



**Training Proposal for:
City and County of San Francisco**

Agreement Number: ET16-0112

Panel Meeting of: July 24, 2015

ETP Regional Office: San Francisco Bay Area

Analyst: L. Lai

PROJECT PROFILE

Contract Attributes:	Multiple Barriers New Hire SET	Industry Sector(s):	Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Francisco	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Brotherhood of Carpenters and Joiners of America Local 22, Plasterers' and Cement Masons' Local 300		
Turnover Rate:	N/A		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL:

Program Costs	+	Support Costs	=	Total ETP Funding
\$483,600		\$30,876 8%		\$514,476

In-Kind Contribution:	50% of Total ETP Funding Required	N/A
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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 Multiple Barriers Priority Rate SET	Commercial Skills	93	8-260	0	\$5,532	\$13.70
				Weighted Avg: 260			

Minimum Wage by County: The New Hire minimum wage for San Francisco County is \$13.70.

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
Pre-Apprentice: Carpenter		30
Laborer		40
Iron Worker		3
Painter		3
Drywall Installer		3
Roofer		4
Tile Setter		3
Tile Finisher		3
Taper		2
Glazer		2

INTRODUCTION

The City and County of San Francisco (City of SF) is a joint powers entity governed by the City Mayor and County Board of Supervisors. The City of SF's Office of Economic and Workforce Development (OEWD) operates Workforce Investment Act (WIA) programs in the city and county. OEWD also supports Workforce Investment San Francisco, a Workforce Investment Board (WIB). As such, the City of SF was accepted as meeting basic ETP eligibility requirements as a WIA recipient and a WIB.

This proposal will fund classroom/laboratory training at CityBuild Academy, a program created by OEWD in partnership with construction trade unions, the City College of San Francisco, the San Francisco Construction Trades Council, and community based organizations. It is a pre-apprenticeship program designed to assist unions and private construction contractors (participating employers) meet their workforce needs. The program also assists private sector

employers meet city-mandated hiring requirements for large public and private construction projects.

CityBuild Academy is not limited to one apprenticeship program and is not administered by a Joint Apprenticeship Training Committee (JATC). Rather, the academy acts as a “pre-apprentice farm team” for numerous programs administered by a variety of JATCs throughout the Bay Area. As such, this proposal will not be funded under the Apprenticeship Pilot.

Training is conducted at the Evans Campus of the City College of San Francisco utilizing instructors who are themselves members of trades unions. Community-based organizations are contracted to provide comprehensive care management to participants, while the OEWD coordinated the program and facilitates job placement.

Employer Demand

The City of SF “First Source” ordinance (Chapter 83, City Administrative Code, eff. 1998) establishes that entities that contract with public projects valued at more than \$350,000 and/or require large-scale residential permits must make a good faith effort to hire from SF’s Workforce Development System. CityBuild Academy has been designated as the First Source referral entity that will assist employers in meeting this obligation.

According to City of SF, construction continues, sufficient to support demand for trainees in this project. City estimates show these are projects worth \$9 billion, now in progress. They include: California Pacific Medical Center, Transbay Transit Center, Doyle Drive Replacement, SF Muni Light Rail, UCSF Medical Center, SF General Hospital, Salesforce Tower, and Lumina.

PROJECT DETAILS

Under this ETP proposal, the City of SF will provide up to 260 hours of Commercial Skills training in classroom and laboratory instruction per trainee. Construction trade unions, apprenticeship committees, and building contractors (employers) helped develop the CityBuild Academy curriculum to provide trainees with a broad education in the trades. Training content is based on skills that these groups recommend in order to ensure success in extended apprenticeship programs. Training will cover the use of hand tools, power tools, job site safety, concrete, rebar, metal studs, layout, drywall, electrical systems, and interior finishes. Program graduates will be ready to compete for apprenticeships as a carpenter, laborer, iron worker, painter, drywall installer, roofer, tile setter, tile finisher, taper, and glazer.

Impact/Outcome

Successful graduates of CityBuild Academy may become registered apprentices.

Special Employment Training

The Special Employment Training (SET) funding category is used when an employer does not face out-of state competition, or when the trainees do not have a history of Unemployment Insurance (UI) payments. The trainees in this proposal will come from a hard-to-serve population that may have no previous reported payroll, and no history of UI.

These trainees may have other “multiple barriers” to employment (e.g., limited reading/math skills, physical disability). Multiple barrier trainees are eligible for a wage modification from the SET statewide wage to the county-by-county wage, as shown in the Training Plan Table.

