



Training Proposal for:
City of Richmond Workforce Investment Board

Agreement Number: ET16-0398

Panel Meeting of: March 25, 2016

ETP Regional Office: San Francisco Bay Area **Analyst:** D. Woodside

PROJECT PROFILE

Contract Attributes:	At-Risk Youth Ex-Offender SET New Hire Veterans	Industry Sector(s):	Construction Green Technology Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Contra Costa	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤0%		
Managers/Supervisors: (% of total trainees)	≤0%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$127,350		\$0		\$127,350

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	New Hire Ex-Offender At-Risk Youth Multiple Barriers SET	Commercial Skills	25	24-260	0	\$4,500	\$14.19
				Weighted Avg: 225			
2	New Hire Veterans	Commercial Skills	3	24-260	0	\$4,950	\$14.19
				Weighted Avg: 225			

Minimum Wage by County: Contra Costa County – Job Number 1: SET/MB – New Hire (at-risk youth/ex-offender) \$10.64 per hour; Job Number 2: New Hire \$14.19 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
Participating employers may use health benefits to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Construction Laborer		10
Carpenter Pre-Apprentice		8
Solar Installer		10

INTRODUCTION

The City of Richmond Workforce Investment Board (RWIB) (www.ci.richmond.ca.us) provides policy direction and guidance on all workforce development activities in Richmond. One of RWIB’s most successful programs is the RichmondBUILD Careers Academy (RichmondBUILD), which provides vocational skills training in high-growth construction, energy efficiency, and renewable energy fields. RichmondBUILD primarily serves Richmond residents, but also partners with the city of San Pablo to benefit additional residents in Contra Costa County.

RWIB proposes to train a total of 28 unemployed individuals from 3 distinct groups: (1) at-risk youth, (2) veterans, and (3) individuals with multiple barriers to employment including ex-offenders. Trainees will be placed and retained in full-time jobs in the construction and green technology industries. This project will be the fourth Agreement with RWIB but only the second in the previous five years.

Employer Demand

This proposal will help address the anticipated workforce needs of employers involved in large-scale construction projects in Contra Costa County, including projects already underway or beginning in the near future. Employment opportunities will be generated by infrastructure and capital projects, as well as commercial and residential energy-saving retrofits and upgrades. Feedback from a large number of local employers helped identify the most likely areas of need for skilled workers. RWIB cites a few of the following projects that will create employment opportunities in the City of Richmond for its residents:

- Chevron Modernization Project - \$1 Billion (Summer of 2016);
- Terminal One - \$400 million
- Solar One Project - \$10 million
- Berkeley Global Campus - \$1.5 billion

RichmondBUILD has successfully placed graduates at the various construction sites in progress. There is an ongoing partnership with many of the employers involved with the Chevron Modernization project, and several other capital improvement projects in Richmond including: Ghilotti Brothers, Overaa Construction, Whiteside Construction, Alton Construction, Turner Group Construction, Net Electric, and Bay Cities Construction.

RichmondBUILD is also in close contact with the lead subcontractors (such as Brand Scaffolding) responsible for the Chevron Modernization Project. Since Chevron has supported RichmondBUILD to ensure the existence of a trained local workforce, the subcontractors will benefit from the qualified pool of RichmondBUILD graduates.

While the construction contractors responsible for the Berkeley Global Campus (BGC) project have not yet been chosen; RWIB staff met with the BGC Community Relations Representative to plan for anticipated workforce needs resulting from the construction of the campus. Discussions also focused on long-term labor needs and indirect job creation after construction. Like Chevron, Berkeley Global Campus has also shown their support for RichmondBUILD, particularly its energy efficiency training component, by contributing over \$10,000 for training materials and equipment.

All of the projects listed above have entered into or committed to a local hire goal of at least 25% and RichmondBUILD will be the primary source for the hiring.

RWIB members believe that all of these endeavors will result in a high placement and retention rate and 100% earnings.

PROJECT DETAILS

Training Plan

All classroom/laboratory training is center-based and will occur at RichmondBUILD's training center in Richmond, housed in a 10,000 square-foot facility with 30 feet of ceiling clearance on the main training floor (for building projects). Computer labs, administrative offices, and classroom space are also available at the center. Classes run five days a week, 6 hours a day for 30 hours a week

Commercial Skills: (100%) training is based on the International Carpenters Union Pre-Apprenticeship curriculum. The lead instructor for RichmondBUILD is a journeyman carpenter referred by the International Carpenters Union. His two assistants are program graduates that will provide assistance to trainees during the lab training.

