



Training Proposal for:
Laborers Training and Retraining Trust Fund
For Southern California

Agreement Number: ET16-0916

Panel Meeting of: November 5, 2015

ETP Regional Office: North Hollywood

Analyst: M. Webb

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship	Industry Sector(s):	Construction Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, San Bernardino, Kern, Riverside, San Diego	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Southern California District Council of Laborers and affiliated Local Unions of the Laborers International Union of North America (LIUNA): Local 89 San Diego; Local 220 Bakersfield; Local 300 Los Angeles; Local 1309 Lakewood; Local 585 Ventura; Local 652 Santa Ana; Local 783 San Bernardino; and Local 1184 Riverside		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$458,760		\$31,805 8%		\$490,565

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	Business Skills, Comm. Skills, OSHA 10/30	80	8-200	0	\$564	\$31.39
				Weighted Avg: 24			
2	Retrainee Apprentice (Construction Craft Laborer)	Business Skills, Comm. Skills, OSHA 10	405	8-210	0	\$1,001	\$20.55
				Weighted Avg: 72			
3	Retrainee Apprentice (Landscape & Irrigation Fitter)	Business Skills, Comm. Skills, OSHA 10	40	8-210	0	\$1,001	\$20.55
				Weighted Avg: 72			

Minimum Wage by County: SET Priority Industry: \$20.55 per hour
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 \$4.85 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		
Journeyman Construction Craft Laborer		75
Journeyman Landscape & Irrigation Fitter		5
*Job Number 2		
Apprentice Construction Craft Laborer		405
*Job Number 3		
Apprentice Landscape & Irrigation Fitter		40

*This proposal includes Year 1 Apprentices, starting at 50% of Journeymen wages. See explanation at Apprenticeship Program.

INTRODUCTION

Founded in 1970, the Laborers Training and Retraining Trust for Southern California (SoCal Laborers)(www.Laborerstrainingschool.com) funds training for three separate Apprenticeship Programs, two of which will participate in this proposal: 1) Laborers Southern California JAC and 2) Southern California Laborers Landscape and Irrigation Fitters JAC [Note: hereafter referred to collectively as Laborers JAC]. These two programs are identified in Job Number 1 as shown in the table above. SoCal Laborers Cement Masons JAC is participating in the active ETP Agreement (ET13-0909); however, is not scheduled for this proposal. Overall, SoCal Laborers serves eight Southern California Locals (89, 220, 300, 585, 652, 783, 1309, and 1184) in 12 counties.

Employer Demand

Participating employers and union representatives have expressed a need for apprenticeship training based on the following needs; out-of-state and non-union competition, higher cost of materials, cutting measures, higher quality standards, new green standards and an increase in the complexity of construction projects. As a result, employers must explore price reducing options that include working with alternative materials and new techniques to improve systems and the skill sets of workers.

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). The Panel adopted the Apprenticeship Training Program as a pilot in March 2012. It is designed to supplement cost of delivery for the Related and Supplemental Instruction (RSI) portion of DAS-approved apprenticeship training.

Apprenticeship programs vary in length. In this case, the Construction Craft Laborers program is 18 months and the Landscape & Irrigation Fitter program is 24 months. ETP will fund training for Year 1 Apprentices in 2-year programs such as these.

RSI is traditionally delivered as class/lab, and ETP does not reimburse CBT delivery for apprenticeship training. The curriculum was developed with input from DAS and a designated Local Educational Agency (in this case Hacienda La Puente Unified School District); however, this training will be delivered onsite by SoCal Laborers JAC at multiple locations in Southern California. The Apprenticeship Program allows reimbursement for up to 200 hours of RSI plus OSHA10, per-apprentice. (Journeymen are capped at 200 hours.) The trainer-to-trainee ratio for Apprentices is 1:25 and for Journeymen is 1:20.

In 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.

Because ETP funding cannot displace another source of government funds, the fixed fee rate is reduced by \$5.00 to account for adult education funding appropriated each year for Apprentice training through the California Community College Chancellor's Office and Department of Education. This changes the ETP Priority Industry Rate from \$18.00 to \$13.00 per hour for all Apprentice Job Numbers.

