



**Training Proposal for:**  
**Central Valley Mother Lode Plumbers, Pipe and Refrigeration**  
**Fitters Joint Apprenticeship Training Committee**  
**Agreement Number: ET15-0913**

**Panel Meeting of:** August 22, 2014

**ETP Regional Office:** Sacramento

**Analyst:** J. Basquez

**PROJECT PROFILE**

Contract Attributes:	Retrainee Priority Rate Apprentice	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Stanislaus, San Joaquin	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Central Valley-Mother Lode Plumbers, Pipe and Refrigeratin Fitters JATC Local Union 442		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

**FUNDING DETAIL**

Program Costs	+	Support Costs	=	Total ETP Funding
\$216,200		\$14,940 8%		\$231,140
In-Kind Contribution:	50% of Total ETP Funding Required			Inherent

**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	Business Skills, Commercial Skills, OSHA 10/30	50	8-200	0	\$564	\$35.00
				Weighted Avg: 24			
2	Retrainee Apprentice	Commercial Skills, OSHA 10	73	24-210	0	\$2,780	\$20.32
				Weighted Avg: 200			

**Minimum Wage by County:** Job Numbers 1 & 2 (SET/Priority Industry): \$20.32 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 \$2.19 per hour may be used to meet the Post-Retention Wage in Job Number 2 only.

**Wage Range by Occupation**

Occupation Titles	Wage Range	Estimated # of Trainees
Journeyman Plumbers, Pipefitters, Refrigeration Fitters		50
Apprentice Plumbers, Pipefitters, Refrigeration Fitters		73

**INTRODUCTION**

In this proposal, Central Valley Mother Lode Plumbers, Pipe and Refrigeration Fitters Joint Apprentice Training Committee (Central Valley JATC) seeks funding for retraining as outlined below:

In 1955 the Central Valley JATC was established, and in 1997 Local 492 (Stockton) and Local 437 (Modesto) created the Plumbers, Pipe and Refrigeration Fitters Local Union 442. The JATC is funded by its membership of employers to provide DAS approved training. This is a 5-year apprenticeship program.

The JATC is responsible for training over 307 journeymen and over 73 apprentice (13 graduated in 2013) workers to ensure that union plumber, pipe and refrigeration fitters have the skills, knowledge and experience necessary to build and service commercial and residential buildings.

**Employer Demand for Training**

Today's pipe trades industries are being challenged by new technology and production demands. Journeymen must have broader skills to work in a variety of construction settings, and those with national certifications are increasingly in demand to validate the advanced skill levels that customers demand. This proposal is designed to help workers in the pipe trades

upgrade their skills so they can perform jobs in demand for commercial and industrial construction, public infrastructure projects, and “green” construction in California.

Employers and union representatives have identified the following reasons for training:

- New “green” mandates require workers to use new materials and updated skills.
- More aggressive bidding requires contractors to show a track record of meeting, and not exceeding labor and materials costs.
- Customers demand higher quality standards, but wanting cost effective budgets and timely completions.

## **Apprenticeship**

The Panel is authorized to fund Apprentice training that does not displace any other source of government funds, or replace an existing apprenticeship program. The Apprenticeship Training Pilot Training allows funding for programs sponsored by a Joint Apprenticeship Training Committee (JATC) or a Unilateral Training Committee/Division of Apprenticeship Standards (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, in affiliation with a Local Education Agency (LEA). Here, the LEA is San Joaquin Delta College. The program provides reimbursement for a maximum of 200 hours of RSI plus OSHA 10. All training will be class/lab.

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 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. Journeyman training will be reimbursed at \$22 per hour. ETP wage for Apprentices will be \$20.03 per hour. This is the Special Employment Training Statewide as modified for priority industries which is being used for all Apprentice occupations, for ease of administration.

## **DAS Retention Rates**

According to the JATC, the average apprenticeship completion rate for the JATC is 87-89%. Based on DAS reports the industry average for plumbers is 49.91%.

## **PROJECT DETAILS**

To meet present and future needs the JATC will provide a curriculum in Commercial Skills, Business Skills, and OSHA 10/30 training for both large and small employers. The proposed training is entirely center based and is scheduled to commence after the Panel approval.

## Training Plan

### Journeyman

**Commercial Skills (80%)** - Training includes topics such as welding, solar hot water installing and retro fitting, hydronics systems and refrigeration, medical gas installation, energy audits, programmable logic controllers, and architecture designs and advanced plan reading.

**Business Skills (10%) and OSHA 10/30 (10%)** - Training includes topics such as customer service, problem solving, inventory checklist, advanced time management, and creating project bids. Training will give workers the skills needed to complete jobs quickly and with the highest quality workmanship.

### Apprentices

**Commercial Skills (93%) and OSHA 10 (7%)** - Training topics include, but not limited to mathematics, rigging and signaling, shielded metal – arc welding, pipefitting and a calculator, and advanced plan reading, CAD. Training will allow trainees to advance in pay levels in accordance with the collective bargaining agreement for the industry.

### OSHA 10/30

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. It consists of 10 hours of training for journey-level and 30 hours for frontline supervisors.

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 or 30-hour course. OSHA 10/30 is not included in the 10% limitation on safety training.

### Impact/Outcome

Certifications earned for the journey level and apprentice training include: OSHA 10, OSHA 30, Medical Gas Installer, Medical Gas Brazer, Foreman’s Certification, Industrial Rigger Certification, Crane Signaller Qualification and various welding certifications.

