



**Training Proposal for:
Carpenters Training Committee for Northern California
Agreement Number: ET15-0903**

Panel Meeting of: June 27, 2014

ETP Regional Office: Sacramento

Analyst: W. Atkinson

PROJECT PROFILE

Contract Attributes:	Retrainee Apprentice	Industry Sector(s):	Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Northern California Carpenters Regional Council		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$1,114,320		\$77,229 8%		\$1,191,549

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	Pre-Apprentice	Commercial Skills, Literacy Skills	100	8-200	0	\$3,882	\$20.32
				Weighted Avg: 165			
2	Journeyman	Commercial Skills Continuous Improvement	189	8-200	0	\$941	\$32.12
				Weighted Avg: 40			
3	Apprentice	Commercial Skills	325	24-200	00	\$1,668	\$20.32
				Weighted Avg: 120			
4	Veteran Apprentice	Commercial Skills	50	24-200	0	\$1,668	\$20.32
				Weighted Avg: 120			

Minimum Wage by County: Modified SET Priority Industry wage: \$20.32

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 \$1.05 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
Pre-Apprentice Carpenter		100
Journeyman Carpenter		189
Apprentice Carpenter		375

INTRODUCTION

Carpenters Training Committee for Northern California (CTCNC) is the educational organization that provides Pre-Apprentice, Apprentice, and Journeyman training services for union carpenters across 46 northern California counties. CTCNC is governed by a joint labor and management trust board, as agreed to in collective bargaining. Its apprenticeship training programs have been established for many years as approved by the Division of Apprenticeship Standards, Department of Industrial Relations. CTCNC governs the training trust on behalf of workers represented by the United Brotherhood of Carpenters & Joiners of America.

This is the fourth ETP Agreement between ETP and CTCNC and there is a history of strong performance (See Active and Prior Projects tables).

Apprenticeship 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 that is developed by Local Educational Agencies (Gavilan College, American River College, and Pleasanton Unified School District) and approved by DAS. The program provides reimbursement for up to 200 hours of RSI plus OSHA 10. However, in this proposal, CTCNC is not requesting OSHA 10 training. 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. CTCNC is requesting this modified retention.

To ensure ETP does not displace Montoya Funds, Apprenticeship Pilot reimbursement is reduced by \$5.00, reducing the priority industry rate from \$18 to \$13 per hour. Pre-Apprentice and Journeyman will receive a reimbursement rate of \$22 per hour. This rate is between standard priority industry rate (\$18) with the Small Business priority rate (\$26), recognizing that signatory employers include both small and standard-size business.

PROJECT DETAILS

In recent years, the industry has needed assistance in supporting Apprentice training. State funds to support this training have been reduced while the need for training is increasing as the construction industry emerges from the recession.

CTCNC is requesting funds to supplement its training program in order to meet the demand. Its training program has been successful in helping trainees develop into successful Journeymen. Pre-Apprentice training was developed to improve retention rates in the Apprenticeship program and to better serve the signatory employers who hire apprentices. Trainees who successfully complete the Pre-Apprentice program have the basic skills needed to succeed on a construction jobsite. Apprentice training will establish skilled workers who will eventually become Journeymen. All Apprentices participating in training must have advanced to Year 2+.

This Apprenticeship training will include veterans training and will help veterans transition into the civilian workforce. In the last four years, CTCNC has helped 248 veterans enter the carpentry trade. Veterans are recruited directly into first year apprenticeships, bypassing the pre-apprentice requirement for non-veterans.

Training Plan

Pre-Apprentice – Job Number 1

Commercial Skills (80%) - Training will include use of lifts and scaffolding, use of basic hand and power tools, material handling, framing, layout, basic blue print reading, and concrete framework.

Literacy Skills (20%) - Training will include basic algebraic equation, communication skills, fractions, decimals, positive and negative numbers, math skills for construction, negotiating with co-workers at the job site, and understanding the numbering system.

Journeyman – Job Number 2

Commercial Skills (90%) - Training will be offered in advanced skills including bridge building, commercial work, advanced layout, green building awareness, rigging, roofing, steel framing, and welding

Continuous Improvement (10%) - Training will include team skills and team-leader skills.

Apprentice – Job Numbers 3 and 4

Commercial Skills (100%) - Training will be offered in topics such as blueprint reading, wood framing, concrete formwork, rigging, layout, stair building, finishing, welding, and cutting.

Commitment to Training

CTCNC has provided training for both Apprentices and Journeyman for over 50 years. The curriculum has evolved to stay current with the work as performed in the field. Some of the classes have developed into a specific process such as Bridge Building Certification or Doors and Hardware.

CTCNC represents that safety training is, and will continue to be, provided by the participating employers in accordance with all pertinent requirements under state and federal law.