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). [Note: This “blended rate” has been extended to Pre-Apprentices, for ease of administration.]

The ETP wage for Apprentices is no less than \$20.55 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 \$20.55, as is the case in this proposal for Journeymen.

DAS Completion Rates

The average completion rate for Apprentices in the laborers industry is 46% as measured by DAS over the most recent five-year reporting period (CY2009 through CY2013). When the average completion rate for an apprenticeship program is less than half the industry average (benchmark), the Panel requires a justification for funding.

The DAS completion rates for the two program sponsors included in this proposal are as follows: 1) Southern California Laborers JAC at 57% and Laborers Southern California Landscape & Irrigation Fitters JAC at 26%.

PROJECT DETAILS

Commercial Skills training will be delivered for traditional construction and landscaping topics. As well, new energy efficient construction methods require educating workers on clean energy, weatherization, mechanical integration, and photovoltaic installation. (See Exhibit B)

Training in Business Skills will also be delivered to all workers to ensure they can plan, organize, and manage projects.

To meet employer demand, new courses have been added to SoCal Laborers Commercial Skills training to ensure trainees are provided with the latest in technology and new skill sets. Topics added to the curriculum include Laser Transit and Building Level, Plasma Arc and Oxy-Acetylene Cutting, and Treated Wood Waste Awareness. Courses will be offered year-round to both Apprentices and Journeymen.

Training Plan

Business Skills (10%): Training will be offered to Apprentices and Journeymen to improve communication, time management and team-building skills. Topics provided will teach workers to effectively lead teams and increase efficiency while on the job.

Commercial Skills (80%) Training will be offered to Apprentices and Journeymen to learn skillsets required to perform job duties in the construction industry. Course topics include Pipeline Procedures, Sandblasting, Welding, and Environmental Hazards.

OSHA 10/30 (10%): Training will be offered to Apprentice and Journeymen to complete either the 10 hour for entry level workers (Apprentice) or 30 hour course requirement (Journeymen) to ensure union members are aware of safety and health hazards often encountered in the workplace. The coursework is geared to construction work, and also manufacturing. 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.

Curriculum Development

Labor and Management representatives have worked alongside the Laborers JAC to create a Curriculum that addresses the needs of signatory employers. Hiring demands of the Southern California region continue to play a key role in the development process. As noted earlier, training topics have been customized to include advanced technical skills and new green standards/materials.

Impact/Outcome

Certifications that may be earned include: OSHA 10, OSHA 30, Rigging and Lifting, Traffic Control, Flagging, Hazardous Waste Removal, Scaffold User, Scaffold Builder, Confined Space, Forklift, and Welding.

Commitment to Training

Employers will continue to make contributions to the training trust for every hour worked by Apprentices and Journeymen. Safety training is, and will continue to be, provided by the participating employers in accordance with all pertinent requirements under state and federal law.

Marketing and Support Costs

The Apprenticeship program is advertised through the use of newsletters, informational flyers, internet, and networking avenues. Application announcements are provided to local, state, and federal agencies as well as local high schools, community colleges, and various community-based organizations. A staff of 16 members located at eight locals throughout Southern California will continue to market the program over the duration of the Agreement.

SoCal Laborers seeks full support costs to fund training assessment processes and recruitment of trainees and participating employers. Panel regulation allows support costs of up to 8% for recruitment. Staff recommends the 8% support costs.

Tuition Reimbursement

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

RECOMMENDATION

Staff recommends approval of this proposal.

ACTIVE PROJECTS

The following table summarizes performance by SoCal Laborers under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET15-0909	\$358,704	09/02/14-09/01/16	951	947	77

Reimbursable hours have been tracked for potential earnings of \$488K (exceeds 100% of approved amount). Thus far, a total of 77 trainees have completed retention and have been approved for earnings of \$50,448. The remaining trainees are at various stages of retention, but are scheduled for completion in December 2015.

