



Training Proposal for:

**Fresno Area Plumbers, Pipe and Refrigeration Fitters Joint
Apprenticeship Training Committee**

Agreement Number: ET17-0911

Panel Meeting of: September 23, 2016

ETP Regional Office: Sacramento

Analyst: K. Mam

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Veterans Priority	Industry Sector(s):	Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Fresno, Madera, Tulare, Kings	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No UA Local 246		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$222,400		\$15,400 8%		\$237,800

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	Retrainee Journeyman Priority Rate	Commercial Skills, Computer Skills, OSHA 10/30	40	8-200	0	\$941	\$38.40
				Weighted Avg: 40			
2	Retrainee Apprentice	Commercial Skills, Computer Skills, OSHA 10	66	8-210	0	\$2,780	\$21.28
				Weighted Avg: 200			
3	Retrainee Apprentice Veterans	Commercial Skills, Computer Skills, OSHA 10	6	8-210	0	\$2,780	\$21.28
				Weighted Avg: 200			

Minimum Wage by County: Statewide Priority Industry Wage of \$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
 Up to \$0.16 per hour may be used to meet the Post-Retention Wage in Job Numbers 2 & 3.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Job Number 1 (Journeymen)		
Plumber and Pipefitter		20
Refrigeration and Air Conditioning Mechanic		20
Job Number 2 (Apprentice)		
Plumber and Pipefitter		42
Refrigeration and Air Conditioning Mechanic		24
Job Number 3 (Veterans - Apprentice)		
Plumber and Pipefitter		1
Refrigeration and Air Conditioning Mechanic		5

INTRODUCTION

Founded in 1942, Fresno Area Plumbers, Pipe and Refrigeration Fitters Joint Apprenticeship Training Committee (Fresno Area Plumbers JATC) trains Apprentices and Journeymen for the piping industry. The JATC serves 600 union members across 4 counties (Fresno, Madera, Kings and Tulare), and consists of three management representatives from the Mechanical

Contractors Association and three members from UA Local 246 representing labor. There are 18 signatory employers, 90% of which are small business.

The UA Local 246 maintains an 18,000 square foot building containing the Union Offices, Meeting Hall, and Training Center. Affiliated with Fresno County Office of Education/Regional Occupation Program, the Training Center offers apprentice programs (Plumber, Pipe and Refrigeration Fitter) accredited through the DAS.

This is Fresno Area Plumbers JATC's second ETP Agreement. This is the first time Veterans have been introduced as a distinct population of Apprentice trainees.

Apprenticeship Program

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. 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 Los Angeles Unified School District). The Apprenticeship Program allows reimbursement for up to 200 hours of RSI plus OSHA 10, 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 reimbursement is reduced by \$5, reducing the priority industry rate from \$18 to \$13 per hour. In addition, the Panel adopted a "blended rate" for Journeymen, reflecting the fact that they may be employed by a variety of contractors over the two-year term of contract ranging from large employers, to small (≤ 100 employees). This is \$22 per hour, midway between the Priority Industry standard rate (\$18) and Small Business rate (\$26).

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.

PROJECT DETAILS

Training will expand trainees' skills in preparation for projects in the area. New projects include a medical office building at the Fresno Community Hospital, a detention facility in Porterville, a surface-water treatment plant in Fresno, and an Army reserve facility at the Chandler Airport in Fresno.

Plumbers service, repair, and remodel existing plumbing systems in residential, commercial, and industrial buildings. Refrigeration and Air Conditioning Mechanics install and retrofit all types of refrigeration equipment, from small air conditioning systems to the air conditioning and refrigeration units used in hospitals, schools, and other complex installations. Pipefitters are responsible for designing and installing complex heating systems, special piping for acid, gas, oil, air, oxygen, nitrogen, and ultra-high-purity water and gas systems.

Trainees will receive training in the use of plumbing and piping equipment, updated building standards and green business practices necessary to meet commercial interest.

Training Plan

Commercial Skills (90%): Training will be offered to all occupations to develop high skills levels needed in the plumbing industry. Courses provided include topics such as the following: Orbital Welding, Brazing, and Pipefitting for Journeymen and Rigging, Plumbing Code, and Tube Bending for Apprentices.