Impact/Outcome

Trainees will receive certifications specific to their training such as Bridge Building, Concrete Formwork, Fork Lift Operator Safety, Lead Abatement, Rigging, Scaffold User, and Welding.

Marketing and Support Costs

Employers participate as members of CTCNC. They are notified of training through CTCNC website, mailings, and presentations. Although many of the participating employers have already been recruited, additional recruitment is still needed for more participating employers and trainees and/or to replace employer whose training needs have changed.

CTCNC requests 8% in support costs for marketing, recruitment, and assessment activities. Staff recommends the 8% in support costs.

Employer Needs Assessment

The training program was created and is governed by a joint labor management committee established through collective bargaining. Industry needs are determined by the committee, which provides feedback on effectiveness; assessment of employer-specific job requirements; employer discussions to ensure that industry trends are being addressed in each training program; feedback from the labor and management team that administers the program; and evaluations from trainees and program staff.

Trainer Qualifications and Training Coordinator

Trainers are qualified Journeymen with extensive practical and training experience employed by CTCNC. Seven additional CTCNC staff members are responsible for training coordination, including but not limited to marketing, recruitment, needs assessments, scheduling, and ETP administration.

RECOMMENDATION

Staff recommends approval of this proposal.

ACTIVE PROJECTS

The following table summarizes performance by CTCNC under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET14-0900	\$848,538	7/1/13 – 6/30/15	372	290*	145

*ETP records show 290 trainees have completed their retention period and are currently being reviewed. The ETP On-Line system indicates 72,788 reimburseable hours, resulting in potential earnings of \$848,538 (100%).

PRIOR PROJECTS

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET12-0175	Northern California	11/21/11 – 11/20/13	723,370	\$722,224 (99%)
ET10-0233	Northern California	10/05/09 – 10/04/11	\$343,830	\$343,830 (100%)

DEVELOPMENT SERVICES

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

ADMINISTRATIVE SERVICES

CTCNC also retained Steve Duscha Advisories to perform administrative services in connection with this proposal for a fee not to exceed 10% of payment earned.

TRAINING VENDORS

N/A

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

8-200

Trainees may receive any of the following:

Pre-Apprentice**COMMERCIALS SKILLS**

- Architect's Scale
- Basic Blueprint Reading
- Basic Hand Tools
- Basic Roof Structures
- Carpenter Terminology
- Compressors
- Concrete Formwork
- Construction Math
- Drywall Framing
- Exterior Finish Applications
- Forklift
- Foundation Walls
- Framing
- Green Awareness
- Hazard Communicating
- Job Site Roles and Responsibilities
- Job Site Systems
- Layout
- Lead and Asbestos Awareness
- Material Handling
- Measurement
- Negotiating with Co-Workers at the Job Site
- Orthographic Drawing
- Power Tools
- Safe Working Conditions
- Scaffold Use
- Solar Installation
- Using Lifts
- Wood and Metal Framing

LITERACY SKILLS

- Basic Algebraic Equation
- Communication Skills
- Fractions, Decimals, Positive and Negative Numbers
- Math Skills for Construction
- Understanding the Numbering System

Journeyman**COMMERCIAL SKILLS**

- Acoustical Ceilings
- Advanced Millwright Skills
- Aerial Lift Safety

- Asbestos Abatement Worker or Supervisor
- Blueprint Reading
- Bridge Building Certification
- Bridge Falsework
- Cleanroom Protocol & Construction
- Commercial Door Hardware
- Commercial Interior Systems
- Commercial Metal Lath (Drywall/Lather)
- Commercial Solar Installation
- Concrete Formwork
- Confined Space Awareness
- Confined Space Entry
- Construction Calculator
- Construction Math & Intro to Working Drawings
- Ergonomics for Carpenters
- Fall Protection
- Firestop Installation
- Fork Lift Operation
- Framing
- Framing Square
- Green Building
- Hardwood Floor Layers/Floor Sanding & Finishing
- Hardwood Flooring
- Hazardous Waste General Site Worker
- Installation of Strip Floors
- Insulation Installation
- Layout Instruments
- Lead Abatement
- Managing Safety at the Worksite
- Material Safety Data Sheets
- Metrics In Construction
- Pile Driving Set-Up and Operations
- Rigging
- Roofs
- Safe Working Conditions
- Scaffolds
- Shaft Liner Construction
- Solid Surface Materials Installation
- Stairs
- Steel Framing
- Superintendent/Leadership Training
- Suspended Ceilings and Soffits
- Welding
- Working Drawings
- Working with Gas Turbines for Millwrights
- Working with Pumps for Millwrights

