



Training Proposal for:

Northern California Heat & Frost Insulators and Allied Workers Joint Apprenticeship and Training Committee

Agreement Number: ET17-0910

Panel Meeting of: September 23, 2016

ETP Regional Office: Sacramento

Analyst: K. Mam

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Veterans	Industry Sector(s):	Construction Services 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 Heat and Frost Insulators and Allied Workers Local 16		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤0%		

FUNDING DETAIL:

Program Costs	+	Support Costs	=	Total ETP Funding
\$234,000		\$16,200 8%		\$250,200

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 Apprentice	Commercial Skills	85	8-200	0	\$2,502	\$21.28
				Weighted Avg: 180			
2	Retrainee Apprentice Veterans	Commercial Skills	15	8-200	0	\$2,502	\$21.28
				Weighted Avg: 180			

Minimum Wage by County: Statewide Average Wage (Priority Industry) \$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 \$1.47 per hour may be used to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Job Number 1		
Insulation Mechanic Apprentice		85
Job Number 2 (Veterans)		
Insulation Mechanic Apprentice		15

INTRODUCTION

Founded in 1961 and headquartered in Benicia, Northern California Heat & Frost Insulators and Allied Workers Joint Apprenticeship and Training Committee (Insulators JATC) (<http://www.insulators.org>) administers the apprenticeship program created in collective bargaining between representatives from Local 16 and the Western Insulation Contractors Association. The JATC operates a state-of-the-art training center serving 47 counties in Northern California.

Apprentices in this trade insulate mechanical structures as gauged to ambient temperatures. A typical building has insulation on the hot and cold water pipes and equipment and on the heating and air conditioning system and related mechanical equipment. Insulation materials conserve energy, reduce overall energy demand, reduce pollution, control condensation, eliminate mold, and improve workplace safety. Insulators also perform asbestos removal. Customers generally include insulation, fire stop and asbestos removal contractors.

This is the third ETP Agreement with the Heat & Frost Insulators JATC within the last five years. This is the first time Veterans have been introduced as a distinct cohort 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 five 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 Martinez Adult Education). The Apprenticeship Program allows reimbursement for up to 200 hours of RSI plus OSHA10, per-apprentice. However, in this proposal, the Heat and Frost Insulators JATC has not requested OSHA 10 training.

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 Apprentices.

PROJECT DETAILS

The proposed training is entirely center-based. A new cohort of Apprentice trainees are scheduled to begin in October 2016. The curriculum was developed by the insulation industry with national and local input. Union and management were consulted through joint committees at all levels.

The Insulator JATC apprenticeship program is facing a demand from the industry for more highly skilled Apprentices. As well, New mandates under SB54 (Stats 2013 Ch. 795; Hancock) require that at least 60% of the Journeymen working on specific sites (e.g. chemical waste) must be graduates of an apprenticeship program approved by DAS. This applies to all Journeymen working within an apprenticeable occupation.

Training Plan

Commercial Skills (100%) Training will educate trainees on production efficiencies, “green” expectations of customers and safety. Training will include topics such as insulation and its relation to heat transfer, standards for refrigeration and low temperature insulation, end caps and conicals, pumps, insulation materials and properties, and general application methods. Training will help apprentices gain the knowledge and skills necessary to become journey level.

Impact/Outcome

Apprentices will be certified Journeymen once they have completed the entire Apprentice curriculum.

Marketing and Support Costs

Marketing is done through announcements, emails, and web postings to members of Local 16 and signatory contracts.

The Insulators JATC is requesting 8% support costs to assist staff in training liaison with qualifying signatory employers. Recruitment and assessment activities for Apprentices will also be supported. Staff recommends 8% support costs.

Trainer Qualifications

Trainers will be experienced journeymen with formal instruction in training methods and subject matter.

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.

The Insulators 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. The JATC’s Coordinator also attends outreach programs for Veterans when available.

Electronic Record Keeping

Staff has approved the Heat & Frost Insulators JATC use of a Learning Management System for recordkeeping.

RECOMMENDATION

Staff recommends approval of this proposal.

ACTIVE PROJECTS

The following table summarizes performance by the Heat & Frost Insulators JATC under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET15-0918	\$200,160	03/02/2015 – 03/01/2017	80	80	0

Based on entry in the ETP Online Tracking system, there are 17,878 reimbursable hours. This is sufficient to support earnings of \$200,160 (100% of approved amount). The Contractor projects final earnings of 100% based on retention currently committed to by employers.

PRIOR PROJECTS

The following table summarizes performance by the Heat & Frost Insulators JATC under an ETP Agreement that was completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET13-0923	Statewide	09/01/13 – 08/31/15	\$121,660	\$121,660 (100%)

DEVELOPMENT SERVICES

Heat & Frost Insulators JATC retained Steve Duscha Advisories in Sacramento to assist with development of this proposal for a flat fee of \$10,000.

ADMINISTRATIVE SERVICES

Steve Duscha Advisories will also perform administrative services in connection with this proposal for a fee of 12.2% 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**Apprentice Training**

- ✚ Orientation
- ✚ Community Service
- ✚ Math Review
- ✚ Geometric Construction
- ✚ Industry Related Formulas
- ✚ Insulation and Its Relation to Heat Transfer
- ✚ Standards for Refrigeration and Low Temperature Insulation
- ✚ Blueprint Reading
- ✚ Hand Saw Cutting
- ✚ Rubatex, Armaflex and Rubber
- ✚ Pattern Making
- ✚ End Caps and Conicals
- ✚ PVC Application
- ✚ Boxing a Valve
- ✚ Sheet Metal Develops & Layouts
- ✚ Metal Layouts
- ✚ Pumps
- ✚ Stiffner Ring
- ✚ Economic Thickness
- ✚ Insulation Materials and Properties
- ✚ Determining and Insulation System
- ✚ General Application Methods
- ✚ Supervision
- ✚ High Temperature
- ✚ Cold Work/Hot Work
- ✚ Skill Upgrade
- ✚ Safety
- ✚ Effective Supervision Manual

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