Through close consultation with Carpenters Union Local 152, RichmondBUILD has developed a construction training curriculum meeting entry requirements for apprenticeship in various trades. Following completion of the training program, RichmondBUILD participants will receive an industry and union-recognized certificate of completion and will be provided assistance in entering apprenticeship programs. As a result of their training, most trainees should be able to find employment in the construction industry, including specialized sectors such as petrochemicals, hazardous materials clean-up, energy efficiency, and renewable energy.

Total training hours for both Job Numbers is capped at 260 hours as allowed for New-Hire training. Trainees typically attend in excess of 260 hours of commercial job skills and additional job readiness training; thus, any excess training hours above 260 (e.g., job readiness) will be funded by other funding sources (e.g., Workforce Investment Act funds).

Solar Energy Training Program

In order to meet the business needs of a local construction project, Solar One, and other utility scale and residential photovoltaic projects, RichmondBUILD has added Solar Energy Installation training to its list of training programs and Solar Installer to its occupations to be trained. RichmondBUILD reports that its employer partners have projected local industry growth and demand for skilled solar installers during the next two year period. Solar One's owner, Marin Clean Energy, has committed to hiring local residents for 50% of its openings, and the project's employer of record, Stion, a private sector company, is looking to graduates of the RichmondBUILD program to be a major component of their new-hires.

Curriculum Development and Employer Input

RWIB members, including local Chamber of Commerce representatives, provide ongoing feedback about business conditions specific to Richmond, and training curricula that will best prepare individuals for employment in construction and other industries. RWIB members from the construction industry include: Steve Bell of Carpenters Local 152; Bob Lilley of Electricians Local 302; Willie Hicks of Laborers Local 324; Len Turner, President of Turner Group Construction; Per Lorentzen, Business Manager for Chevron; John Troughton, Senior President of Kennedy Wilson, Nate Tyler, CEO of NET Electric; and others with specialized knowledge of employer needs. In addition to advice about training curricula, RWIB members are able to provide insight on specific projects under development that will create jobs for RichmondBUILD program graduates.

Impact/Outcome

Completion of the core training results in a certification of Pre-Apprenticeship Construction Training Skills, recognized by the Carpenters' and Laborers' Unions throughout the Bay Area. Depending on individual course work, a trainee may also receive various industry certifications, such as in solar technology and installation.

Marketing and Employer Participation

RichmondBUILD's success in marketing and recruitment is based on collaborations with numerous public and private partners including: Contra Costa College; the Contra Costa County WIB; the Richmond Housing Authority; Rising Sun Energy Center; Turner Group Construction; and Net Electric. In addition, RWIB will actively market its training program to area employers using several strategies. These include the City of Richmond's local employment ordinance, community benefits agreements, and development agreements with local employers.

New Hire Recruitment Plan

Over the past nine years, RichmondBUILD has placed graduates in high-wage jobs, with approximately 100 applicants typically competing for the 30 available seats in each training session. As such, word-of-mouth has been the most effective recruitment tool.

RichmondBUILD also coordinates closely with the One-Stop Center to track interest and facilitate recruitment into the program. Flyers about the program are available, as well as a sign-up sheet that results in reminder calls, resulting in high participation in information sessions held at RichmondBUILD. After attending these sessions, all interested individuals must pass a basic math, reading and agility test to qualify for RichmondBUILD's training. Additionally, participants must have a GED or high school diploma.

Ex-Offender/At-Risk Youth

Job Number 1 will be funded as Special Employment Training (SET) including Multiple Barriers and Ex-Offender/At-Risk Youth. RWIB will be responsible for documenting the eligibility criteria for this program.

For Ex-Offenders, this must include: case number from the conviction proceeding; parole or probation officer's name and phone number; and records from the institution where incarcerated. For At-Risk Youth, the documentation must show that the trainee is between 18 and 23 years of age. They will be deemed at-risk if they are not in school or employed full-time, and meet other criteria specified in the ETP program guidelines. Job Number 1 may also include SET Multiple Barriers Trainees who have two or more barriers to employment (e.g., mental or physical disability, limited English proficiency, limited math skills).

➤ Retention Modification

Retention may be satisfied by employment of at least 30 hours a week for at least 90 days, out of 120 consecutive days with up to three employers. For occupations in which workers are hired for short-term jobs with multiple employers such as in the construction industry, retention may be satisfied by employment of at least 500 hours within a maximum of 272 days.

➤ Wages

Trainees will receive the ETP Minimum New-Hire Wage.

➤ **Incidental Placement**

Incidental placement with public and nonprofit entities is permissible for these trainees not to exceed 25% of the number placed from Job Number 1. This cap may be increased to 35% under the Ex-Offender/At-Risk Youth program for good cause.

