



Training Proposal for:
Carpenters Training Committee for Northern California

Agreement Number: ET16-0907

Panel Meeting of: August 28, 2015

ETP Regional Office: Sacramento

Analyst: M. Mazzone

PROJECT PROFILE

Contract Attributes:	Apprenticeship Veterans Priority Rate	Industry Sector(s):	Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern and Central 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
\$882,220		\$67,682 8% (20% Veterans)		\$949,902

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	118	8-200	0	\$3,882	\$20.55
				Weighted Avg: 165			
2	Journeyman	Commercial Skills, Continuous Improvement	46	8-200	0	\$941	\$35.17
				Weighted Avg: 40			
3	Apprentice	Commercial Skills	225	8-200	0	\$1,668	\$21.10
				Weighted Avg: 120			
4	Veteran Apprentice	Commercial Skills	40	8-200	0	\$1,668	\$21.10
				Weighted Avg: 120			

Minimum Wage by County: Modified Statewide Average Wage for 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 \$0.68 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		118
Journeyman Carpenter		46
Apprentice Carpenter		225
Veteran Apprentice Carpenter		40

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 and central 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. Training will take place at one of CTCNC's five training locations including: Pleasanton, Fairfield, Hayward, Morgan Hill and Fresno.

This is the fifth ETP Agreement between ETP and CTCNC. However, this is the first time Veterans have been included as a discrete cohort of Apprentice trainees.

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 Division of Apprenticeship Standards (DAS). The Panel adopted the Apprenticeship Training Program as a pilot in March 2012. It is designed to supplement cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training.

Apprenticeships are a multi-year training program that results in DAS certification to work as a Journeyman. They are authorized in California under the Shelly-Maloney Apprenticeship Labor Standards Act of 1939. Apprentices commit to training under contract with an apprenticeship program sponsor. They advance through a series of apprenticeship levels as they complete modules of RSI and on-the-job training. Wages are paid for hours worked on the job, in progression with a series of advancements up to the Journeyman level.

Apprentice programs are typically sponsored by a Joint Apprenticeship Training Committee (JATC). A JATC is created through collective bargaining, with an equal number of members appointed by union and management, with employer contributions to a training trust fund.

Depending on the type of trade, apprenticeship programs vary in length, typically from 2-6 years. They also vary in size, ranging from less than 10 to several hundred apprentices at any given point in time. Several types of trainees are eligible under the Apprenticeship Program: Apprentices (second-year), Journeymen and Pre-Apprentices. First-year Apprentices are not eligible due to the higher drop-out rates associated with this entry-level.

ETP funding flows through a Multiple Employer Contract (MEC), in this proposal held by a CTCNC. The employers are not "participants" but are signatories to the Collective Bargaining Agreement.

RSI is traditionally delivered as class/lab, and ETP does not reimburse for training delivered via Computer-based training (CBT) for apprenticeship training. The curriculum is developed with input from DAS and a designated Local Educational Agency; in this proposal the LEA is CTCNC. The Apprenticeship Program allows reimbursement for up to 200 hours of RSI plus OSHA10, per-apprentice. However, CTCNC has not requested OSHA10 training.

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.

Because ETP funding cannot 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 all Apprentice Job Numbers.

In addition, the Panel adopted a “blended rate” for Journeymen, reflecting the fact that they may be employed by a variety of contractors over the two-year term of contract ranging from large employers, to small (≤ 100 employees). This is \$22 per hour, midway between the Priority Industry standard rate (\$18) and Small Business rate (\$26). [Note: This “blended rate” has been extended to Pre-Apprentices, for ease of administration.]

Under the Apprenticeship Training Program, the post-retention wage has been standardized to \$20.55 per hour reflecting the Special Employment Training (SET) wage for Priority Industry. This wage was chosen for ease of administration, recognizing that most Apprentices and all Journeymen exceed the highest ETP wage requirements. However, the actual wage is displayed in the Training Plan Table and the contract if it exceeds \$20.55. [Typically, Pre-Apprentices are not yet on payroll; they must satisfy wage and retention requirements after being accepted into the apprenticeship program.]

