



Training Proposal for:
**District Council 16 Northern California Journeymen and
 Apprentice Training Trust Fund**
Agreement Number: ET15-0912

Panel Meeting of: August 22, 2014

ETP Regional Office: San Francisco Bay Area **Analyst:** A. Nastari

PROJECT PROFILE

Contract Attributes:	SET Retrainee Priority Rate	Industry Sector(s):	Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Various Local Unions		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤0%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$416,416		\$28,756 8%		\$445,172
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 SET Priority Rate Apprentice (Drywall)	Commercial Skills, OSHA 10	55	8-210	0	\$1,223	\$20.32
				Weighted Avg: 88			
2	Retrainee SET Priority Rate Apprentice (Flooring)	Commercial Skills, OSHA 10	92	8-210	0	\$1,223	\$20.32
				Weighted Avg: 88			
3	Retrainee SET Priority Rate Apprentice (Glaziers)	Commercial Skills, OSHA 10	73	8-210	0	\$1,223	\$20.32
				Weighted Avg: 88			
4	Retrainee SET Priority Rate Apprentice (Painters)	Commercial Skills, OSHA 10	144	8-210	0	\$1,223	\$20.32
				Weighted Avg: 88			

Minimum Wage by County: Job Number 1: SET Priority Industry \$20.32 or base wages based on Collective Bargaining Agreements

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 \$4.92 per hour may be used to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Carpet, Linoleum & Soft Tile Layer (Floorcovering)		92
Glaziers		73
Painters and Decorators		144
Drywall Finishers (Tapers)		55

Note: The allied occupations Painter & Decorators and Tapers are in two apprenticeship programs with the same sponsor. See list below.

INTRODUCTION

The District Council 16 Northern California Journeymen and Apprentice Training Trust Fund (DC16 JATTF) was formed in June of 2006, in order to consolidate expenses and focus revenue on training and infrastructure. The District Council covers four “master” collective bargaining agreements representing four trades, as identified in the Wage Range by Occupation table.

DC16 JATTF provides funding for three separate apprenticeship programs for these four trades. Each is registered with the Division of Apprenticeship Standards (DAS) as outlined below:

1. Northern California Floor Covering JATC (DAS #04789)
2. Northern California District 16 Glaziers, Architectural Metal and Glass Workers JATC (DAS #000370)
3. Painter & Decorating JATC of the Bay Area, Inc. (DAS #00040 and #00076)*

*Note: Painter & Decorating JATC is one sponsor covering two programs for the allied occupations of Painters & Decorators and Tapers.

There are currently more than 490 signatory employers, organized under four trade associations for purposes of bargaining. All told, there are employer contributions being made to DC JATTF on behalf of 7,200 Journeymen and 901 Apprentices.

The DC16 JATTF is administered by four union trustees and four employer trustees, one from each of the four trades listed in the Wage Range by Occupation table. DC16 JATTF operates a 100,000 square foot training center in San Leandro and an 11,000 square foot training center in Sacramento.

DC16 JATTF also represents employees working in Nevada, for three of the occupations participating (Painters, Drywall and Floor Covering). However, ETP will not fund training for Apprentices on payroll in Nevada.

DAS Completion Rates

Last year, DC16 JATTF graduated 250 Apprentices and anticipates another 250 graduates this year. From 2009 to 2012, the DC16 JATTF had an average graduation rate as follows: 45% (Painters and Tapers), 46% (Glaziers) and 24% (Floor Covering). The average for these trades throughout the state is 40%, 44% and 29% respectively. These are acceptable rates.

Apprentice 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 and developed with a Local Educational Agency (Chabot – Las Positas Community College District). The program provides reimbursement for up to 200 hours of RSI plus OSHA 10. 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. DC16 JATTF 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. The ETP wage for apprentices will be the SET Statewide rate as modified for priority industries (\$20.32 per hour).

Employer Demand

DC16 JATTF will train Apprentice Painters, Drywall Finishers, Glaziers and Floor Covering Installers to prepare them to work on the following large Northern California projects:

- Google - various locations in the South Bay (San Francisco Bay Area)
- Apple - various locations in the South Bay (San Francisco Bay Area)
- 680 Folsom Street San Francisco – 14-Story Retrofit of a 190,000 square foot building
- SF General Hospital Rebuild – 8-Story addition 129,500 square foot building
- Rincon Tower # 2 San Francisco – New 20+ story building
- Transbay Terminal Building, San Francisco, 60 Story - New

New residential and commercial building construction will drive demand for workers. In addition, home improvement and remodeling projects are expected to create jobs as existing homes and other buildings age and need retrofitting and repair.

PROJECT DETAILS

The proposed training is entirely center-based and is scheduled to commence in after Panel approval at its facilities in San Leandro and Sacramento. Apprentices will receive Commercial Skills and OSHA 10 training.

Commercial Skills (95%)

Glaziers will learn to use the tools and equipment of the trade; handle, measure, cut, and install glass and metal framing; cut and fit moldings; and install and balance glass doors. Training will also cover blueprints and specifications for size, color, type, and thickness of glass to be used.

Drywall installers will learn to mount walls and ceilings securely and safely; spread multiple coats of spackle over cracks, indentations, and any remaining imperfections; and use a mechanical applicator, a tool that spreads sealing compound on the wall joint while dispensing and setting tape at the same time.