New Hire Recruitment Plan

Trainees will be recruited through the following community agencies:

- A. Philip Randolph Institute
- Anders and Anders Foundation
- Charity Cultural Services Center
- Chinese for Affirmative Action
- Mission Hiring Hall
- Young Community Developers

Trainees must meet the following criteria: San Francisco residency; high school diploma or GED; valid CA driver's license, U.S. citizenship or proof of eligibility to work in the U.S., ability to pass drug tests; and ability to communicate effectively in English.

Each of the community agencies will provide the following services:

- Community outreach; client recruitment, orientation, intake, eligibility screening, and assessment.
- Construction industry focused job readiness training workshops; including number enrolled and completed.
- Intensive wrap-around case management support throughout the client's service pathway, from recruitment through the end of the one-year job retention period.
- Vocational counseling on at least a monthly basis with each client throughout the entire timeframe.
- Job-placement assistance, supportive-role. Assistance with various case management issues if necessary (e.g. child-care, transportation, etc.).
- End of Program Exit Interviews with clients; including review of career goals and achievements.

Marketing and Support Costs

The City of SF requests 8% in support costs to assist its staff in recruiting eligible trainees and qualifying participating employers for this program. Participating employers will be recruited from among companies that have been awarded construction contracts in San Francisco. While many participating employers have already been recruited, additional assessment activities with employers must occur to meet the specific job requests from employers sufficient to employ all successful trainees. Employers are contacted by CityBuild Academy staff with the cooperation of City departments and building trade unions participating in this project. Employer needs for specific trainees are determined by individual job orders they place with CityBuild Academy. Using this system, all training is "to order" for specific employers. Staff recommends 8% support costs.

Tuition Reimbursement

In accordance with Title 22, CCR, Section 4412.1, City and County of San Francisco 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.

Funding from Other Sources

CityBuild Academy receives funds from the WIA program and funds from the City of San Francisco. These funds will be used to pay for training costs that exceed the ETP reimbursement.

RECOMMENDATION

Staff recommends approval of this proposal.

ACTIVE PROJECTS

The following table summarizes performance by City of SF under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET13-0355	\$387,240	06/10/2013– 06/09/2015	70	56	56

Based on ETP Systems, 34,293 reimbursable hours have been tracked for potential earnings of \$387,240 (100% of approved amount).

PRIOR PROJECTS

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET11-0104	San Francisco	06/30/2011– 06/29/2013	\$387,240	\$387,240 (100%)

DEVELOPMENT SERVICES

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

ADMINISTRATIVE SERVICES

City of SF also retained Steve Duscha to perform administrative services for a fee not to exceed 12.5% of payment earned.

TRAINING VENDORS

The San Francisco City College in San Francisco has been retained to provide training for an amount to be determined.

Exhibit B: Menu Curriculum

Class/Lab Hours

8-260

Trainees may receive any of the following:

COMMERCIAL SKILLS

Ceiling Joists
Communications
Concrete
Construction Math
Doors
Drywall
Electrical
Energy Efficiency
Finish Work: Tile, Paint, Finish Carpentry
Formwork
Framing
Green Building Processes and Systems
Hand Tools
Hazardous Materials
Interior Finishes Rotations
Layout
Metal Studs
Photovoltaic
Power Tools
Promoting Teamwork
Rafters
Rebar
Rigging
Roofing Materials
Safety on a Job Site
Scaffolding
Windows

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



United Brotherhood of Carpenters
and Joiners of America
LOCAL UNION NO. 22

June 5, 2015

Barry Broad
Chairperson State of California Employment and Training Panel
1100 J Street
Sacramento, CA 95814

Dear Chairman Broad,

Carpenters Local Union 22 of the United Brotherhood of Carpenters and Joiners fully supports the San Francisco Office of Economic and Workforce Development (OEWD) application submitted to the State of California Employment and Training Panel.

Carpenters Local Union 22 has been involved with OEWD's CityBuild Academy (CBA) since its inception in 2007. The CityBuild Academy is an eighteen (18) week construction pre-apprenticeship program administered by OEWD. The Academy incorporates curriculum from the Carpenters Training Committee of Northern California. At the completion of each Academy's cycle, five (5) graduates enter the carpenter's apprenticeship program through a direct entry agreement. Carpenters Local Union 22 shares a common goal with OEWD, which is to put San Francisco residents to work. Together we are working to prepare San Francisco's next generation of construction workers.

Thank you for supporting the OEWD's application for ETP funds. Please feel free to contact me at (415) 987-2266 should you have any questions regarding the above.

