



Training Proposal for:

California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund – Southern California

Agreement Number: ET16-0927

Panel Meeting of: May 26, 2016

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

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship Veterans	Industry Sector(s):	Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Southern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Brotherhood of Ironworkers Locals 433, 416, and 229		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$477,980		\$33,030 8%		\$511,010

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	Journeyman Priority Rate	Commercial Skills, OSHA10/30	110	8-200	0	\$564	\$34.00
				Weighted Avg: 24			
2	Apprentice	Commercial Skills, OSHA10	308	8-210	0	\$1,390	\$21.28
				Weighted Avg: 100			
3	Veteran Apprentice	Commercial Skills, OSHA10	15	8-210	0	\$1,390	\$21.28
				Weighted Avg: 100			

Minimum Wage by County: \$21.28 per hour Statewide (Priority Industry)

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 \$.88 per hour may be used to meet the Post-Retention Wage for Job Numbers 2 and 3.

Wage Range by Occupation

Occupation Titles	Wage Range	Estimated # of Trainees
Journeyman Ironworker		110
Apprentice Ironworker		308
Veteran Apprentice Ironworker		15

INTRODUCTION

The California Field Ironworkers Apprenticeship Training and Journeyman Retraining Fund (SoCal Ironworkers) (www.universityofiron.org) seeks funding to train Journeyman and Apprentice Ironworkers in Southern California. SoCal Ironworkers has served the industry's training needs since 1946. A total of 4,907 Ironworker Journeymen work in the area. The central training facility is located in La Palma, where Journeymen and Apprentices from throughout Southern California attend training. A second training facility is located in San Diego.

The Training Centers are a partnership between three International Brotherhood of Ironworker local unions (Local 433 in the City of Industry and San Bernardino; Local 416 in Norwalk; and Local 229 in San Diego) and signatory employers. Each local acts as an apprenticeship program sponsor, in partnership with signatory employers, under three separate Ironworker Joint Apprenticeship Training Committees created through collective bargaining. Each program is separately registered with the Division of Apprenticeship Standards (DAS).

This is the third ETP Agreement between ETP and SoCal Ironworkers. However, this is the first time Veterans have been included as a discrete cohort of Apprentice trainees. This JATC is returning to the Panel for funding at this time because all training has been delivered under its second Agreement. The additional funding is driven by the demand of employers for skilled Apprentices and Journeymen Ironworkers throughout southern California.

Apprenticeship 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. 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. In this case the program is four years.

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 Cerritos College (Los Angeles) and Steel Canyon Adult School for San Diego (San Diego)). The Apprenticeship Program allows reimbursement for up to 200 hours of RSI plus OSHA10, per-apprentice. (Journeymen are capped at 200 hours.)

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 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 (\$21.28 per hour). ETP funding will only apply to apprentices in Year 2+ to ensure commitment.

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, for both Apprentices and Journeymen.

Employer Demand

Demand for skilled Ironworkers is ongoing. Both Journeymen and Apprentices work on the construction of local hospitals, schools, hotels, recreational areas, parking structures, freeways, rail stations and bridges. Current construction projects include solar farm construction in the eastern part of the state, a power plant in Blythe, and modernization of a power plant in Huntington Beach. Continuing from projections made in connection with the active ETP Agreement (ET15-0923), future projects include the Gerald Desmond Bridge replacement in the Port of Los Angeles, underground tunnel construction for the Metro lines, construction of the Korean Air 80-story building in downtown Los Angeles, and stadium construction. In addition, construction projects at Disneyland, UC Irvine, the Anaheim Construction Center, and in Century City are generating continued demand for ironworkers.

As Journeymen Ironworkers retire, there is a need for qualified workers to step into open positions generating increasing demand for Apprentices. Last year, SoCal Ironworkers graduated 204 apprentices and anticipates another 133 graduates in 2016. Currently, an estimated 1,000 ironworker apprentices are working in southern California. The training to be provided under this proposal will help meet the need for highly skilled Ironworkers (both Apprentices and Journeymen) throughout Southern California.

