



**RESPOND**

**Training Proposal for:**

**Kern Community College District**

**Agreement Number: ET15-0322**

**Panel Meeting of:** November 14, 2014

**ETP Regional Office:** North Hollywood

**Analyst:** L. Vuong

**PROJECT PROFILE**

Contract Attributes:	Retrainee Priority Rate RESPOND/Drought (Alt/Gen Funds) HUA	Industry Sector(s):	Agriculture Biotechnology/Life Sciences Engineering Manufacturing  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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤0%		
Managers/Supervisors: (% of total trainees)	≤20%		

**FUNDING DETAIL**

All funding is from the General Fund as authorized for the RESPOND program.

Program Costs	+	Support Costs	=	<b>Total ETP Funding</b>
\$198,744		\$34,476 20%		\$233,220

In-Kind Contribution:	50% of Total ETP Funding Required	\$151,000
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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 Critical Proposal Priority Rate HUA	Commercial Skills, Continuous Impr., Literacy Skills	156	8-200	0	\$1,495	\$11.17
				Weighted Avg: 49			

**Minimum Wage by County:** \$11.17 per hour Statewide.

**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

Health Benefits of up to \$1.17 per hour may be used to meet the ETP minimum wage.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Production Worker		31
Maintenance		20
Leads/Operator		10
Technician/Mechanic		40
Administrative Staff		10
Engineer Level 1		15
Engineer Level 2		10
Supervisor		20

**INTRODUCTION**

Headquartered in Bakersfield, Kern Community College District (KCCD) ([www.kccd.edu](http://www.kccd.edu)) strives to provide outstanding educational programs and services that are responsive to its diverse students and communities. The District includes Bakersfield College, Cerro Coso College, and Porterville College. KCCD serves Kern, Tulare, Inyo, Mono, and San Bernardino Counties, making it of the largest districts in the United States. In addition to classes held on campus, KCCD offers localized instruction through educational centers in Delano, Bakersfield, Bishop, Mammoth Lakes, Lake Isabella, and Edwards Air Force Base.

KCCD’s Economic and Workforce Development Programs and 21st Century Energy Center are part of the California Community Colleges Chancellor’s Office initiative to provide a foundation for long-term, sustained relationship with business and labor across districts. The Centers provide high quality, innovative and affordable education, learning and in-depth training solutions.

## **RESPOND/Drought**

The Rapid Employment Strategies Pilot on Natural Disasters (RESPOND) pilot program was adopted by the Panel in early 2014 to fund training in designated drought areas. The drought is impacting several key industry sectors (e.g. agriculture) and could lead to loss of jobs. Hardest hit are the San Joaquin Valley and Central Coast areas although a total of 24 counties have been identified by the Governor's Office.

The funding may be "alternate" using a special one-time appropriation of \$2,000,000 from the State's General Fund. The funding may also be "core" program as authorized in the RESPOND guidelines. RESPOND funding is used to: (1) support displaced workers; (2) avert layoffs; and (3) help employers transition to more sustainable operations and practices. This proposal is for General Funds because KCCD is recruiting water and irrigation districts as participating employers. These districts are governmental entities that would not qualify for core funding.

## **Wage Modification**

Under RESPOND, employers and participating employers qualify for the HUA minimum wage instead of the standard minimum wage.

## **PROJECT DETAILS**

Over the years, KCCD has partnered with the Water Association of Kern County (WAKC) and the California Partnership for the San Joaquin Valley to provide training to a diverse group of companies involved in water conservation. Training is critical in supporting new technologies to prepare for a competitive business climate, as well as conservation of resources. KCCD's goal is to provide needed training to businesses that are pursuing alternative methods to implement water management practices, address water shortage solutions, reduce usage, keep costs down and updating and implementing new technology to maintain crop production and employment.

This proposal will offer training throughout the designated 24 counties and will include agriculture and farming companies, crop and equipment manufacturers and irrigation and water districts. The core group of participating employers includes: Grimmway Farms, Kern Steel Fabrication and Tasteful Selection. KCCD anticipates the majority of training (80%) will be conducted at participating employer locations; the remainder will be conducted at KCCD facilities.

## **Training Plan**

The training outlined in this proposal will focus on maintenance and troubleshooting of water systems/equipment, reduction of waste, limiting of resources, water conservation and improvement of operations and practices to maintain sustainability. Training will be delivered by KCCD faculty and other qualified instructors.