Computer Skills (5%): Training will be offered to all occupations in computer software programs available while on the job. Topics include Computer-Aided Drafting, 3-D Drawings Software, and Basic Computers.

Certified Safety Training (5%)

OSHA 10/30. This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. The coursework is geared to construction work and manufacturing. Completion of training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and instructors must be certified by Cal-OSHA.

Veterans Program

The Veteran training curriculum will be the same as Apprentice training outlined above. These trainees are in a separate Job Number to better track performance toward the goal of improved outreach for Veterans.

Fresno Area Plumbers JATC 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.

Also, the Veterans in Piping (VIP) program offer by the National UA, offers high-quality skills training and jobs in the pipe trades to active duty military personnel preparing to leave the service. Since 2008, the UA has trained over 1,000 Veteran. The VIP program consists of 18 weeks of highly specialized, intensive training in highly marketable skills such as welding, heating, ventilating, air conditioning and refrigeration and sprinkler-fitting. The UA provides participants with additional skill training opportunities after the Veterans complete this program

by connecting them to established apprenticeship training programs. When they enter a local UA, the Veterans are given credit for the classes they have already taken.

The UA VIP Program has been recognized as one of the leading programs in the country for assisting Veterans. The VIP does all this at absolutely no cost to the military.

Marketing and Support Costs

The Fresno Area Plumbers JATC will disseminate class information throughout the year to all Apprentice and Journeymen plumbers and pipe and refrigeration fitters within the local's jurisdictions as well as the plumber, pipe, and refrigeration fitter contractors who employ them. The Fresno Area Plumbers JATC will market through newsletters, personal contacts, telephone calls, advertisements via the Internet, emails, its website and participation with the local Workforce Investment Board.

Some employers have already been recruited. Additional recruitment will be on-going. Assessment of employer-specific job requirements will continue during the contract term. The Fresno Area Plumbers JATC requests, and staff supports, the 8% support costs used for these purposes.

Commitment to Training

The Fresno Area Plumbers JATC's director along with the labor and management representatives have developed and customized the national plumber, pipe, and refrigeration fitter curriculum to address the local needs of its members, participating employers and the industry. The Fresno Area Plumbers JATC's instructors and journey level workers also works with the National Competency Testing Institute to created industry driven curriculum. UA Local 246 is directly involved in the development of the curriculum and is in full support of the training of their members. Safety training is provided by the participating employers in accordance with all pertinent requirements under state and federal law.

Trainer Qualifications and Training Coordinator

A Training Coordinator and administrative assistant will be responsible for marketing, conducting recruiting, needs assessments and scheduling training. There are over 10 part time-instructors with impressive credentials and vast field experience. Instructors attend special courses provided by the UA Instructor Training Program to stay current with industry changes.

Impact/Outcome

Certifications for Journeymen and Apprentice training include OSHA 10/30, Medical Gas Installer, Medical Gas Brazer, Foreman's Certification, Crane Signal Person Certification, Backflow Certification, Industrial Rigger Certification, HVAC STAR Certification and various welding certifications.

RECOMMENDATION

Staff recommends approval of this proposal.

PRIOR PROJECTS

The following table summarizes performance by Fresno Area Plumber JATC under an ETP Agreement that was completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET14-0911	Fresno, Madera, Kings, Tulare	2/3/2014- 2/2/2016	\$179,420	\$130,432 (72%)

DEVELOPMENT SERVICES

California Labor Federation in Sacramento assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

Strategy Workplace Communications in Oakland will perform administrative services for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum

Class/Lab Hours

8-200 Job Number 1

Journeyman

Trainees may receive any of the following:

COMMERCIAL SKILLS

- + Welding
- + Hydronics Systems and Refrigeration
- + Medical Gas Installation
- + Welding and Burning
- + Pipefitting
- + Green Compliance
 - o Energy Efficiency in Existing Equipment and Materials
 - o Design & Installation of New Energy Efficient Equipment & Materials
 - o LEED Standards
- + BACnet Programming
- + Johnson Controls Courses
- + Robotic Total Station
- + Start Test and Balance
- + Solar Installations
- + Specialty Seminars for Service Work
- + Johnson DX9100 (Brand of Digital Controller)
- + Compressor Overhaul
- + Direct Digital Controls – Principals of Operation, Calibration, Documentation, Shutdowns
- + Orbital Welding
- + Brazing
- + Safe Working Practices
 - o Foreman and Worker Responsibility
 - o Scaffolding
 - o Fall Protection
 - o Electrical Safety
 - o Falling Objects
 - o Working in Confined Spaces
 - o Working Around Pipelines
- + Industrial Rigging Certification
- + Crane Signal Person Certification
- + National Environmental Balancing Bureau Commissioning Certification
- + Medical Gas Installation, System Testing, Maintenance, Repair, Standards and Brazing Certification
- + Foreman Certification
- + Backflow Prevention Certification
- + Orbital Welding Certification
- + HVACR UA Star Certification

COMPUTER SKILLS

- + Computer-Aided Drafting
- + 3-D Drawings Software

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 Job Numbers 2 & 3

Apprentice**COMMERCIAL SKILLS****Plumbing and Pipefitters**2nd year

- ✚ Oxy Fuel Cut & Weld
- ✚ Rigging
- ✚ Water Supply
- ✚ Gas Installations
- ✚ Pipefitting, Valves, Supports

3rd year

- ✚ Plumbing Fixtures
- ✚ Plumbing Service
- ✚ Green Systems
- ✚ Pumps
- ✚ Plumbing Code
- ✚ Drainage
- ✚ Steam Systems
- ✚ Pipefitting Layout
- ✚ Welding for Certification
- ✚ Related Science

4th year

- ✚ Advanced Plan Reading
- ✚ Hydronics
- ✚ Advanced Plumbing
- ✚ Backflow Prevention
- ✚ Related Math
- ✚ Plumbing Code Review
- ✚ Exit Exam Review
- ✚ Rigging for Certification
- ✚ Crane Signal Certification
- ✚ Tube Bending
- ✚ Advanced Pipefitting
- ✚ Crane Signal Person

5th year

- ✚ Medical Gas
- ✚ Foreman Training
- ✚ AutoCad
- ✚ AutoCad 3D
- ✚ Instrumentation & Process Control
- ✚ Review and Exit Exam

Refrigeration2nd year

- + Basic Electricity
- + Electric Motors
- + Electric Controls
- + Customer Service
- + A/C 1
- + A/C 2

3rd year

- + Refrigerant Controls
- + Refrigeration 2
- + Basic Computers
- + Customer Service
- + Hydronics

4th year

- + Pneumatics
- + Basic DDC/Advanced DDC
- + Start, Test, and Balance
- + Motor Alignment
- + Building Controls
- + Crane Signal Person
- + G-Pro
- + Air & Water Analysis
- + Energy & Water Audits

5th year

- + Boilers
- + Chillers
- + HVACR STAR Mastery Review and Certification
- + HVACR Review and Exit Exam
- + HVACR Performance & Compliance

COMMERCIAL SKILLS (All Trades)

- + Trade Math
- + Industry Math
- + Rigging
- + Drawing
- + Blueprint Reading
- + Welding
- + Cutting
- + Industrial Safety
- + Industrial Install
- + Medical Gas Install
- + Backflow Certification
- + Foreman Certification
- + Rigging Certification
- + Direct Digital Controls
- + Compressor Overhaul

COMPUTER SKILLS (All Trades)

- + Computer-Aided Drafting
- + 3D Drawings Software

OSHA 10 (All Trades)(Certified OSHA Instructor)

- + OSHA 10 (requires completion of 10 hours)

Literacy Training cannot exceed 45% of total training hours per-trainee
Safety Training cannot exceed 10% of total training hours per-trainee (This cap does not apply to Hazmat, OSHA 10/30 or HAZWOPER)

Note: Reimbursement for retraining is capped at 200 total training hours per trainee in Job Number 1 and capped at 210 total training hours per trainee, regardless of the method of delivery.