



**Training Proposal for:**

**California Field Ironworkers Apprenticeship Training and  
Journeyman Retraining Fund - Northern California**

**Agreement Number: ET15-0916**

**Panel Meeting of:** January 22, 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		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤0%		

**FUNDING DETAIL:**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$396,340		\$27,375 8%		\$423,715

<b>In-Kind Contribution:</b>	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	130	8-100	0	\$564	\$33.50
				Weighted Avg: 24			
2	Retrainee Priority Rate Apprentice	Commercial Skills OSHA 10	214	8-210	0	\$1,390	\$20.55
				Weighted Avg: 100			
3	Retrainee Priority Rate Pre-Apprentice	Commercial Skills	15	8-200	0	\$3,529	\$20.55
				Weighted Avg: 150			

**Minimum Wage by County:** Job Number 1: SET Statewide \$27.40 per hour, Job Numbers 2 and 3: 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

All Collective Bargaining Agreements provide health benefits which vary by union locals. Up to \$3.80 per hour in health benefits may be used to meet the Post-Retention Wage for Job Numbers 2 and 3.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Job Number 1: Journeyman Ironworkers		130
Job Number 2: Apprentices Ironworkers		214
Job Number 3: Pre-Apprentices Ironworkers		15

**INTRODUCTION**

The California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund – Northern California (NorCal Ironworkers JATC) [www.universityofiron.org](http://www.universityofiron.org) seeks funding to train Journeyman, Apprentice, and Pre-Apprentice Ironworkers who primarily work in Solano, Contra Costa, San Francisco and Sacramento counties. NorCal Ironworkers JATC operates training centers equipped with the newest training aids and technology in Sacramento, Fresno, San Francisco, San Jose and Benicia.

The training centers are a partnership between four International Brotherhood of Ironworker local unions and signatory employers who are participating in this proposal. (Local 118 in Sacramento, Local 378 in Benicia, Local 155 in Fresno, and Local 377 in San Francisco)

Employers partner with these unions to create and maintain an easily mobilized and highly specialized workforce with a mission to provide customers with high quality, on-time, within budget, and accident-free craftsmanship. Journeymen will train at the San Francisco and San Jose sites while the Benicia, Sacramento and Fresno training facilities will provide a four-year, 800-hour apprenticeship program to apprentices.

Ironworkers are responsible for many aspects of construction:

- 1) 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;
- 2) unload, place and tie reinforcing steel bars (rebar) and post-tensioning systems, which give strength to concrete used in piers, slabs, buildings and bridges;
- 3) load, unload, place and set machinery and equipment and operate power hoists, forklifts, and aerial lifts;
- 4) fasten metal decking, safety netting and edge rails to facilitate safe working practices; and
- 5) historically, mainly worked with wrought iron, but today they 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 Local Educational Agencies (LEAs). For this proposal, the LEAs are Chabot – Las Positas Community College District, San Leandro Adult School (Benicia), Foothill College (Fresno), and American River College (Sacramento). 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 NorCal Ironworkers JATC 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).

### **PROJECT DETAILS**

NorCal Ironworkers JATC will train ironworkers to prepare them to work on the following large Northern California construction projects: the San Francisco Transbay Terminal; the new Apple Campus; five Bay Area refineries, including the Chevron Refinery in Richmond, wind turbines in Rio Vista, Solar Farms in Fresno and the Sacramento Kings Arena in downtown Sacramento. As Journey Level Ironworkers retire and new work develops, there will be a need for more qualified Ironworkers 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 Ironworkers throughout Northern California.

This proposal will also support the pre-apprentice Women's Welder Ironworkers training program called the Gladiator Program. This unique program creates a bridge for women to enter into a trade that has been traditionally under-represented. NorCal Ironworkers JATC began this program with no funds, only volunteer hours of trainers and the donation of free training materials and space by the JATC. The Gladiator Program was funded previously under Agreement ET13-0909. Of the 12 trainees that participated, 9 women were successful at gaining entry into the apprentice program or are working in the trade.

## **Training Plan**

### **Pre-Apprentice Commercial Skills (100%)**

The Pre-Apprentice program for women will include skills needed to enter the Apprentice program and to be placed on a job. These skills include: welding, green training, traffic flagging and firewatch training. This 150-hour program will be held at the Benicia Training Center. It is expected 15 trainees will participate.