**Commercial Skills (70%)** – Training will be provided to Production Worker, Maintenance, Leads/Operator, Technician/Mechanic, Engineer and Supervisor to focus on water pumping systems, water treatment, irrigation and drainage systems and equipment operation. Trainees will learn the proper techniques and knowledge to keep up with system operations and technological advancements and upgrade their abilities.

**Continuous Improvement (20%)** – Training will be provided to all occupations. Training will address the need to reorganize to find more efficient and cost-effective ways of doing business.

**Literacy Skills** (10%) – Training will be provided to Production Worker and Maintenance. Training will address the communication needs of individuals that lack basic language proficiency necessary for job success.

### **Active Contract – AB 118**

KCCD has an active contract with ETP under the Alternative and Renewable Fuel and Technology Program (AB118) that runs until February 3, 2015 (ET13-0800). Of an estimated 1,740 trainees, 343 have been enrolled and 301 have completed training and retention. According to KCCD's representative, all training under this Agreement ended July 21, 2014. Based on ETP Systems, 3,344 reimbursable hours have been tracked for potential earnings of \$65,740 (9% of approved amount). As a matter of policy, ETP does not measure core-program performance by the outcome of an AB118-funded contract.

### **Commitment to Training**

KCCD represents that ETP funds will not displace the existing financial commitment to training of participating employers. KCCD also represents that safety training is, and will continue to be, provided by the participating employers in accordance with all pertinent requirements under state and federal law.

Most of the participating employers lack the resources and funding to conduct formal and structured training; and many small companies in rural areas do not have a training budget. Access to ETP funds will help these companies meet current workforce training needs, grow, and adapt to current drought related condition. KCCD will only provide training in subjects that are outside of the participating employers' expertise.

### **Marketing and Support Costs**

KCCD works closely with regional economic development partners and industry associations. The 21st Century Energy Center maintains a database of companies and mail marketing materials to advertise upcoming events. Staff networks closely with past clients, using employer and employee evaluations to determine future training needs and establish ongoing, long-term relationships. Many clients expand their initial training with in-depth, customized training after participation in short-term workshops. Staff also provides outreach to new businesses using updated brochures and marketing software to reach targeted customers in its service areas.

After training, KCCD conducts interviews with employers, workers, and multiple training experts to maintain a comprehensive curriculum that is relevant and responsive to current needs. In addition, participating employers are encouraged to complete course evaluations. This feedback is used by KCCD to gauge the effectiveness of training and identify how certain modules can be improved.

KCCD is a strategic partner with the two water conservation associations named in the introduction and also with the Kern Economic Development Council (KEDC), local Workforce Investment Boards (WIBs), and the Kern Building Trades Council (KBTC). The KEDC is a public-private partnership whose mission is to stimulate a diversified and strong economic climate in the service area. KCCD, KEDC, local WIBs, and the union are all represented on the Council.

KCCD has three employees dedicated to marketing, recruitment, assessment, scheduling training, and ETP administration. Community colleges throughout the State have experienced cuts in funding, making ETP support costs necessary to maintain staff for this project. Without

this additional funding, the District would not be able to dedicate the time and effort necessary to sustain a successful ETP project. KCCD seeks full support cost of 20% to fund extensive marketing efforts to recruit additional participating employers and assessment activities of employers. Staff believes 20% Support Costs are justified in this proposal.

### **Reimbursement Rate**

KCCD is delivering most of its training (70%) on high technology irrigation and watering equipment. Training for these courses may require expensive instructors (seasoned engineers and outside vendors) and equipment. Therefore, KCCD is requesting a \$26 reimbursement rate to offset high training costs. Staff recommends the \$26 reimbursement rate for these technical courses. Literacy Skills and Continuous Improvement courses will be reimbursed at the \$18 rate for priority industry (See Exhibit B, Menu Curriculum).

### **Impact/Outcome**

KCCD anticipates that 95% of the trainees will be permanent, full-time workers who will complete the standard 90-day retention working at least 35 hours per week or more.

### **Union Letters**

The two participating employers who are covered under a collective bargaining agreement must provide union support letters before the participating employers can commence training.

### **Tuition Reimbursement**

KCCD represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Agreement.

