



**Training Proposal for:**

**Northern California District Council of Laborers Construction  
Craft Laborers Joint Apprenticeship Training Center**

**Agreement Number: ET17-0901**

**Panel Meeting of:** July 22, 2016

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

**PROJECT PROFILE**

Contract Attributes:)	Retrainee Priority Rate Apprenticeship Veterans	Industry Sector:	Construction  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 Laborers International Union Locals 73, 185, 261, 270, 294, 304, 324 and 1130		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

**FUNDING DETAIL:**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$496,240		\$34,272 8%		\$530,512

<b>In-Kind Contribution:</b>	<b>50% of Total ETP Funding Required</b>	<b>Inherent</b>
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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	Commercial Skills, Business Skills, OSHA10/30	150	8-200	0	\$564	\$28.04
				Weighted Avg: 24			
2	Apprentice	Commercial Skills, OSHA10/30	376	8-210	0	\$1,112	\$21.28
				Weighted Avg: 80			
3	Apprentice Veteran	Commercial Skills, OSHA10/30	25	8-210	0	\$1,112	\$21.28
				Weighted Avg: 80			

**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 \$.25 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 Construction Craft Laborer		150
Apprentice Construction Craft Laborer		376
Veteran Apprentice Construction Craft Laborer		25

**INTRODUCTION**

In 1995, the Northern California District Council of Laborers (representing labor) and the Associated General Contractors of California (representing employers) created the Laborers' Training and Retraining Trust Fund for Northern California and Laborers' Joint Apprenticeship Training Center (Nor Cal Laborers JATC or JATC). Today, the JATC serves eight Northern California Laborers Union Locals (73, 185, 261, 270, 294, 304, 324 and 1130), representing 25,500 journeymen and 2,100 apprentices who work as construction craft laborers.

The JATC has a 15,000-square-foot training facility in San Ramon; training is delivered year-round. The facility in San Ramon is the primary training center, although classes are also held in Sacramento, Santa Rosa, Hayward, Stockton and San Jose.

**Employer Demand**

This new proposal will expand laborers' skills in preparation for current and upcoming construction projects in Northern California. This includes waste water treatment plants, freeway overpasses and bridges, asphalt rehabilitation on major highways, and significant school construction projects. Specific projects are the High Speed Rail and BART Extension into San Jose, the Apple Computer and Facebook Campus upgrades, and the new Sacramento Soccer Stadium.

Overall, employers are experiencing an increase in the complexity of construction projects requiring retraining for experienced employees. Under this proposal, journeymen will expand their green skills and receive employer-driven certification classes such as: green construction awareness, weatherization, and OSHA 10/30. Trained workers keep projects on-time and on-budget, and reduce injuries.

Training will also take place for Apprentices. The Nor Cal Laborers JATC program is for those with little or no experience in the construction trades who want to begin a career as a Construction Craft Laborer. Many of the types of construction (pouring concrete, laying asphalt, installing storm drains and water mains, working on bridges and driving tunnels) are learned at the Center. Workers then go to worksites to practice their new skills.

This is the third ETP Agreement between ETP and Nor Cal Laborers JATC. However, this is the first time Veterans have been included as a discrete cohort of Apprentice trainees.

The 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 Laborers in Northern California. The JATC needs to train more apprentices to meet employer demand. In 2015, the JATC graduated 274 apprentices and in 2016 the JATC estimates an increase to 400 graduates.

### **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 Petaluma Adult School). 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.

## **PROJECT DETAILS**

All training is center-based and trainers are qualified Journeymen with extensive practical and training experience. Journeymen will receive Commercial Skills, Business Skills, and OSHA 10/30; Apprentices and Veteran Apprentices will receive Commercial Skills and OSHA 10/30 training.

### **Training Plan**

Training will be conducted at the San Ramon Training Center and other designated training facilities throughout the Central Valley, Northern California, and San Francisco Bay Area. The JATC has 11 fulltime experienced journeymen instructors, who are former or current laborers. Classes are equipped with modern equipment and tools, and a strong emphasis is placed on operation and safety.