Floor Covering Installers must be skilled in scribing, self-leveling, heat welding and seaming. They must also learn how to measure according to blueprints or drawings, prepare working areas for coverings, glue down borders, carpet, linoleum and new green floor coverings, and work on different areas such as stairs and internal and external spaces

Painters will learn to apply, remove, and create paints, stains, and coatings to interior and exterior walls; other structural surfaces; and manufactured products such as furniture, toys, pottery, automobiles, and airplanes.

OSHA 10

OSHA 10 training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of training for Apprentices. 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. When delivery is by CBT all training hours must be delivered in a

classroom over a finite number of time, and the vendor must have a certified instructor present to confirm attendance.

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 course. OSHA 10 is not included in the 10% limitation on safety training.

Curriculum Development

The training curriculum was developed by DC16 JATTF with input from both union and employer representatives and customized to address the needs of its members, participating employers, and the industry. Feedback comes directly from employer and union representatives based on workplace performance, as well as student course evaluations.

There are 7 full-time trainers who will assist with the training. The trainers are former or current DC16 JATTF workers and are experts in their field.

Tuition Reimbursement

DC16 JATTF represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training.

Commitment to Training

Each of the signatory employers contributes to the education training fund. DC16 JATTF certifies that signatory employers will continue to pay into their respective trust funds for both apprentice and journeymen training. In addition, employers will continue to provide structured, on-the-job training that meets apprenticeship standards in the form of work processes. Thus, ETP funds supplement and do not displace employer contributions to training. DC16 JATTF represents that safety training is, and will continue to be, provided by the participating employers in accordance with all requirements under state and federal law.

Marketing and Support Costs

DC16 JATTF is requesting 8% in support costs to fund marketing to employers; to recruit apprentices; and to conduct ongoing assessments of employer-specific job requirements. There are five staff people in the DC16 offices that will assist with the marketing, recruitment, needs assessments and scheduling of training.

DC16 JATTF and the various local unions will publicize the availability of training through direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. IT will also promote this training program at labor-management meetings and industry assemblies, site visits to local schools, trade shows, industry meetings, and vocational outreach organizations. Staff recommends the 8% in support costs.

RECOMMENDATION

Staff recommends approval of this proposal.

ACTIVE PROJECTS

The following table summarizes performance DC16 JATTF under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET13-0922	\$352,698	1/28/2013-1/27/2015	249	438	85

This Agreement is for the Glaziers only. Based on ETP Systems, 29,524 reimbursable hours have been delivered for a potential earning of \$383,812 (99% of approved amount). The Contractor projects final earnings of 99% based on training currently committed to by employers and in progress through September 2014.

PRIOR PROJECTS

The following table summarizes performance by DC16 under an ETP Agreement that was completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET08-0187	Statewide	9/05/07-9/04/09	\$232,685	\$18,018 (8%)

DC16 JATTF reports that poor performance under this Agreement was due to a more rapid downturn than historically expected in the construction industry in 2008 and the subsequent difficulty in meeting wage and retention requirements for ETP new-hire and unemployed trainees. They had planned to train 90 unemployed individuals through a pre-apprentice new-hire program, but were unable to place pre-apprentices into the apprentice program, so decided not to conduct another session of the pre-apprentice program. In addition, while they did enroll 101 journeymen, only 39 met the ETP's minimum training hours and retention requirements.

Since then there has been an increase in jobs in the construction industry resulting in higher job placements with long-term retentions.

DEVELOPMENT SERVICES

DC16 JATTF retained California Labor Federation, in Sacramento, to assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

DC16 JATTF retained Strategy Workplace Communications, in Oakland, to assist with development of this proposal at no cost.

TRAINING VENDORS

N/A

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

8–210

Trainees may receive any of the following:

COMMERCIAL SKILLS

Painters:

- Brush/Roll/Prep
- Booms/Lifts/Scaffold Aware
- Spray-All, Safety & Tech
- 24-Lead and 8-RRP
- Abrasives, CAS Intro
- Color Mix & Match
- Wall covering, Estimating and Installing
- Wood Types & Finishing
- Faux Finish
- Blueprints

Tapers:

- Intro to Tools
- Booms/Lifts Advanced Hand Tech
- Spray-Hand Fin & Texture Paint
- Commercial/Residential Spec Finish
- Blueprints, Job Econ
- Trims and Reveals

Glaziers:

- Labor Studies & Sealants
- Boom Lifts & Hand Tools
- Specialty Glass & Metal Fab
- Blueprints
- 7-Eleven
- Longs & Projects
- Dev Ctr Blueprints & Storefront
- Door Hardware
- Transit & Leveling Install
- Curtainwall & Welding
- Floor Closure & Shower Doors

Floorcovering:

- Carpet Install
- Floor Prep
- Vinyl Comp Tile
- Knifing Skill & Flat Pattern
- Scribe and Seams (Hard Surf)
- Review Flat Pattern and Cove Intro
- Cove Installation
- Heat Welding
- Stair Treads and VCT at an Angle
- Carpet Sewing and Stair Work

- Lam, Prefinished Wood, SpecTile
- Blueprints and Plans

All Trades:

- First Aid/CPR

OSHA 30 (OSHA CERTIFIED INSTRUCTOR)

- OSHA 30 (requires completion of 30 hours)

Safety Training cannot exceed 10% of total training hours per-trainee (This cap does not apply to Hazmat or OSHA 10/30)

Note: Reimbursement for retraining is capped at 210 total training hours per trainee, regardless of the method of delivery.