



Training Proposal for:

**California Field Iron Workers Apprenticeship Training and
Journeyman Retraining Fund**

Agreement Number: ET15-0923

Panel Meeting of: February 20, 2015

ETP Regional Office: San Francisco Bay Area

Analyst: A. Nastari

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	Construction 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 International Brotherhood of Iron Workers (433, 416, 229)		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL:

Program Costs	+	Support Costs	=	Total ETP Funding
\$336,280		\$23,220 8%		\$359,500

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 Priority Rate Journeyman	Commercial Skills OSHA 10/30	110	8-100	0	\$564	\$33.50
				Weighted Avg: 24			
2	Retrainee Apprentice Local 433	Commercial Skills OSHA 10	72	8-210	0	\$1,390	\$20.55
				Weighted Avg: 100			
3	Retrainee Apprentice Local 416	Commercial Skills OSHA 10	71	8-210	0	\$1,390	\$20.55
				Weighted Avg: 100			
4	Retrainee Apprentice Local 229	Commercial Skills OSHA 10	71	8-210	0	\$1,390	\$20.55
				Weighted Avg: 100			

Minimum Wage by County: Job Numbers 1&2(SET 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 \$0.45 per hour may be used to meet the Post-Retention Wage in Job Number 2.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Journeyman Iron Worker		110
Apprentice Iron Worker		214

INTRODUCTION

The California Field Iron Workers Apprenticeship Training and Journeyman Retraining Fund (SoCal Iron Workers) (www.universityofiron.org) seeks funding for a second training program proposed to train Journeyman and Apprentice Ironworkers who work in Southern California. SoCal Iron Workers has served the Field Ironworkers’ training needs since 1946.

SoCal Iron Workers central training facility is located in La Palma, where Journeymen and Apprentices from throughout Southern California attend training. It also operates another training facility in San Diego.

The Training Centers are a partnership between three International Brotherhood of Ironworker local unions and signatory employers. Each local is an apprenticeship program sponsor, all funded under the joint SoCal Iron Workers Trust Fund. The three program sponsors are: Local 433 in the City of Industry and San Bernardino; Local 416 in Norwalk; and Local 229 in San Diego. Employers partner with these unions to create and maintain an easily mobilized, highly specialized, and rigorously trained workforce. The overall goal of Journeyman and Apprentice training is to provide customers with high craftsmanship and work completed on time, within budget, and accident free.

Ironworkers build and sometimes dismantle the structural steel framework of pre-engineered metal buildings, single and multi-story buildings, stadiums, arenas, hospitals, bridges and wind turbines. Ironworkers also unload, place and tie reinforcing steel bars (rebar) as well as install post-tensioning systems, which give strength to the concrete used in piers, slabs, buildings and bridges. Ironworkers utilize many different materials including ferrous and non-ferrous metals, plastics, glass, concrete and composites.

Apprentice Pilot

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 DAS. The Panel provides reimbursement for the Related and Supplemental Instruction (RSI) portion of an apprenticeship training program. RSI is delivered as class/lab training and developed with a Local Educational Agencies (in this case Cerritos College (Los Angeles) and Grossmont Adult School (San Diego)). The program provides reimbursement for up to 200 hours of RSI plus OSHA 10. All training will be delivered by the class/lab method.

For the building trades, where it is not customary for workers to be employed for 90 consecutive days with one employer, the Panel may substitute hours worked for retention. The modified retention period must be no less than 500 hours within 272 days with more than one employer. The SoCal Iron Workers is requesting this modified retention period.

To ensure ETP does not displace Montoya Funds, Apprenticeship Pilot reimbursement is reduced by \$5.00, reducing the priority industry rate from \$18.00 to \$13.00 per hour. The ETP wage for Apprentices will be the SET Statewide rate as modified for priority industries (\$20.55 per hour).

Employer Demand

SoCal Iron Workers will train ironworkers to work on local hospitals, schools, hotels, recreational areas, freeways, rail stations, bridges and LAX expansion. Current construction projects include a solar farm, a power plant in Blythe and modernization of a power plant in Huntington Beach. Future projects include the Gerald Desmond Bridge replacement in the Port of Los Angeles, underground tunnel construction for the Metro lines, construction of the Korean Air 80-story building in downtown Los Angeles, and construction of a new football stadium.

As Journeyman Ironworkers retire and new work develops, there will be a need for more qualified workers to step into these open positions generating demand for Apprentices. Thus, the training to be provided under this proposal will help meet the need for skilled Iron Workers throughout Southern California.

PROJECT DETAILS

The proposed training is entirely center-based and is scheduled to commence in March at the La Palma and San Diego facilities. Journeymen will receive Commercial Skills and OSHA 10/30, Apprentices will receive Commercial Skills and OSHA 10 training.

Journeyman Program

Commercial Skills (95%) - The Journeyman program is intended to bring work skills and knowledge up-to-date. ETP funds will help expand employer-driven certification classes, such as the Qualified Rigger course. Iron Workers must successfully complete a 40-hour Rigging and a 40-hour Crane class to receive the Qualified Rigger/Signalperson card. Ironworkers with this certification increase their chances for employment.

OSHA 10/30 (5%) – This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom training for journey-level workers and 30 hours for frontline supervisors. This 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.

Apprentice Program

Commercial Skills (95%) - On a job site, Iron Workers can have several tasks, ranging from rigging and machinery moving to ornamental iron working. For all specialties in the trade (Structural, Reinforcing, Ornamental and Rigging) welding and burning equipment are tools of the trade as well as strict safety and quality standards. Training specialties within the trade include:

Structural Iron Workers

- Unload, erect and connect fabricated iron beams to form the project skeleton.
- Build towers, bridges, stadiums and prefabricated metal buildings.
- Erect and install pre-cast beams, columns and panels.