#### **Journeyman**

##### **Commercial Skills (80%)**

The construction industry is undergoing significant changes as a result of new energy efficient construction methods. Laborers must learn about photovoltaic installation concepts, mechanical integration and solar dynamics, and weatherization to meet clean energy standards. Another major change is the demand for laborers with higher cutting, welding and pipe layout techniques. Laborers with a Mechanical Pipe II certification must acquire a Mechanical Pipe IV certification to learn how to place pipes onto panels for reverse osmosis water treatment systems. Equipment not used correctly can lead to breakdowns and inefficiency.

##### **Business Skills (10%)**

This training will assist journeymen to follow certification guidelines; use more collaborative bidding and project development practices; interact with other types of construction workers; and implement green solutions in traditional work environments to plan, organize, and manage construction projects. Training will result in more efficient and on-time work. Training will also include team-building and leadership skills so that laborers can lead and participate in teams effectively.

#### **Apprentice**

##### **Commercial Skills (95%)**

The Laborers' apprenticeship program is for those individuals with little or no experience in the construction trades who want to begin a career as a construction craft laborer. Apprentices learn to set up, build, and maintain commercial, industrial and residential construction sites. To do this, the apprentices will learn about building scaffolding, laying pipes, removing and replacing concrete, welding, using air tools, and driving skid steers and forklifts. Although laborer work is usually outdoor work, a large number of tunnel projects in Northern California necessitate that the trainees gain new skills that go along with working in enclosed areas. This work is physically demanding because of long hours of using tools and machines while bending, sitting, climbing, standing and crouching in small spaces. They will also take classes on how to work around and safely remove hazardous waste, lead and asbestos.

## **OSHA 10/30**

OSHA 10/30 training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of training for journey-level and 30 hours for frontline supervisors. This training is not required as a condition of doing business in California. However, the coursework must be approved by, and the instructors must be certified by Cal-OSHA. When delivery is by CBT all training hours must be delivered in a classroom over a finite number of time, and the vendor must have a certified instructor present to confirm attendance.

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 or 30-hour course. OSHA 10/30 is not included in the 10% limitation on safety training, nor in the 50% limitation on CBT.

### ➤ Journeymen (10%)

Laborers often work outside lifting and transporting heavy materials. Thus, the potential for injury or even death for themselves and bystanders is significant. Many employers are now requiring that workers take these classes before they are allowed on a worksite.

### ➤ Apprentices (5%)

The work done by construction craft laborers is conducted outside, year-round, and involves hand/eye/foot coordination, finger dexterity and heavy lifting. Improper use of equipment and unsafe transport of material can lead to immediate injuries or future chronic injuries. Therefore, laborers require additional training to perform their work efficiently and safely.

## **Curriculum Development**

The JATC, with input from both labor and management representatives, customized the Laborers International Union of North America (LIUNA) curriculum to address the local needs of its members, participating employers and industry. The LIUNA was directly involved in the development of the curriculum and is in full support of the training for its members. In addition, local hiring demands have shaped the curriculum and course offerings.

## **Veteran Apprentice**

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. 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 JATC 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. Northern California Laborers 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.

## **Impact/Outcome**

ETP funds will expand the Journeyman training program and the Apprentice classes, which will include the addition of employer-driven certification classes. Certifications to be earned for the

journeylevel and apprentice training include: OSHA 10, OSHA 30, Rigging and Lifting, Traffic Control, Flagging, Hazardous Waste Removal, Scaffold User, Scaffold Builder, Confined Space, Forklift and Welding. The JATC director will meet regularly with his board to ensure that the JATC continues to provide classes that provide Laborers with the skills needed to meet local employers' needs. The impact of the JATC's ability to provide quality and employer-driven training will provide Laborers with secure ongoing employment in Northern California.

### **Commitment to Training**

The JATC represents that signatory employers will continue to pay into the Trust 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**

Nor Cal Laborers JATC is requesting 8% in support costs to fund recruitment and conduct ongoing assessments of employer-specific job requirements. Five staff people in various locations will assist with marketing, recruitment, needs assessments and scheduling.