### Commitment to Training

Employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journey level workers.

The JATC represents that safety training is provided by the participating employers in accordance with all pertinent requirements under state and federal law.

#### ➤ Training Coordinator

There are 2 staff people in the JATC office that will assist with the marketing, recruitment, needs assessments and scheduling of training. There are 12 part-time trainers who will conduct the

training. The trainers are former or current plumber, pipe and refrigeration fitters and are experts in the areas that they teach. The training rooms are fitted with latest equipment and tools.

### **Marketing and Support Costs**

Apprentices are recruited through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website, the JATC will disseminate class information throughout the year to all apprentice and journeyman plumber, pipe and refrigeration fitters within the local's jurisdictions as well as to the plumber, pipe and refrigeration fitter contractors who employ them. The JATC is also active in the local workforce investment board and is a partner in its community workforce development work. Classes for the journeyman and apprentice trainees are offered January through May and August through December.

The JATC requests 8% support costs to fund its staff in recruiting and qualifying additional participating employers for this program. Many participating employers have already been recruited, but more recruitment and assessment activities are required. Staff recommends the 8% support costs.

### **ACTIVE PROJECTS**

The following table summarized performance by Central Valley JATC under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
<b>ET13-0910</b>	<b>\$236,927</b>	<b>10/8/12-10/7/14</b>	<b>147</b>	<b>40</b>	<b>40</b>

Based on ETP Systems, 14,821 reimbursable hours have been tracked for potential earnings of \$213,644 (90% of approved amount). The Contractor is within the last 90 days of the end term date of the Agreement. It has completed all training and will complete the remainder of retentions by the end term date of the Agreement.

### **RECOMMENDATION**

Staff recommends approval of this proposal.

### **DEVELOPMENT SERVICES**

California Labor Federation in Sacramento assisted with development at no cost.

### **ADMINISTRATIVE SERVICES**

Strategy Workplace Communications in Oakland will perform administrative services for a fee not to exceed 13% of payment earned.

### **TRAINING VENDORS**

N/A

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

8 - 200

Trainees may receive any of the following:

**COMMERCIAL SKILLS**

- Welding I, II, and III
- Structural
- Rigging
- Cranes
- Architectural I
- Architectural II
- Reinforcing
- Post Tensioning
- Conveyors/Industrial Maintenance
- Climate Energy Efficiency and Consumption
- Greenhouse Gas Abatement
- Solar Hot Water Installing and Retro Fitting
- Water Efficiency Products and Installations
- Hydronics Systems and Refrigeration
- Reuse/Recycled Water
- Medical Gas Installation
- Septic Tanks/Wastewater Treatment Systems
- 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 Instrumentation and Motor Controls
- Programmable Logic Controllers
- Advanced Welding
- Architecture Designs and Advanced Plan Reading
- Management and Monitoring of Materials
- Testing Materials and Equipment –Proper Set-Up and Use (Green Training)
- Understanding Changes to Industry Standards (Green Training)

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

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

**BUSINESS SKILLS**

- Teambuilding Skills
- Green Awareness Training and Green Certifications
- Leadership Skills
- Customer Service Skills
- Conflict Resolution
- Problem Solving
- Decision Making Skills

- Inventory Checklist
- Creating Master Plan for Future Improvements
- Advanced Time Management
- Filling-Out Work Documents and Reports Accurately
- Project Management
- Creating Project Bids

### **Apprentice Training**

#### **Class/Lab Hours**

24 - 210

#### **COMMERCIAL SKILLS**

##### **(Apprentice Plumber and Refrigeration Fitter)**

- Mathematics, Rigging and Signaling
- Drawing Interpretation & Plan Reading, Science, Basic Electricity
- Shielded Metal – Arc Welding
- Pipefitting and a Calculator
- Plumber Code Application, Plumbing Fixtures, Guide to Service Work
- Guide to Service Work, Gas Installations, Drainage
- Advanced Plan Reading, CAD
- Water Supply, Instruments Used for Layout
- Medical Gas Installations
- Refrigeration & A/C Mechanic
- Mathematics, Rigging and Signaling
- Refrigeration (Volume 1), Customer Service Skills
- Air Conditioning, Safe Handling of Refrigerants with EPA Certification
- Electronic Controls for MES
- DC Electronics Training
- Refrigeration (Volume II), Pneumatic Controls
- Motor Alignment, Air Conditioning
- Air & Water Balance
- Chillers, Building Automation & Telecommunications Skills

##### **(Apprentice Pipefitter)**

- Mathematics, Rigging and Signaling
- Drawing Interpretation & Plan Reading, Science, Basic Electricity
- Shielded Metal – Arc Welding
- Pipefitting and a Calculator
- Patterns, Steam Systems, Pumps
- Advanced Plan Reading, CAD
- Instrumentation & Pneumatic Controls, Tube bending & Hydraulics
- Detail and Layout Piping Systems, Advanced Welding
- Rigging and Signaling

#### **OSHA 10 (OSHA CERTIFIED INSTRUCTOR)**

- OSHA 10 (requires completion of 10 hours)

Note: Reimbursement for Job Number 1 training is capped at 200 total training hours per trainee. Reimbursement for Job Number 2 Apprenticeship training is capped at 200 total training hours per trainee in Commercial Skills and 10 hours of OSHA10 for a total of 210 hours. Safety training cannot exceed 10% of total training hours for any individual trainee. This 10% safety training cap does not apply to Hazardous Materials or OSHA 10/30 training.