



**Training Proposal for:**  
**District Council 16 Northern California Journeymen and  
 Apprentice Training Trust Fund**

**Agreement Number: ET16-0926**

**Panel Meeting of:** May 26, 2016

**ETP Regional Office:** San Francisco Bay Area      **Analyst:** R. Jackson

**PROJECT PROFILE**

Contract Attributes:	Apprenticeship Priority Rate Retrainee Veterans	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 (16 in total) Painters Local Union No. 3, 83, 272, 376, 487, 507, 741, 913, 1176; Floor Covering Local No. 12, 1237; Glaziers Local No. 169, 718, 767, 1621, and Mixed trades Local No. 294		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤0%		

**FUNDING DETAIL:**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$887,744		\$61,304 8%		\$949,048

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	Apprentice Drywall Finishers	Commercial Skills	60	8-200	0	\$1,223	\$21.28
				Weighted Avg: 88			
2	Apprentice Painters	Commercial Skills	300	8-200	0	\$1,223	\$21.28
				Weighted Avg: 88			
3	Apprentice Floor Covering	Commercial Skills	100	8-200	0	\$1,223	\$21.28
				Weighted Avg: 88			
4	Apprentice Glaziers	Commercial Skills	300	8-200	0	\$1,223	\$21.28
				Weighted Avg: 88			
5	Apprentice Veterans- All Trades	Commercial Skills	16	8-200	0	\$1,223	\$21.28
				Weighted Avg: 88			

**Minimum Wage by County:** SET State Priority Wage \$21.28

**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

To meet ETP’s Statewide post-retention wage of \$21.28, up to \$2.39 for Job Number 1; up to \$4.91 for Job Numbers 2 and 5; up to \$2.90 for Job Number 3; and up to \$3.39 for Job Number 4 may be used.

**Wage Range by Occupation**

Occupation Titles	Wage Range	Estimated # of Trainees
Carpet, Linoleum & Soft Tile Layer (Floorcovering)		100
Glaziers		300
Painters and Decorators		300
Drywall Finishers (Tapers)		60
Veteran Apprentice – All Trades		16

**INTRODUCTION**

The District Council 16 Northern California Journeymen and Apprentice Training Trust Fund (DC16 JATTF) [www.dc16apprentice.org](http://www.dc16apprentice.org) was formed in June of 2006, in order to consolidate expenses and focus revenue on training and infrastructure. District Council 16 covers four “master” collective bargaining agreements representing four trades, Floorcovering, Painters, Glaziers and Drywall Finishers.

DC16 JATTF provides funding for three separate apprenticeship programs, for the four trades identified above. 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 442 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 5,805 Journeymen and 1,100 Apprentices with California.

DC16 JATTF is administered by four union trustees and four employer trustees, one from each of the four trades. DC16 JATTF operates a 100,000 square foot training center in San Leandro and an 11,000 square foot training center in Sacramento where all of the training will occur.

This is the third ETP Agreement between ETP and DC16 JATTF in the last five years, but it is the first time Veterans have been included as a discrete cohort of Apprentice trainees.

### **DAS Completion Rates**

Last year, DC16 JATTF graduated 229 Apprentices and anticipates approximately 250 graduates over the next year. From 2009 to 2013, the DC16 JATTF had an average graduation rate as follows: 43% (Painters), 52% (Glaziers), 22% (Floor Covering) and 43% (Drywall Finishing). The average for these trades throughout the state is 38% (Painters), 50% (Glaziers) and 27% (Floorcovering) and 41% (Drywall) respectively. These are acceptable completion 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 Division of Apprenticeship Standards (DAS). ETP funding is designed to supplement cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training. Depending on the type of trade, apprenticeship programs vary in length: 36 months for Tapers; 48 months for Painters and Decorators and Carpet, Linoleum, & Soft Tile Layers; and 60 months for Glaziers.

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. 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 CBT delivery for apprenticeship training. The curriculum is developed with input from DAS and a designated Local Educational Agency (in this case Pleasanton Unified School District and LA Unified School District). The Apprenticeship Program allows reimbursement for up to 200 hours of RSI plus OSHA10, per-apprentice.

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.

To ensure ETP does not displace Montoya Funds, Apprenticeship reimbursement is reduced by \$5, reducing the priority industry rate from \$18 to \$13 per hour.

The ETP wage for Apprentices is no less than \$21.28 per hour, tracking the Special Employment Training wage as modified for priority industries. However, the actual wages paid are shown in the Training Plan Table and contract when they exceed \$21.28.

## **Employer Demand**

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

- The Sacramento Sports and Entertainment Complex in Sacramento
- Apple Campus 2 in Cupertino
- Tehama County Courthouse in Red Bluff
- New Alameda County Courthouse, Dublin

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

## **PROJECT DETAILS**

The proposed training is entirely center-based and is scheduled to commence after Panel approval at its facilities in San Leandro and Sacramento. The trades have added new curriculum topics (not delivered in prior ETP agreements) as a result of technology upgrades.