PRIOR PROJECTS

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET13-0907	Azusa	10/08/12-10/07/14	\$346,585	\$344,943 (99%)

DEVELOPMENT SERVICES

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

ADMINISTRATIVE SERVICES

Strategy Workplace Communications in Oakland will perform administrative services in connection with this proposal 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:

Journeyman Training

COMMERCIAL SKILLS

- Above Ground Drilling
- Aerial Boom Lift
- Air Tools
- Anthrax Remediation
- Arc Welding
- Blue Print Reading
- Asbestos Abatement
- Brazing and Soldering
- Brick Tending
- California Class A Prep
- Concrete: Coring and Drilling, Cutting, Placement, R & R, Sawing & Wall Sawing
- Confined Space Entry
- Drilling Operations
- Energy Auditor
- Environmental Hazards
- Fence Installation and Repair
- Fork Lift
- Geothermal Energy
- Green Construction
- Hoisting and Rigging
- Jobsite Erosion Control
- Landscape
- Lead Abatement and Awareness
- Mechanical Pipe
- Nuclear Power Plant Worker
- Oxyfuel Cutting
- Paver Installation
- Pipeline Procedures: Polyethylene Pipe Fusion
- Photovoltaic
- PV Racking Systems, Service and Maintenance
- Quality Electrical Worker
- Residential Construction Landscaping
- Sandblasting
- Silica Awareness
- Scaffold Builder
- Scaffold User
- Skid Steer
- Thermal Solar Awareness
- Traffic Control 2
- Trench Plate Protection
- Trencher
- Tunneling
- Underground Storage Tank Program
- Water Diversion

- Signal Person
- Weatherization Technician and Installer

OSHA 10/30 (Certified OSHA Instructor)

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

BUSINESS SKILLS

- Teambuilding Skills
- Green Awareness Training and Green Certifications
- Leadership Skills
- Customer Service Skills
- Conflict Resolution
- Problem Solving
- Decision Making Skills
- Inventory Checklist
- Advanced Time Management
- Filling Out Work Documents and Reports Accurately
- Project Management
- Creating Project Bids

Apprentice Training

Class/Lab Hours

8 - 210

COMMERCIAL SKILLS

Laborer: General

- Air Tools
- Asphalt Remove & Replace Builders Level Math
- Fractions and Decimals, Inches to Decimals
- Brick Tending
- Concrete
- Hazardous Waste Worker
- Hand & Power Tools
- Lead Abatement Worker
- Mechanical Pipe
- Pipe Laying
- Steward Training
- Tilt-Up Construction
- Welding

Laborer: Landscape

- Environmental Hazards of Highway Work
- Environmental Passport
- Landscape 1: Planting & Maintenance
- Landscape 2: Construction Math & Irrigation Systems
- Landscape 3: Erosion Control, Grading & Drainage
- Landscape 4: Retention Walls, Dividers & Flatwork
- Mini Excavator
- Skip Loader
- Utility Trailer

All

- Aerial Boom Lift Safety
- Asbestos Abatement
- Confined Space
- Environmental Hazards
- Fall Protection
- First Aid/CPR
- Forklift and Forklift Safety
- Gen Con (General Construction)
- Hazard Communications
- ICRA Awareness (Infection Control Risk Assessment)
- ICRA for Occupied Facilities (Infection Control Risk Assessment)
- Laser/Transit/Building Level Basics
- Laser Transit and Building Level
- Lead Awareness
- Plasma Arc and Oxy-Acetylene Cutting
- Scaffold Builder
- Scaffold User
- Skid Steer
- Traffic Control and Flagging
- Treated Wood Waste Awareness
- Trench Plates and Shoring

OSHA 10 (Certified OSHA Instructor)

- OSHA 10 (requires completion of 10 hours)

Note: Reimbursement for retraining is capped at 200 total training hours per trainee in Job Number 1, and capped at 210 total training hours in Job Numbers 2 & 3, regardless of the method of delivery.