Respectfully,

Patrick Mulligan
Financial Secretary

sko/opeiu-3-afl-cio (38)

Plasterers' and Cement Masons' Local Union No. 300

8400 Enterprise Way, Suite 111 • Oakland, California 94621

Phone: (510) 430-9492 • Fax: (510) 430-9183

February 1, 2013

Mr. Pat Mulligan
Director of City Build
One South Vann Ness Avenue, 5th Floor
San Francisco, CA 94103

Re: Pre- Apprenticeship Programs

It is my pleasure on behalf of the Bay Area Norther California Joint Apprenticeship Training Committee, (JATC) that City Build Academy has been approved for direct entry in to our Cement Masons Apprenticeship Program, for its graduates. Our organization have an interset in supplying well qualified and job ready apprentices for building trades industry. It is our goal to continue this endeavor as we move forward, the JATC is always looking for the next generation of Cement Masons to continue our agenda.

The JATC will agree to train City Build Graduates, right along with our own apprentices, who are interested in joining the Cement Masons. The JATC will provide training facilities, instructors, curriculum, materials, etc, all needed to meet the goals set forth by the JATC. All apprentices in this program will have to follow all rules and guidelines set forth by the JATC.

Once again, thanks and congradulations and we are looking forward to a very long-lasting partnership, to take all the steps needed provide the construction industry with the best Cement Masons.



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Northern California Laborers Joint Apprenticeship Training Committee

1001 Westside Drive, San Ramon, CA 94583-4098

(925) 556-0858 • (925) 556-0652 Fax

November 3, 2010

Guillermo Rodriguez
San Francisco CityBuild
50 Van Ness
San Francisco, CA 94102

Re: Pre-Apprenticeship Programs

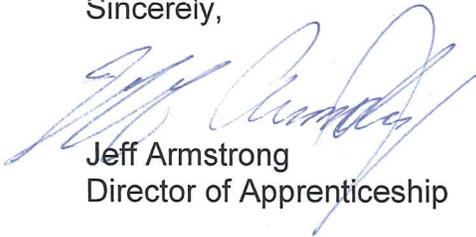
Dear Mr. Rodriguez:

On behalf of the Joint Apprenticeship Training Committee, it is my pleasure to inform you that CityBuild has been approved for direct entry status into the Laborers Apprenticeship Program. Per our administrative procedures, the number of successful graduates accepted will be determined by the Business Manager of the appropriate local union. Factors that will be considered will be work outlook and the number of apprentices already on the out-of-work list.

The Business Manager will inform the apprenticeship office of a number he feels is suitable for the near future. By reviewing test scores and conducting interviews with instructors, we will invite those who have demonstrated high levels of skill and aptitude and have shown a strong desire to join the Laborers Union to an informal interview with a representative of the apprenticeship program and the local union. This final process will determine who is invited to join our program. When you are ready to graduate another class, please contact me so that I may initiate the process.

Once again, congratulations and I look forward to long-lasting mutually beneficial partnership.

Sincerely,



Jeff Armstrong
Director of Apprenticeship

**NORTHERN CALIFORNIA PLASTERERS'
JOINT APPRENTICESHIP AND TRAINING COMMITTEE**

39 South Linden Avenue
South San Francisco, CA 94080
Phone (650) 827-1451 Fax (650) 827-1454

July 25, 2014

Mr. Pat Mulligan
Director of City Build
Office of Economics And
Workforce Development
One South Van Ness Avenue, 5th Floor
San Francisco, CA 94103

RE: Memorandum of Understanding:

Dear Mr. Mulligan:

This Memorandum of Understanding is being written for the purpose of describing the mutual goals and responsibilities for training participants for direct entry into the Northern California Plasterers' Joint Apprenticeship Training Committee.

The Northern California Plasterers' JATC will agree to train City Build Trainees, who are interested in joining the plastering industry, in a Plastering Industry Specific Pre-apprenticeship Program. The JATC will supply the training facilities, instructors, curriculum, materials, etc, needed to conduct a plastering specific training program that will prepare these trainees to enter the highly competitive plastering and construction industries.

For the trainees to gain direct entry into the Northern California Plasterers, JATC the trainees must successfully complete the City Build Program, successfully complete the Northern California Plasterers' JATC's Pre-apprenticeship Training Program and meet all of the application requirements of the JATC. Factors that also will be considered will be the work outlook and number of apprentices already on the out of work list. The Plasterers' Local 66 Business Manager will inform the apprenticeship office of the number he feels is suitable for the near future. By reviewing the test scores and conducting interviews with the instructors we will invite those who have demonstrated high levels of skill and aptitude and show a strong desire to be a Union Plasterer.