DAS Completion Rates

The average completion rate for Apprentices in the Iron Workers industry is 44% as measured by DAS over the most recent five-year reporting period: CY 2009 through CY 2013. When the average completion rate for an apprenticeship program is less than half the industry average, the Panel requires a justification for funding. In this proposal, with three individual program sponsors, the overall average completion rate for the pertinent five-year period is 57%. This is well over the Panel's standard requirement, which is 50% of the industry average (22%).

PROJECT DETAILS

All training is center-based and developed with input from both labor and management representatives. Trainers are qualified Journeymen with extensive practical and training experience. Journeymen will receive Commercial Skills and OSHA 10/30; Apprentices and Veteran Apprentices will receive Commercial Skills and OSHA 10 training.

Journeyman

Commercial Skills (90%): The Journeyman program is intended to bring work skills and knowledge up-to-date. ETP funds will help expand employer-driven certification classes, such as the Qualified Rigger course. Iron Workers must successfully complete a 40-hour Rigging and a 40-hour Crane class to receive the Qualified Rigger/Signalperson card. Ironworkers with this certification increase their chances for employment.

OSHA 10/30 (10%): This training is a series of courses "bundled" by industry sector and occupation. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

Apprentice

Commercial Skills (95%): On a job site, ironworkers can have several tasks, ranging from rigging and machinery moving to ornamental ironworking. For all specialties in the trade, math, blueprint reading, welding, burning equipment, and green technologies are tools to be learned by apprentices. Coursework also teaches trainees to adhere to strict safety and quality standards because of the dangers posed by this occupation. Apprenticeship training provides these skills as well as the ability to:

- Unload, erect and connect fabricated iron beams to form the project skeleton.
- Build towers, bridges, stadiums and prefabricated metal buildings.
- Erect and install pre-cast beams, columns and panels.
- Fabricate and place steel bars (rebar) in concrete forms to reinforce structures.
- Place rebar on appropriate supports and tie them together with tie wire for highways, building footings and walls.
- Install post-tensioning cables to place in concrete forms along reinforcing steel.

- Stress cables using hydraulic jacks and pumps after the concrete is poured and hardened.
- Install metal windows into a building's masonry or wooden openings.
- Erect curtain wall and window wall systems that cover the steel or reinforced concrete structure of a building.
- Install and erect metal stairways, catwalks, gratings, doors, railings, fencing, elevator fronts and building entrances.
- Load, unload, move and set machinery, structural steel and curtain walls.
- Operate power hoists, cranes, derricks, forklifts and aerial lifts.
- Have knowledge of fiber line, wire rope, hoisting equipment and proper hand signals.

OSHA 10 (5%): 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.

Veteran Apprenticeship

The Veteran training curriculum will be the same as Apprenticeship training outlined above. These trainees are in a separate Job Number to better track performance toward the goal of improved outreach for Veterans. Veterans who apply for an apprenticeship receive direct entry into the program, which includes free training and assistance in finding work with employers throughout the area.

The Panel is committed to supporting job-related training that helps Veterans transition into the California workforce. Veterans in an Apprenticeship are eligible to receive Montgomery GI Bill benefits, such as a Monthly Housing Allowance. These benefits are paid directly to the Veteran trainees. SoCal Ironworkers recruits Veterans in cooperation with Helmets to Hardhats, a national joint labor-management program that recognizes the link between skills acquired in military service and the building trades.

Class/Lab Trainer-to-Trainee Ratio

While the majority of classes will be provided at the standard class/lab ratio of 1:20, SoCal Ironworkers is requesting a 1:25 ratio for Apprentices in Job Numbers 2 and 3. Class/lab training at the Ironworker 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 conduct two classes for fewer than 26 trainees. 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 Ironworker 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, the JATC is requesting the higher trainer to trainee of 1:25 for Apprentices only.

Impact/Outcome

ETP funds will help expand the Journeyman upgrade program, including the addition of employer-driven certification classes, such as the Qualified Rigger course. Ironworkers who attend a Qualified Rigger course must have successfully completed a 40-hour Rigging and a 40-hour Cranes course. After completion of these three classes, an ironworker is eligible to receive the Qualified Rigger/Signalperson card, in high demand with area employers.