The JATC and the eight union locals will publicize the availability of training through their website, newsletter, 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 Nor Cal Laborers JATC under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET15-0908	\$269,744	09/02/2014-09/01/2016	282	1,169*	0

Based on ETP Systems, 27,548 reimbursable hours had been tracked as of June 10, 2016 for potential earnings of \$484,991 (over 100% of approved amount). The Contractor projects final earnings of 100% based on training completed in June 2016.

\*This number reflects the No. of Trainees completing the minimum of 8 hours of training; final payment will most likely reflect 282-300 trainees completing training and retention. The JATC trains more people than the Panel funds.

**PRIOR PROJECTS**

The following table summarizes performance by Nor Cal Laborers JATC under an ETP Agreement that was completed within the last five years

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET13-0908	Statewide	10/08/2012– 10/07/2014	\$327,548	\$324,746 (99%)

**DEVELOPMENT SERVICES**

Nor Cal Laborers JATC retained California Labor Federation in Sacramento and Strategy Workplace Communications in Oakland to assist with development at no cost.

**ADMINISTRATIVE SERVICES**

Nor Cal Laborers JATC also retained Strategy Workplace Communications to 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 (Job Number 1)

Trainees may receive any of the following:

**Journeyman****COMMERCIAL SKILLS**

- Air Tools
- Scaffold Builder
- Scaffold User
- Skid Steer
- Aerial Boom Lift
- Hoisting and Rigging
- Signal Person
- Permit Required Confined Space Entry
- Oxyfuel Cutting
- Arc Welding
- Blue Print Reading
- Weatherization Technician and Installer
- Photovoltaic
- Jobsite Erosion Control
- Mechanical Pipe
- Asbestos Removal Initial Class
- Asbestos Removal Recertification
- Lead Abatement Initial Class
- Lead Abatement Recertification
- Forklift Orientation

**BUSINESS SKILLS**

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

**OSHA 10/30** (OSHA Certified Instructor)

- OSHA 10 (requires completion of full 10-hour course)
- OSHA 30 (requires completion of full 30-hour course)

**Class/Lab Hours**

8-210 (Job Numbers 2 and 3)

Trainees may receive any of the following:

**Apprentice****COMMERCIAL SKILLS**

- Aerial Platform
- Air Tools
- Asbestos Abatement Worker
- Asphalt Remove & Replace Builders Level Math
- Blueprint Reading
- Boom Lift Safety
- Brick Tending
- Compaction
- Concrete and Asphalt
- Confined Space
- Environmental Passport
- Fall Protection
- Forklift and Forklift Safety
- Fractions and Decimals, Inches to Decimals
- Grade Checking
- Hazardous Waste Worker Hand & Power Tools
- Landscape
- Lead Abatement Worker
- Material Handling, Storage, Use and Disposal
- Mechanical Pipe
- Pipe Laying
- Scaffold Builder
- Scaffold User
- Skid Steer
- Solar
- Tilt-Up Construction
- Tools and Equipment: Pick and Pick Mattocks, Shovels, Digging Bars, Jackhammer, Rivet Buster, Chipping Gun and Clay Spades
- Torch Cutting and Burning
- Traffic Control and Flagging
- Trench Plates & Shoring
- Welding
- Area and Volume, Calculating and Estimating
- Bulkheads, Batter Boards, Overhead Screed
- Concrete Placement and Finishing, Floors, Drives and Walk Behind Power Trowel
- Form Setting, Curb and Gutter, Alley Gutter, Pour in Place Walls
- Form Setting, Sidewalk, Driveway, Approach, Handicapped Ramp
- Placement and Finishing, Panel, Patios, Drives, Decks, Tilt-up
- Placement, Finishing Tools, Concrete Procedures, Control Joints

- Respiratory Awareness
- Scope of Work, Personal Protective Equipment, Materials and Tools Recognition and Hazard on the Jobsite
- Squaring Principles, Triangulation
- Sub-Grade Preparation, Line Setting and Forming Techniques
- Survey, Station, Percentages
- 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
- CPR/First Aid

**OSHA 10/30** (OSHA Certified Instructor)

- OSHA 10 (requires completion of full 10-hour course)
- OSHA 30 (requires completion of full 30-hour course)

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