I look forward to working with you in this partnership that will benefit, your program, our program, the union and the people of San Francisco.

Sincerely,



Robert J. Noto
Program Administrator



JOINT APPRENTICESHIP COMMITTEE FOR NORTHERN CALIFORNIA

14738 Cantova Way • Sloughhouse, CA 95683 • (916) 354-2029 • FAX (916) 354-1126

Pat Mulligan, Director of CityBuild
Office of Economics and Workforce Development
1 South Van Ness Ave.
San Francisco, CA. 94104

October 26, 2012

Dear Pat:

The Operating Engineers Joint Apprenticeship Committee recognizes that both of our organizations have an interest in supplying well qualified and job-ready apprentices for the construction industry.

We are pleased to inform you that The Operating Engineers Joint Apprenticeship Committee agrees that CityBuild is a valuable training program for apprenticeship candidates. Residents of San Francisco who are graduates of the CityBuild program, and that apply for the Operating Engineers Apprenticeship program, are always deemed a valuable candidate. Upon reviewing test scores, those who have demonstrated the highest level of skill and aptitude and have shown a strong desire to enter the Operating Engineers Apprenticeship program will be afforded an interview with representatives from Apprenticeship, Labor and Management. This is the final process that will determine who will gain entry into the program. The Business Manager, the Apprenticeship Staff and The District Office will work together to determine an appropriate number of such candidates that will be accepted into the P.O.P. class each year. Factors that will be considered in making that determination will include the number of apprentices on the out-of-work lists, local and federal requirements, as well as industry demands.

When future classes are coming close to graduation, please contact Ms. Tammy Castillo, Director of Apprenticeship so that she may be involved in the process.

The Operating Engineers Joint Apprenticeship Training Committee will continue its long established practice of sending Apprenticeship Coordinators to make presentations to City-Build classes as well as making the training center available for CityBuild field trips.

Once again, congratulations. I look forward to a long-lasting mutually beneficial partnership.

Best regards,

Kris Morgan

Executive Director
Operating Engineers Local #3
Journeyman & Apprentice Training Trust
Rancho Murieta Training Center
14738 Cantova Way
Sloughhouse, Ca. 95683
(916) 354-2029 Office
(916) 354-1126 Fax

Sheet Metal Workers' Local 104 and Bay Area Industry Training Fund

1700 Marina Boulevard, San Leandro, CA 94577-4203
Phone (510) 483-9035  Fax (510) 483-1415

BAY AREA CHAPTER



NORTH BAY SAN FRANCISCO GREATER OAKLAND
SAN MATEO SANTA CLARA



January 7, 2013

Mr. Pat Mulligan, Director of City Build
SF Office of Economic and Workforce Development
One South Van Ness Avenue, 5th Floor
San Francisco, CA 94103

Mr. Mulligan,

This letter is to confirm our continued participation and support for the City Build program.

This Sheet Metal Worker's apprenticeship had been involved with City Build since it's inception. I and others have presented information about apprenticeship opportunities and expectations to City Build classes. We have seen a number of local residents apply for our program from City Build. We currently have some City Build graduates in our apprenticeship. I am also happy to say we also have former City Build graduates who have completed our apprenticeship currently working in their careers as Local 104 Sheet Metal Worker Journeypersons.

We appreciate the realistic approach City Build takes in preparing possible apprentice candidates, and the efforts to connect them with programs to lead, not just to a job, but to a good career.

We appreciate City Build staff listening to the trades and other partners, then adjusting to achieve a program that works for the apprenticeship programs, residents, employers and the citizens of San Francisco in general.

This is the type of program we want to continue to work with, as we continue to evolve for a better future.

Sincerely,

Frank Cuneo
Training Coordinator
Bay Area Sheet Metal JAC

C: Local 104-SF

Alameda/Contra Costa Counties JATC
1700 Marina Boulevard
San Leandro, CA 94577
Phone (510) 483-9035
Fax (510) 483-1415

North Bay Counties JATC
1250 Petaluma Boulevard North
Petaluma, CA 94952
Phone (707) 762-0181
Fax (707) 762-7104

Santa Clara County JATC
2350 Lundy Place
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Fax (408) 263-1723

San Francisco County JATC
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San Francisco, CA 94103
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Fax (415) 255-8727

San Mateo County JATC
860 Hinckley Road
Burlingame, CA 94010
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