Veterans Program

Job Number 2 will be funded as SET/Veterans – New Hires. The Panel has established a higher reimbursement rate (\$22 per hour) and other incentives for training California veterans. RichmondBUILD will target outreach to Veterans through the One Stop, the EDD’s Veterans’ Representative, and other community-based organizations serving the Veterans population. In addition, RWIB will leverage its own outreach efforts with the Contra Costa Building Trades Council who have identified employing veterans as a top priority.

➤ **Retention Modification**

Retention may be satisfied by employment of at least 30 hours a week for at least 90 days, out of 120 consecutive days with up to three employers. For occupations in which workers are hired for short-term jobs, retention may be satisfied by employment of at least 500 hours within 272 days.

➤ **Wages**

These trainees will receive the ETP Minimum New-Hire Wage.

➤ **Incidental Placement**

Incidental placement with public and nonprofit entities is permissible for Veterans in Job Number 2 not to exceed 25% of the number of trainees placed from Job Number 2. This placement rate may be increased to 45% for Veterans for good cause. However, RWIB is not seeking the increase.

Temporary Agency

New-hire placements as a Temporary Worker shall be no more than 20% of the total new-hire trainee population. This cap will be applied to the number of trainees who have completed training and retention and reached the applicable Minimum Wage, at the time of fiscal closeout. This is consistent with Panel standards for Temporary Agency training (T.22,CCR section 4427.)

High Unemployment Area

Trainees may work in a High Unemployment Area (HUA) in Contra Costa County, which is a region with unemployment exceeding the state average by 15%. The determination of HUA status is based on unemployment data from EDD’s Labor Market Information Division. RWIB is asking for the ETP Minimum New Hire Wage as the post-retention wage for the trainees, rather than the Statewide Average Hourly Wage. However, RWIB is not requesting a post-retention HUA wage modification for trainees in either Job Number 1 or Job Number 2.

No Support Costs Requested

RWIB is not seeking support costs for this training in order to ensure that there is no duplication of other government funds that they receive, and to be able to administratively account for ETP training and administration costs.

No Funding From Other Sources Used for ETP

Although RWIB does receive funding from other government sources, its representative has stated that such funds will not be used to defray ETP-funded training and administration costs. ETP funds will only be used to fund training hours not paid for by other government sources.

No Training Costs Passed on To Trainees

Trainees 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 with the retention modifications for both Job Numbers.

PRIOR PROJECTS

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned	
				\$	%
ET13-0179	Richmond	12/31/12 – 12/30/14	\$183,000	\$127,539	(70%)

This Agreement served only the At-Risk Youth Ex-offender populations. RWIB placed 27 new hire trainees for earnings of 70%. In order to improve performance in the proposed project, RWIB has worked with private sector employers to increase job opportunities for program graduates. Strong relationships with local unions will also strengthen the pathway into employment. Finally, the newly-proposed funding amount of \$127,350 is slightly under what was earned under ET13-0179.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum

Class/Lab Hours

24-260

Trainees may receive any of the following:

Commercial Skills

- Overview of established safety rules and regulations and maintaining a safe and clean work environment
- Assembling and fastening materials to make framework or props, using hand tools and wood screws, nails, dowel pins, or glue
- Building or repairing cabinets, doors, frameworks, floors, and other wooden fixtures used in buildings; using woodworking machines, carpenter's hand tools, and power tools
- Preparation of foundations and floors; installation of floor components
- Construction of walls, including framing, exterior sheathing, sheetrock
- Constructing forms and chutes for pouring concrete
- Erecting scaffolding and ladders for assembling structures above ground level
- Filling cracks and other defects in plaster or plasterboard and sand patch, using patching plaster, trowel, and sanding tools
- Finishing surfaces of woodwork or wallboard in houses and buildings using paint, hand tools, and paneling
- Installing structures and fixtures, such as windows, frames, floorings, and trim, or hardware, using carpenter's hand and power tools
- Hazardous material safety
- Energy efficiency, including testing materials,
- Solar panel installation:
 - Principles of photovoltaic
 - Site surveys and preplanning
 - System sizing and installation
 - Electrical Safety
 - Materials/ Tools

- Electrical Math
- Introduction to modules, inverters and balance of system components
- Modules Features
- Inverter Features
- Mounting Systems
- Electrical Wiring and Connections
- Installation Methods and Guidelines
- Sizing Methodologies and Calculations
- Roof Top Installations
- Commissioning and Operations

Note: Reimbursement for new hire training is capped at 260 total training hours per trainee.