CONTINUOUS IMPROVEMENT

- Team Skills
- Team Leader Skills

Apprentice

COMMERCIAL SKILLS

Carpenter Apprentice

- Foundations & Floors
- Blueprint Reading - Basic
- Wood Framing
- Concrete Formwork
- Exterior Finish
- Blueprint Reading - Advanced
- Concrete Bridge Building
- Interior Finish
- Concrete Structures/Equipment/Safety/Green Technologies
- Rigging
- Layout Instruments
- Engineered Structural Systems
- Commercial Steel Framing
- Commercial Door Hardware
- Stair Building
- Roof Framing
- Introduction to Welding & Cutting

Drywall/Lather Apprentice

- Drywall/Lathing, Trade Safety
- Basic Applications
- Mathematics Review
- Commercial Framing Systems and Fire Stop
- Doors, Frames, Hardware & Windows
- Blueprint Reading I
- Blueprint Reading II
- Applied Blueprint Technology
- Welding (Heavy Plate)
- Welding (Light Gauge)
- Residential Metal Stud Framing
- Exterior Systems & Trims
- Interior Metal Lath Systems
- Shaft Protection & Ceiling Systems
- Arches, Furring & Advanced Systems
- Advanced Construction Techniques

Insulator Apprentice

- Construction Math, Intro to Working Drawings for Insulators, Firestop
- Residential Blueprint Reading for Insulators, Fork Lift, Driver Safety Training
- Residential Insulation Installation and Weatherization
- Commercial Blueprint Reading for Insulators, Welded Frame-Mobile Tower Scaffolds
- Commercial & Industrial Insulation Installation, Aerial Lift
- Energy Conservation Codes and Standards for Insulators
- Green Advantage
- CalGreen

Pile Driver Apprentice

- Worker Safety & Tool Skills for Pile Drivers - Fall Protection
- The Pile Driver Apprentice & The Trade, Construction Math
- Rigging
- Concrete & Formwork
- Welding 1 - SMAW (Shielded Metal Arc Welding) 1F, 2F, 3F, 4F
- Introduction to Pile Driving Land & Water - Aerial Lifts
- Welding 2 - SMAW 1G, 2G - Fork Lifts
- Advanced Pile Driving - Land & Water
- Wharfage & Marine Structures
- Welding 3 - SMAW 3G Certification
- Introduction to Structural Blueprints & Layout Instruments
- Bridge Building & Advanced Structural Blueprints
- Falsework, Shoring & Heavy Timber Framing
- Advanced Formwork
- Welding 4 - SMAW 4G Certification
- Welding 5 - FCAW 3G Certification
- Welding 6 - FCAW 4G Certification

Shingler Apprentice

- Blueprint Reading - Basic
- Flashing, Shakes & Composition
- Blueprint Reading - Advanced
- Shingles, Sidewalls, Tile & Metal
- Rigging

Acoustical Installer Apprentice

- Blueprint Reading - Basic
- Commercial Steel Framing
- Installation of Exposed & Concealed Grid Ceilings
- Welded Frame & Mobile Tower Scaffold
- Special Ceiling Systems, Aerial Lift.
- Introduction to Welding & Cutting
- Access Floor Systems
- Integrated Ceilings & Special Techniques
- Blueprint Reading - Advanced
- Layout Instruments

Hardwood Floor Layer Apprentice

- Tools of the Trade, Installation of Wood Floors
- Athletic Floors, Finishing & Repairing Floors
- Blueprint Reading – Basic
- Blueprint Reading - Advanced

Millwright Apprentice

- Millwright 16 Hour Safety & Millwright Tool Skills
- The Millwright Apprentice & The Trade
- Math Applications - Fall Protection
- Rigging
- Materials of Construction
- Layout Procedures - Fork Lift (Industrial & Rough Terrain)

- Optical Instruments
- Blueprint Reading - Aerial Lift
- Cutting & Welding 1
- Welding 2 - SMAW
- Monorails
- Conveyors
- Installation of Machinery
- Maintenance of Machinery
- Precision Tools & Shaft Alignment
- Turbines
- Welding 3 - Certification

Scaffold Erector Apprentice

- Introduction to Scaffolds - Confined Space
- Welded Frame & Mobile Tower Scaffold
- Blueprint Reading - Basic
- System Scaffold
- Hazard Awareness - Aerial Lift
- Blueprint Reading - Advanced
- Suspended Scaffolds, Shoring Systems
- Tube & Clamp Scaffold
- Layout Instruments
- Blueprint Reading for Scaffold Erectors
- Rigging
- Introduction to Welding & Cutting
- Welding

Literacy Training cannot exceed 45% of total training hours per-trainee
Safety Training will be limited to 10% of total training hours per-trainee

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