### **ACTIVE PROJECTS**

The following table summarizes performances by KCCD under two active ETP Agreements in the core program:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET15-0246	\$374,434	09/02/2014-09/01/2016	443	TBD	TBD
ET13-0242**	\$981,621	01/28/2013-01/27/2015	1090	770	770

ET15-0246: As of November 6, 2014, the ETP Systems show that 137 trainees have been enrolled and 960 hours have been tracked. It is too early in the contract term to project performance.

\*\*ET13-0242: According to KCCD's representative, all training under this Agreement ended October 14, 2014. Based on the information provided by KCCD and statistics obtained from the current ETP Contract Status Report, 925 trainees (85%) have been enrolled to date, 544 trainees completed training and retention; and 226 trainees are still in retention. The ETP Class/Lab Tracking System currently shows a total of 42,482 eligible hours for potential earnings of \$932,197 (95% of funding). To date, KCCD has received \$707,517.25 in payment.

**PRIOR PROJECTS**

The following table summarizes performance by KCCD under an ETP Agreement that was completed within the last five years in the core program:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET11-0192	Bakersfield	04/04/2011- 04/03/2013	\$103,683	\$99,767 (96%)
ET10-0161	Bakersfield	10/05/2009- 10/04/2011	\$100,501	\$80,750 (80%)

**RECOMMENDATION**

Staff recommends approval of this proposal.

**DEVELOPMENT SERVICES**

N/A

**ADMINISTRATIVE SERVICES**

N/A

**TRAINING VENDORS**

To Be Determined

**Exhibit B: Menu Curriculum**

**Class/Lab Hours**

8 - 200

AT Rate

Trainees may receive any of the following:

**COMMERCIAL SKILLS**

- Water Pumping Systems and Maintenance
- Water Recycling Systems and Maintenance
- Water Conveyance Systems and Maintenance
- Water Storage Tank Inspection
- Water Treatment
- Irrigation Scheduling, Salinity and Drainage
- Pipeline Hydraulics
- Pump Systems
- Drip/Micro Irrigation Design
- Landscape Irrigation Auditor
- Resource Planning, Allocation and Conservation
- Equipment Operations

**Class/Lab Hours**

8-200

Priority Rate

**LITERACY SKILLS**

- Understanding Reports, Work Orders, Manuals
- Basic Workplace and Process Terminology

**CONTINUOUS IMPROVEMENT**

- Operations and Workflow
- Process Improvement

Literacy Training cannot exceed 45% of total training hours per-trainee  
Safety Training cannot exceed 10% of total training hours per-trainee

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

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: Kern Community College District

CCG No.: ET15-0322

Reference No: 15-0241

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: City of Hanford

Address: 319 N. Douty St.

City State Zip: Hanford, CA 93230

Collective Bargaining Agreement(s): SEIU Local 521

Estimated # of employees to be retrained under this Agreement: 20

Total # of full-time company employees worldwide: 251

Total # of full-time company employees in California: 251

Company: Famoso Nut Company LLC

Address: 32331 Famoso Road

City State Zip: McFarland, CA 93250

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 25

Total # of full-time company employees worldwide: 43

Total # of full-time company employees in California: 43

Company: Grimmway Farms

Address: 11412 Malaga Road

City State Zip: Arvin, CA 93203

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 80

Total # of full-time company employees worldwide: 3800

Total # of full-time company employees in California: 3798

Company: Kern County

Address: 1115 Truxton Ave.

City State Zip: Bakersfield, CA 93301

Collective Bargaining Agreements(s): N/A

Estimated # of employees to be retrained under this Agreement: 40

Total # of full-time company employees worldwide: 500

Total # of full-time company employees in California: 500

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: Kern Community College District

CCG No.: ET15-0322

Reference No: 15-0241

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Company: Kern Steel Fabrication

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Address: 627 Williams Street

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City, State, Zip: Bakersfield, CA 93305

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Collective Bargaining Agreement(s): N/A

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Estimated # of employees to be retained under this Agreement: 50

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Total # of full-time company employees worldwide: 3800

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Total # of full-time company employees in California: 3798

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Company: Tasteful Selection

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Address: 6001 Snow Road

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City, State, Zip: Bakersfield, CA 93312

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Collective Bargaining Agreement(s): N/A

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Estimated # of employees to be retained under this Agreement: 20

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Total # of full-time company employees worldwide: 525

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Total # of full-time company employees in California: 525

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