



**RESPOND Pilot  
Training Proposal for:  
Cal Poly Corporation  
Agreement Number: ET15-0259**

**Panel Meeting of:** July 25, 2014

**ETP Regional Office:** North Hollywood

**Analyst:** N. Weingart

**PROJECT PROFILE**

Contract Attributes:	Retrainee Critical Proposal Priority Rate SB <100	Industry Sector(s):	Agriculture Biotechnology/Life Sciences Construction Engineering Green Technology Manufacturing Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	N/A		
Managers/Supervisors: (% of total trainees)	≤20%		

All funding is from the General Fund, not the ETF.

**FUNDING DETAIL**

Program Costs	+	Support Costs	=	Total ETP Funding
\$199,680		\$34,560 (20%)		\$234,240
In-Kind Contribution:	50% of Total ETP Funding Required			\$117,120

**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 Critical Proposal Priority Rate SB <100	Commercial Skills	192	8-200	0	\$1,220	\$11.17
				Weighted Avg: 40			

**Minimum Wage by County:** \$11.17 per hour Statewide.

**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

Health benefits vary by employer, and may be used to meet the Post-Retention Wage.

**Wage Range by Occupation**

Occupation Titles	Wage Range	Estimated # of Trainees
Irrigation Specialist		22
Engineer		16
Landscape Architect		20
Designer/Planner		24
Project Manager		22
Installer/Field Worker		10
Production Worker		10
Auditor		18
Sales Staff		16
Foreman		18
Manager/Supervisor		16

**INTRODUCTION**

On January 17, 2014, Governor Brown declared a state of emergency in California because of the drought. Dry conditions and lack of precipitation are impacting several key industry sectors (e.g. agriculture) and could lead to loss of jobs. Hardest hit are the San Joaquin Valley and Central Coast areas although a total of 24 counties have been identified by the Governor's Office.

The Rapid Employment Strategies Pilot on Natural Disasters (RESPOND) pilot program will use \$2,000,000 from the State's General Fund for training in the designated drought areas. The funds will be used to: (1) support displaced workers; (2) avert layoffs; and (3) help employers

transition to more sustainable operations and practices. This proposal by Cal Poly Corporation (CPC) will be the first one funded under RESPOND.

CPC ([www.calpolycorporation.org](http://www.calpolycorporation.org)) is a 501(c)(3) non-profit auxiliary organization established in 1940 to aid California Polytechnic State University, San Luis Obispo (Cal Poly) in its educational and extracurricular missions. CPC provides self-supporting, diversified services which complement the university's instructional program. Cal Poly has a long tradition of providing irrigation training and technical expertise.

## **PROJECT DETAILS**

Training will be conducted through Cal Poly's Irrigation Training and Research Center (Center) (<http://itrc.org>). Established in 1989 under Cal Poly's BioResource and Agricultural Engineering Department, Center is designed to enhance the University's strong irrigation teaching program through outside activities in training, research, and technical support. The Center offers a variety of basic and advanced courses for agricultural and landscape irrigation professionals to update their technical skills and gain exposure to new advances in irrigation technology. On-campus courses include theory and hands-on, simulated lab in the Water Resources Facility and the Merriam Irrigation Practices Field.

The Center serves the agricultural industry, farmers, irrigation districts, manufacturers, and landscape design and installation companies in the Western United States and internationally. The Center also serves state and federal agencies.

### **Participating Employers**

This proposal will offer training throughout the designated 24 counties and will include: equipment manufacturers and dealers, agricultural operations, farm management companies, irrigation system specialists, water management software companies, water districts, and utility companies.

The core group of participating employers includes: Agri Care, Inc., Bennett & Bennett Irrigation Systems, City of San Luis Obispo, Durham Pump & Irrigation, Eurodrip USA, Hydratech, Jain Irrigation, Paramount Farms, PureSense, RainBird, Rain for Rent, RDO Water, Streamline Irrigation Inc., Tulare Ag Products, and the USDA NRCS. These employers generally belong to priority industries as listed on page one of this proposal.

### **Training Plan**

According to the CPC, as water becomes more and more scarce in the Western U.S., businesses are seeking ways to improve management techniques and technological skills in order to make wise decisions about designing irrigation systems. This includes selecting systems and equipment; maximizing water and soil usage and crop yield; evaluating systems and water quality; reducing costs; and conserving natural resources.