Reinforcing Iron Workers

- Fabricate and place steel bars (rebar) in concrete forms to reinforce structures.
- Place rebar on appropriate supports and tie them together with tie wire for highways, building footings and walls.
- Install post-tensioning tendons (cables) to place in concrete forms along reinforcing steel.
- Stress the tendons using hydraulic jacks and pumps after the concrete is poured and hardened.

Ornamental (Architectural) Iron Workers

- Install metal windows into a building's masonry or wooden openings.
- Erect curtain wall and window wall systems that cover the steel or reinforced concrete structure of a building.
- Install and erect metal stairways, catwalks, gratings, doors, railings, fencing, elevator fronts and building entrances.
- Rigging and Machinery Moving Ironworkers
- Load, unload, move and set machinery, structural steel and curtain walls.
- Operate power hoists, cranes, derricks, forklifts and aerial lifts.

- Have knowledge of fiber line, wire rope, hoisting equipment and proper hand signals.

OSHA 10 (5%) - 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.

DAS Completion Rates

The average completion rate for apprentices in the Iron Workers industry is 44% as measured by DAS over the most recent five-year reporting period: CY 2009 through CY 2013. When the average completion rate for an apprenticeship program is less than half the industry average, the Panel requires a justification for funding. In this proposal, with 3 individual program sponsors, the overall average completion rate for the pertinent five-year period is 57%. This is well over the industry benchmark of 22%.

Prior Performance

SoCal Iron Workers previously participated in California Labor Federations' Green contract, ET11-0310 for Journeyman and Apprentice training. They earned 98% of the Agreement amount.

Commitment to Training

SoCal Iron Workers certifies that signatory employers will continue to pay into their respective trust funds for Journeyman and Apprentice training. In addition, employers will continue to provide structured, on-the-job training that meets apprenticeship standards. ETP funds supplement and do not displace employer contributions to training. Safety training is provided by the participating employers in accordance with all requirements under state and federal law.

Marketing and Support Costs

SoCal Iron Workers is requesting 8% in support costs to fund marketing to employers and recruit and conduct ongoing assessments of employer-specific job requirements. There are five staff people in the SoCal Iron Workers offices that will assist with the marketing, recruitment, needs assessments and scheduling of training. There are four full-time and 15 part-time trainers who will assist with the training. The trainers are former or current ironworkers and are experts in their fields. A third party, Strategy Workplace Communications along with California Labor Federation, will provide ETP Contract Administration services.

SoCal Iron Workers and the three union locals will publicize the availability of training through direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. It will also promote this training program at labor-management meetings and industry assemblies, site visits to local schools, trade shows, industry meetings, and vocational outreach organizations. Staff recommends the 8% in support costs.

RECOMMENDATION

Staff recommends approval of this proposal.

PRIOR PROJECTS

The following table summarizes performance by SoCal Iron Workers under an ETP Agreement that was completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET13-0918	Statewide	1/01/13 – 12/31/14	\$330,014	\$219,626 (67%)

ETP Online Systems show 783 hours entered for Job Number 1 (\$14,098); 1166 hours entered for Job Number 2 (\$30,320) and 23,687 hours entered for Job Number 3 (Apprentice: \$307,937) for a total potential reimbursement of \$352,356. To date, the Contractor has received \$219,626.

The Contractor reports that retention information from the participating employers is slowly arriving which impacts the invoicing process. On December 16, 2014, it submitted a Final Invoice in the amount of \$92,794 bringing the total to \$234,103 (71%.) It will complete invoicing by January 31, 2015, projecting 100% earnings. The hours entered in the ETP Online Tracking System support earning of 100%.

DEVELOPMENT SERVICES.

California Labor Federation in Sacramento and Strategy Workplace Communications in Oakland assisted with development at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications will also perform administrative services for an amount not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum

Class/Lab Hours

8 - 100

Trainees may receive any of the following:

Journeyman Training

COMMERCIAL SKILLS

- Forklift Training
- Scaffold User
- Scaffold Erector
- Subpart R (Steel Erection)
- Mine Safety and Health Administration (MSHA)
- Lead in Construction
- Post Tensioning Certification
- Rigging Review
- Qualified Rigger
- Blueprint Reading
- Energy Audits
- Welding and Burning
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Proper Equipment Set-Up (Green Training)
- Safe Working Practices (Training is capped 10% of a trainee's total hours)
- Advanced Welding
- Layout and Instruments
- Architecture Designs and Advanced Plan Reading
- First Aid/CPR

0-30

OSHA 10/30 (CERTIFIED OSHA INSTRUCTOR)

Class Lab Hours

8 - 210

Apprentice Training

COMMERCIAL SKILLS

- Structural Safe Work Practices, Subpart R Steel Erection
- Rigging Safe Work Practices
- Reinforcing Safe Work Practices
- Architectural Safe Work Practices
- Measurement And Math
- Oxy-Fuel and Welding Safe Work Practices
- Green Construction For Ironworkers
- Mixed Base (Intro To Blueprint & Math)
- Rigging and Forklift Training
- Welding

- Precast/Metal Building (Includes Scaffold User)
- Architectural
- Structural
- Post Tensioning
- Cranes (Includes Scaffold Erector/Dismantler)
- Rebar Detailing
- Blueprint Reading
- Lead In Construction
- Foreman Training

0-10

OSHA 10 (Certified OSHA Instructor)

Safety Training cannot exceed 10% of total training hours per-trainee.
(This cap does not apply to OSHA 10/30)

Note: Reimbursement for Job Number 1 is capped at 100 total training hours per trainee, regardless of the method of delivery. Reimbursement for Job Number 2 is capped at 210 total training hours per trainee.