Additional certifications to be earned for the journey level and apprentice training may include: OSHA 10/30; various Welding certifications; Qualified Rigger, Scaffold User/Erector/Dismantler,

and Forklift and Post Tensioning certifications for the Rebar industry. Since the previous ETP contract, the SoCal Ironworkers has implemented a new system that allows workers to access their certifications online. This system expedites getting ironworkers placed into jobs.

Commitment to Training

SoCal Ironworkers certifies that signatory employers will continue to pay into their respective Trust funds for Journeyman and Apprentice training. In addition, employers must provide structured, on-the-job training for apprentices that meet DAS standards. ETP funds supplement and do not displace employer contributions to training. Safety training is provided by the participating employers in accordance with all requirements under state and federal law.

Marketing and Support Costs

SoCal Ironworkers is requesting 8% in support costs to fund recruitment and conduct ongoing assessments of employer-specific job requirements. Five staff people in the various SoCal Ironworker locations will assist with marketing, recruitment, needs assessments and scheduling.

SoCal Ironworkers and the three union locals will publicize the availability of training through their website, direct mailings, brochures/flyers, personal contacts, telephone calls, public service announcements and e-mail announcements. It will promote this training 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 by SoCal Ironworkers under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
*ET15-0923	\$359,500	03/02/15 – 03/01/17	324	195	115

*The ETP On-Line system indicates that there are 38,805 reimbursable hours uploaded thus far (potential earnings of 100%). ETP Fiscal has determined \$73,549 is Earned-Approved as of May 12, 2016 (21%). Another \$193,508 is earned – in Process. All training was completed in April 2016, leaving sufficient time for retention. The Contractor expects to earn 100% of the Agreement amount upon completion of retention.

PRIOR PROJECTS

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET13-0918	Statewide	1/01/13 – 12/31/14	\$330,014	\$330,014 (100%)

DEVELOPMENT SERVICES

California Labor Federation in Sacramento and Strategy Workplace Communications in Oakland assisted with development at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications will also perform administrative services for an amount not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

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

8-200

Journeyman

Trainees may receive any of the following:

COMMERCIAL SKILLS

- Advanced Welding
- Architecture Designs and Advanced Plan Reading
- Blueprint Reading
- Energy Audits
- Forklift Training
- Heat Stress Safety
- Layout and Instruments
- Lead in Construction
- Mine Safety and Health Administration
- Post Tensioning Certification
- Proper Equipment Set-Up (Green Training)
- Proper Installation and Use of Testing and Auditing Materials and Equipment (Green Training)
- Qualified Rigger
- Rigging Review
- Safe Working Practices
- Scaffold Erector
- Scaffold User
- Subpart R (Steel Erection)
- Understanding New Technologies and Changes to Industry Standards (Green Training)
- Welding and Burning

OSHA 10/30 (OSHA CERTIFIED INSTRUCTOR)

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

Class/Lab Hours

8-210

Apprentice and Veteran Apprentice

Trainees may receive any of the following:

COMMERCIAL SKILLS

- Architectural
- Architectural Safe Work Practices
- Blueprint Reading
- Cranes (Includes Scaffold Erector/Dismantler)
- First Aid/CPR
- Green Construction For Ironworkers
- Heat Stress Safety
- Lead In Construction

- Measurement And Math
- Mixed Base (Introduction To Blueprint Reading and Math)
- Oxy-Fuel and Welding Safe Work Practices
- Post Tensioning
- Precast/Metal Building (Includes Scaffold User)
- Rebar Detailing
- Reinforcing Safe Work Practices
- Rigging and Forklift Training
- Rigging Safe Work Practices
- Structural
- Structural Safe Work Practices, Subpart R Steel Erection
- Welding

OSHA 10 (OSHA CERTIFIED INSTRUCTOR)

- OSHA 10 (requires completion of 10 hours)

Note: Reimbursement for training is capped at 200 total training hours per trainee for Job Number 1. Reimbursement is capped at 210 total hours per trainee for Job Numbers 2 and 3. Safety Training cannot exceed 10% of total training hours per-trainee. This 10% safety training cap does not apply to OSHA 10/30 training.