All apprentices must be in years 2+ except for Mason Finishers (who may start at year 1 since the program length is only 24 months).

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 another source of government funds, the fixed fee rate is reduced by \$5.00 to account for adult education funding appropriated each year for Apprentice training through the California Community College Chancellor's Office and Department of Education. This changes the ETP Priority Industry Rate from \$18.00 to \$13.00 per hour for Job Number 1 (Apprentice). The post-retention wage has been standardized to \$21.28 per hour reflecting the Special Employment Training (SET) wage for Priority Industry.

PROJECT DETAILS

To meet industry demands, the masonry trade trainees must find ways to reduce costs and improve the quality and precision of their work. Apprentices and Journeymen will need to acquire technical and high-level performance skills to meet standards required to complete job duties on job locations.

The Apprenticeship program offered by Brickmasons JAC teaches Apprentices the basics of the trade that include safe working conditions and procedures, materials, the use of concrete in masonry construction, laying bricks, and building walls and other particular structures. The program offers Journeymen training to learn more advanced subjects including safe working conditions and use of advanced materials.

Veterans

Brickmasons JAC has committed to training five Veterans (Job Number 3). The JAC works with Helmets-to-Hardhats and other Veterans programs for recruitment.

Training Plan

Commercial Skills (70%) – Training will be offered to all occupations to help workers develop high skill levels in the masonry industry. Training topics will include Brick Paving Techniques, Blueprints, Trade Math, and Cement Blocks.

Certified Safety Training

OSHA 10/30 (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.

DAS Completion Rates

The average completion rate for Apprentices in the masonry industry is 17% as measured by DAS over the most recent five-year reporting period: CY2009 through CY2013. When the average completion rate for an apprenticeship program is less than half the industry average (benchmark), the Panel requires a justification for funding. The DAS completion rate for Brickmasons JAC is 27%, which exceeds the benchmark.

Commitment to Training

Employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeymen. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

Training Coordination

Training is provided at training facilities throughout the state and will be delivered by qualified in-house Journeymen staff. Instructors have extensive practical and training experience in the masonry industry which qualifies them to deliver training under this Agreement.

Administration will be performed in a partnership between Brickmasons JAC, the Los Angeles Unified School District, and Steve Duscha Advisories. Class scheduling and completion of training rosters will be conducted solely by Brickmasons JAC. Administrative vendors will assist in employer liaison, documentation of work hours, uploading training and enrollment data to ETP, and all other related administrative activities. Training will begin January 2016 and conclude approximately 18 months later.

Marketing and Support Costs

Brickmasons JAC requests 8% support costs to assist in recruitment, employer outreach, and assessment of industry job requirements. The Apprenticeship program is marketed through association web sites, mailings, and presentations. Employers participate as members of the joint committee and trust. They then develop a training curriculum that will meet employer and industry demand. In addition, the International Masonry Training and Education Foundation will assist in the design of the programs curriculum. Assessments and recruitment will continue to take place throughout the duration of the Agreement. Staff recommends the 8% support costs.

Learning Management System

Staff has reviewed and approved Brickmasons JAC's Learning Management System for recordkeeping.

RECOMMENDATION

Staff recommends approval of this proposal.

DEVELOPMENT SERVICES

Brickmasons JAC retained Steve Duscha Advisories in Sacramento to assist with development of this proposal for a flat fee of \$5,000.

ADMINISTRATIVE SERVICES

A representative from the LEA will participate in training delivery and project administration. As such, the administrative fees will be split between the LEA and Steve Duscha & Associates, capped at 13% of payment earned in total.

TRAINING VENDORS

The LEA will provide some training, as part of its agreement to perform administrative services (see above). As stated earlier, all training will take place at the JAC facility in Arcadia. Other trainers will be identified for ETP record-keeping purposes as they are retained.

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

8-200

Trainees may receive any of the following:

Apprentice Training**COMMERCIAL SKILLS**

- Advanced Blueprint Reading
- Arches (Types, Hands-On Project)
- Bricklaying Terminology
- Brick-Paving Techniques
- Building a Straight Wall
- Building Codes-Reinforced Grouted Masonry
- Cement Blocks and Bricks
- Complete a Masonry Wall
- Components and Shell Bricks
- Concrete in Masonry Units
- Construction of Jambs
- Construction of Pilasters
- Custom Residential Work
- Glass Blocks
- Glazed Tiles
- Interpret and Use Blueprints
- Job Layouts/Steps Related to Layout
- Journeyman Duties
- Learn How to Construct a Firebox
- Learn How to Construct a Fireplace Flue
- Learn How to Construct Fireplace and Footings
- Learn How to Construct Hearths
- Learn How to Construct Roof Anchors
- Learn the Code Requirements for Construction of a Fireplace
- Learn the Communications Skills Required of a Job Supervisor
- Learn the Construction of Fireplaces, Kilns, and Furnaces by Using Refractory or Fire Brick
- Learn the Duties of a Foreman and His/Her Career Advancement Possibilities
- Learn to Construct a Fireplace Throat
- Materials -Veneer Construction
- Materials-Residential Masonry Design
- Parging in Masonry Construction
- Patterns -Bonded Masonry
- Planning and Construction of Custom Masonry
- Recognize the Terms Used with Reinforced Grouted Masonry
- Responsibilities of a Job Supervisor
- Safety, Health and Employment Rules and Procedures
- Scaffolding Safety Practices
- Shop Safety Rules and Procedures
- Shop Safety Rules for Operating Tools and Equipment

- Solve Problems in Masonry Mathematics
- Stick-On Veneer
- Stones
- Techniques for Setting and Laying Bricks
- Trade Math
- Various Types of Veneer Applied to a Fireplace

Journeyman Training

COMMERCIAL SKILLS

- Advanced Materials
- Safe working procedures and practices
- Scaffold Safety

OSHA

- OSHA 10 (Requires completion of full 10-hour course)
- OSHA 30 (Requires completion of full 30-hour course)

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