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 to meet 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 ETP 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 310 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 courses such as Using Lifts, Scaffolding Use, Basic Hand and Power Tools, Material Handling, Framing, Basic Blue Print Reading, Lead and Asbestos Awareness, Foundation Walls, and Concrete Framework.

Literacy Skills (20%) - Training will include Basic Algebraic Equation, Communication Skills, Fractions, Decimals, Positive and Negative Numbers, Math Skills for Construction, and Understanding the Numbering System.

Journeyman – Job Number 2

Commercial Skills (90%) - Training will be offered in advanced skills such as Bridge Building, Advanced Millwright Skills, Green Building, Hardwood Flooring, Lead Abatement, Pile Driving Setup and Operation, Stairs, Roofs, and Welding.

Continuous Improvement (10%) - Training will include Team Skills and Team-Leader Skills.

Apprentice – Job Number 3

Commercial Skills (100%) - Training will be offered in areas of concentration including Carpenter Apprentice, Drywall/Lather Apprentice, Insulator Apprentice, Pile Driver Apprentice, Shingler Apprentice, Acoustical Installer Apprentice, Hardwood Floor Layer Apprentice, Millwright Apprentice, and Scaffold Erector Apprentice.

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.

Veteran Apprentice – Job Number 4

The training curriculum will be the same as above. These trainees are in a separate Job Number to better track performance for this cohort, toward the goal of improved outreach for the Veterans Pilot overall.

Veterans who apply for CTCNC's apprenticeship program receive direct entry into the program, which includes free training and assistance in finding work with employers throughout the area. In addition, CTCNC works in cooperation with Helmets to Hardhats, a national joint labor-management program (www.ctcnc.org/helmets-to-hardhats). This program helps transition active duty military personnel into employment in the construction industry, including apprenticeship programs.

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's 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 (20% for Veterans) for marketing, recruitment, and assessment activities. Staff recommends the 8% and 20% 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.

Electronic Record Keeping

CTCNC will use a Learning Management System (LMS) to document and track ETP training. The LMS has been reviewed and approved by ETP staff.

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
*ET15-0903	\$1,191,507	07/01/14 – 06/30/16	527	1,203	828

*ETP records show that of the 1,203 trainees that have completed training 828 have been placed. ETP Fiscal has determined \$678,934 is Earned-Approved and \$255,291 is Earned-Pending. To earn 100% of the contract amount a total of 72,531 reimbursable hours are required. The ETP On-Line system indicates that there are 80,520 reimbursable hours uploaded thus far.

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 \$ %
ET14-0900	Central & Northern California	07/01/13 – 06/30/15	\$847,977	\$847,977 (100%)
ET12-0175	Central & Northern California	11/21/11 – 11/20/13	723,370	\$722,224 (99%)
ET10-0233	Central & 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**

Job No. 1: Pre-Apprentice
8-200

Trainees may receive any of the following:

COMMERCIAL 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

Job No. 2: Journeyman
8-200

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 (MSDS)
- ✚ Metrics In Construction
- ✚ Pile Driving Setup 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 SKILLS

- ✚ Team skills
- ✚ Team leader skills

Job No. 3 and 4: Apprentice / Veteran Apprentice
8-200

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, Union Benefits Presentation
- ✚ Flashing, Shakes & Composition
- ✚ Blueprint Reading - Advanced
- ✚ Shingles, Sidewalls, Tile & Metal
- ✚ Rigging

Acoustical Installer Apprentice

- ✚ Blueprint Reading - Basic, Union Benefits Presentation
- ✚ 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, Union Benefits Presentation
- ✦ 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, Union Benefits Presentation
- ✦ 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 cannot exceed 10% of total training hours per-trainee

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