**Commercial Skills** (100%) – Training will be given to 192 incumbent workers from large and small employers in a curriculum that offers a variety of classes including Basic Soil, Plant & Water Relationships; Irrigation Scheduling, Salinity & Drainage; Basic Pipeline Hydraulics; Pumps; Chemigation; Drip/Micro Irrigation Design; Landscape Sprinkler Design; and Landscape Irrigation Auditor. Trainees will be able to update their technical skills and gain exposure to new advances in irrigation technology to lighten the effects of future droughts. The classes will be available to all occupations identified on page two of this proposal.

## **Training Infrastructure**

Training will be conducted at the Center's facility in San Luis Obispo and a closely-situated field laboratory located on the school campus. The Curriculum was developed by the instructors based on university training combined with many years of actual professional experience working in the field with water districts, manufacturers, and other agencies. Participating employers will also be queried about specific need prior to each training session. To obtain feedback, an exit survey is given to participants after every course. Trainers will be professional staff at the Center, all of whom are licensed engineers with decades of experience working in the irrigation industry. The Center Director will oversee the training program. The CPC Sponsored Programs Manager will provide program administration. The Center has 13 professional staff made up of Engineers and Administrative Staff that participate in various aspects of developing, marketing, and teaching.

CPC represents that 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.

## **Marketing**

The ITRC advertises on its website and distributes brochures to employers on its mailing list. ITRC staff participates in at least six irrigation and water resources conferences each year to advertise its classes. Conferences are both national and international with organizations such as the Association of California Water Agencies and the Irrigation Association. Staff sets up booths, writes papers and articles for newsletters, sits on technical committees, and acts as keynote speakers to promote the ITRC program.

## **Support Costs**

The Drought Guidelines allow up to 20% support costs for employer recruitment, assessment, and curriculum design. The success of the CPC program will be based on spending a significant amount of up-front time identifying and recruiting employers from drought affected areas throughout the state, explaining ETP training program requirements and benefits, and ensuring that company leadership is committed to supporting each trainee's participation throughout the program and during the retention period. Employer recruitment and follow up activities will be ongoing throughout the term of the Agreement. ETP's support dollars will help ensure that CPC can invest the time needed to identify employers and help them achieve their goals. Staff recommends the 20% level due to the extensive marketing and the ongoing needs assessments and evaluations that CPC will conduct.

## **RESPOND Guidelines**

ETP is authorized to disburse "alternative funds" without modifications to the standard program requirements (U.I. Code Section 10214.6). In conformance with the RESPOND Guidelines:

- Participating employers are exempt from standard ETP eligibility requirements
- Trainees are exempt from standard ETP eligibility requirements
- Wages after retention can be up to 25% below ETP minimum wage
- The reimbursement rate is \$26/hour for all training
- Full-time employment is considered to be 30 hours per week
- Retention is 90 consecutive days; or 500 hours, within 272 days or a 12-month period.

Despite these modifications, CPC anticipates that 95% of the trainees will be permanent, full-time workers who will complete the standard 90-day retention working at least 35 hours per week or more.

### **Trainer-to-Trainee Ratio Modification**

The trainer-to-trainee ratio is not modified by the RESPOND Guidelines. CPC classes are normally conducted at a 1:20 ratio. However, there may be occasional, last-minute additions. In order to accommodate employers and to avoid duplicating courses for a few additional trainees, CPC has requested a 1:24 ratio. If class exceeds 1:24, the Center will add a second instructor or provide two classes. This modification is recommended for approval because it is consistent with the university's classroom teaching ratio.

### **RECOMMENDATION**

Staff recommends approval of this proposal including the modifications and 20% Support Costs.

### **DEVELOPMENT SERVICES**

N/A

### **ADMINISTRATIVE SERVICES**

N/A

### **TRAINING VENDORS**

N/A

## **Exhibit B: Menu Curriculum**

### **Class/Lab Hours**

8-200

Trainees may receive any of the following:

### **COMMERCIAL SKILLS**

- Basic Soil, Plant & Water Relationships
- Irrigation Scheduling, Salinity & Drainage
- Basic Pipeline Hydraulics I
- Basic Pipeline Hydraulics II
- Pumps I
- Chemigation
- Drip/Micro Irrigation Design
- Landscape Sprinkler Design
- Landscape Irrigation Auditor

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