### **Journeyman Commercial Skills (95%)**

The Journey Level program is intended to bring work skills and knowledge up to date, as required by the participating employers and property owners. ETP funds will help to expand employer-driven certification classes, such as the Qualified Rigger course. Ironworkers who attend a Qualified Rigger course must successfully complete a 40-hour Rigging and a 40-hour Crane classes in order to receive the Qualified Rigger/Signalperson card. Ironworkers with this certification increases their chances for employment.

### **Apprentice Commercial Skills (95%)**

The work of Field Ironworker (Field meaning someone who works on physical structures rather than in a shop) is physically demanding. 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. Following strict safety and quality standards, Ironworker Apprentices need to learn to build modern structures from the ground up. Apprentices need to learn how to reinforce concrete to creating the steel structure of a building; how steel pillars, supports and shafts are needed to build structures like office buildings and bridges; and how to build steel shafts and grilles to support the concrete used to make tunnels, freeways and industrial buildings.

### **OSHA 10 (5%)**

The Panel recently approved funding for OSHA 10/30 training. This 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 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. In other words, six hours of OSHA 10 is not reimbursable and cannot be used to satisfy the minimum hours of training. OSHA 10/30 is not included in the 10% limitation on safety training.

**Commitment to Training**

Each of the signatory employers contributes to the education training fund. The NorCal Ironworkers JATC certifies that signatory employers will continue to pay into their respective trust funds for Journey Level, Apprentice and Pre-Apprentice training. In addition, employers will continue to provide structured, on-the-job training that meets apprenticeship standards in the form of work processes. ETP funds will supplement and not displace employer contributions to training. Safety training is, and will continue to be, provided by the participating employers in accordance with all requirements under state and federal law.

**Marketing and Support Costs**

The NorCal Ironworkers JATC is requesting 8% in support costs to fund marketing to employers, recruit apprentices, and conduct ongoing assessments of employer-specific job requirements. There are nine staff people in the NorCal Ironworkers JATC offices that will assist with the marketing, recruitment, needs assessments and scheduling of training. There are five full-time and 12 - 15 part-time trainers who are former or current ironworkers and are experts in the areas that they teach. A third party, Strategy Workplace Communications along with CLF, will provide ETP Contract Administration services.

NorCal Ironworkers JATC and the various local unions 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.

**Tuition Reimbursement**

In accordance with Title 22, CCR, Section 4412.1, NorCal Ironworkers JATC represents that 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 the NorCal Ironworkers JATC under an ETP Agreement that was completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET13-0909	Statewide	10/01/2012– 9/30/2014	\$326,942	\$299,815 (92%)

The ETP Tracking system shows a total of 22,704 hours entered for Job Number 1 and 504 hours entered for Job Number 2, for a potential reimbursement of \$415,250, which exceeds the approved amount. To date, NorCal Ironworkers JATC has already earned \$299,815. The Final Closeout invoice was submitted on October 28, 2014 in the amount of \$27,127. When approved NorCal Ironworkers JATC will have earned 100% of the total Agreement amount.

**DEVELOPMENT SERVICES**

The NorCal Ironworkers Fund retained the California Labor Federation in Sacramento and Strategy Workplace Communications in Oakland to assist with development of this proposal at no cost.

**ADMINISTRATIVE SERVICES**

NorCal Ironworkers JATC also retained Strategy Workplace Communications to assist with administrative services in connection with this proposal for an amount not to exceed 13% of payment earned.

**TRAINING VENDORS**

N/A

**Exhibit B: Menu Curriculum****Class/Lab Hours****Job Number 1 (Journeyman)**

8-100

Trainees may receive any of the following:

**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
- Advanced Welding
- Layout and Instruments
- Architecture Designs and Advanced Plan Reading
- MSAJ (Mine Safety and Health Administration)

**OSHA 10/30 (OSHA CERTIFIED INSTRUCTOR)**

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

**Job Number 2 (Apprentice)**

8-210

Trainees will receive any of the following:

**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
- First Aid/CPR

**OSHA 10 (OSHA CERTIFIED INSTRUCTOR)**

- OSHA 10 (requires completion of 10 hours)

**Job Number 3 (Pre-Apprentice)**

8-200

Trainees will receive any of the following:

**COMMERCIAL SKILLS**

- Green Training
- Firewatch Training
- Traffic Flagger
- Welding I and Welding II

Safety Training cannot exceed 10% of total training hours per-trainee

Note: Reimbursement for retraining is capped at 100 total training hours per trainee for Job Number 1. Reimbursement for retraining is capped at 210 total hours per trainee for Job Number 2. Reimbursement for retraining is capped at 200 total training hours per trainee for Job Number 3.