### **Commercial Skills 100%**

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/create paints, stains, and coatings to interior and exterior surfaces and manufactured products such as furniture, toys, pottery, automobiles, and airplanes.

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

## **Class/Lab Trainer-to-Trainee Ratio**

While the majority of classes will be provided at the standard class/lab ratio of 1:20, DC16 JATTF is requesting that this ratio be expanded to 1:25 for all Job Numbers. Class/lab training at the training centers is typically conducted with a trainer-to-trainee ratio of less than 1:20. However, it is not always cost-effective for the Training Centers to offer two classes when fewer than 25 trainees require a particular course. In addition, scheduling classes at an exact ratio is difficult because Apprentices must also complete on-the-job training and may not be available at a particular time and date. If Apprentices cannot get into a particular class and maintain their work schedules, they may have to wait six months to a year before that class is offered again. For these reasons, DC16 JATTF is requesting the higher trainer-to-trainee of 1:25.

## **Impact/Outcome**

ETP funds will help expand the Apprentice program, including the addition of employer-driven certification classes, such as the Booms and Lifts, Confined Space, Flagging and Traffic Control, 24 hours Lead, Repair, Remedial and Prevention, Swing Stage, and Rigging. After completion of these classes, an Apprentice is eligible to receive the certification cards, which are in high demand with area employers.

## **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 Apprentice training that meets DAS standards. 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.

## **Veterans Program**

The Panel has established incentives for training California veterans. District Council 16 Apprentice programs are Veteran Administration approved. DC16 JATTF also refers identified Veterans to Helmets to Hardhats, an independent organization, which permits Veterans to use Montgomery GI Bill benefits to learn new skills while training on the job and earn a full-time wage. DC16 JATTF does not receive alternative sources of funding for training Veterans in this ETP agreement.

The training curriculum will be the same as Apprentice training outlined 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.

## **RECOMMENDATION**

Staff recommends approval of this proposal.

## **ACTIVE PROJECTS**

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

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET15-0912	\$445,172	09/02/2014– 09/01/2016	364	442	TBD

Based on ETP Systems, 26,257 reimbursable hours have been tracked for potential earnings of \$368,648 (83% of approved amount); however, the Contractor reports additional rosters to be entered will increase hours delivered to 30,157 which reflects an estimated potential earnings of \$423,404 (95% of approved amount).

## **PRIOR PROJECTS**

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET13-0922	Statewide	1/28/2013 – 1/27/2015	\$352,698	\$352,698 (100%)

## **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 administration for a fee not to exceed 13% of payment earned.

## **TRAINING VENDORS**

N/A

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

8-200 Trainees may receive any of the following:

**COMMERCIAL SKILLS****Drywall Finishers (Tapers) Job Numbers 1 & 5:**

## 2nd Year

- Advanced Applications, Level 7
- Blue Prints/ Job Economics
- Commercial-Residential Applications
- Commercial/Residential Spec Finish
- Spray-Hand Fin & Texture Paint
- Final Projects

**Painters Job Number 2 & 5:**2<sup>nd</sup> Year

- 24-Hour Lead
- 24-Lead and 8-RRP
- Abrasives, CAS Intro
- Coatings (new)
- Color, Mix & Match
- Specialty Applications (new)
- Spray All/Safety and Technology
- Spray Applications (new)

3<sup>rd</sup> Year

- Faux Finishes
- Preparing for Blasting (new)
- Blasting Techniques (new)
- Color, Mix & Match
- Industrial Deleading/SSPC C3 (new)
- Advanced Spraying/SSPC C12 (new)
- Final Exam
- Wallcovering, Estimating And Installing
- Wood Types & Finishing

**Floorcovering Job Number 3 & 5:**2<sup>nd</sup> Year

- Vinyl Composition Tile
- Knifing Skills And Flat Pattern
- Scribe And Seams (Hard Surface)
- Review Flat Pattern And Intro To Coving

3<sup>rd</sup> Year

- Cove Installation
- Heat Welding
- Stair Treads And Vinyl Composition Tile At Angle
- Carpet Sewing And Stair Work

4<sup>th</sup> Year

- Laminate, Prefinished Hardwood And Specialty Tile
- Blue Prints And Plans
- Exit Examination
- Specialty Projects or Finish Exit Examination

Glaziers Job Number 4 & 5:2<sup>nd</sup> Year

- Curtain Wall System
- Door Hardware
- First Aid/CPR, 7-Eleven
- Floor Closer and Shower Doors
- Longs Drugs and Projects
- Putty Glazing & Scaffold
- Mirrors & Shower Doors
- Shop Drawings, Caulking & Sealants
- Storefront

3<sup>rd</sup> Year

- Center For Construction Research and Training
- Curtain Wall System
- Door Hardware
- Fabrication & Layout Techniques
- First Aid/CPR, 7-Eleven
- Floor Closer and Shower Doors
- Hardware
- Longs Drugs and Projects
- Transits And Levels

All Job Numbers (1 – 5):

- First Aid/CPR

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