



Training Proposal for:

**Northern California Shop Ironworkers Local 790
Apprenticeship and Training Trust Fund**

Agreement Number: ET17-0903

Panel Meeting of: August 26, 2016

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

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector:	Manufacturing Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Northern California Counties	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No International Association of Bridge, Structural and Ornamental Ironworkers Local 790		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL:

Program Costs	+	Support Costs	=	Total ETP Funding
\$47,424		\$3,296 8%		\$50,720

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	Apprentice Retrainee	Commercial Skills	32	8-200	0	\$1,585	\$19.46*
				Weighted Avg: 114			

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 \$5.09 per hour may be used to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Apprentice Shop Ironworker		32

*DAS-approved standards for this program list minimum wages for Apprentices; however, most wages are above these minimums and actual wage increases are calculated through the individual method described above.

INTRODUCTION

In the 1940's, the Northern California Shop Ironworkers Joint Apprenticeship Committee, operating through Local 790 Apprenticeship and Training Trust Fund (NoCal Shop Ironworkers Trust) was established by collective bargaining between the Western Steel Council (representing employers) and the Shop Ironworkers Local 790 (labor). The training trust provides Apprentice and Journeyman training to persons engaged in the manufacture or fabrication of iron, steel, metal and other products, including pre-cast and pre-stressed concrete products.

Shop Ironworkers fabricate the individual steel components that form the structural steel framework for buildings and bridges. Other areas of metal fabrication include building metal stairs, handrails and various ornamental metal products using steel, aluminum, copper and brass, which are manufactured by the shop ironworker mechanic. Shop ironworkers work in a manufacturing setting, as distinct from field ironworkers, who erect fabricated iron at job sites. This is a non-traditional Apprenticeship program, distinct from the Building Trades.

The Trust serves 200 Journeymen and 32 Apprentices (Note: Six more Apprentices will begin the program later in 2016). These individuals work primarily in the San Francisco Bay area; however, the Trust has jurisdiction over 46 Northern California counties. Apprenticeship training will take place in Benicia and Hayward. This proposal funds Apprenticeship training only.

This is the first ETP Agreement between ETP and NoCal Shop Ironworkers Trust.

Employer Demand

Employers need higher skilled Shop Ironworkers to compete for work against foreign and domestic competition. This project will help these employers meet this goal by giving their workers the specific skills to systematically read blueprints, lay out jobs, and fabricate steel systems and components in an efficient and cost-effective manner. Sixteen out of seventeen potential employers are small businesses employing 100 or fewer workers. These companies depend on the Trust to provide this customized 4-year classroom/laboratory training program to their Apprentices. ETP funding will also assist the Trust provide higher quality training with up-to-date equipment and training materials.

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), as here. 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.

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. ETP funding will only apply to apprentices in Year 2 forward, to ensure commitment.

Typically, 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, in this case, the actual wages paid are shown in the Training Plan Table and contract to reflect the wage system outlined in the collective bargaining agreement.

Union Shop Ironworker Apprentices, who work in a manufacturing environment, work under a unique system to determine Apprentice wages. Each employer sets entry-level wage rates for Apprentices. A separate wage progression is calculated for each Apprentice each year until the Apprentice reaches the Journeyman Wage rate, which is included in the collective bargaining agreement. There are eight wage steps for each Apprentice. Every year the trust takes the difference between each Apprentice's current wage and the Journeyman wage and divides it by the number of steps each Apprentice has left to complete. The result is the Apprentices' required wage increase.

PROJECT DETAILS

All training is center-based and trainers are qualified Journeymen with extensive practical and training experience. ETP will fund Commercial Skills training under this proposal.

Commercial Skills (100%)

Training will help Apprentices gain the skills needed to work safely and productively in the trade. They will learn blueprint reading, math, welding, layout and fabrication skills enabling them to work as a productive member of fabrication teams.

Curriculum Development

Employer needs are communicated to the Trust through contractors represented by the JAC. Trainees provide feedback through their union representatives on the JAC on their success in using skills learned in training to obtain work. Curriculum is developed by the fabrication industry with national and local input. The JAC continuously reviews and updates the curriculum, training materials, and training facilities based upon the industry expertise of the membership.

Impact/Outcome

Apprentices trained under this proposal will be certified as journeymen once they complete the entire apprentice curriculum.

Commitment to Training

The signatory employers will continue to pay into the Trust for 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

NoCal Shop Ironworkers trust is requesting 8% in support costs to fund recruitment and conduct ongoing assessments of employer-specific job requirements. Two staff will work part time to assist with marketing, recruitment, needs assessments and schedule training, Although many of the participating employers have already been recruited, additional recruitment will take place to complete the project and replace any employers whose training needs change since the project planning process began. Assessment of employer-specific job requirements will all take place during the term of the contract. Staff recommends the 8% in support costs.

RECOMMENDATION

Staff recommends approval of this proposal.

DEVELOPMENT SERVICES

Steve Duscha Advisories in Sacramento assisted with development for a flat fee of \$2,000.

ADMINISTRATIVE SERVICES

Steve Duscha Advisories will also perform administration services for an amount not to exceed 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

Year 2

- ✚ Structural I: Layout and fitting of structural steel members roof and floor: beam, tubing and pipe column
- ✚ Workplace safety and power machinery operation: Understanding the relationship between a safe work environment, steel fabrication procedures and operation of power machinery used in a steel fabrication shop.
- ✚ Structural II: Procedure for layout and fitting of structural steel members including trusses, left hand beams and column, usage of transit for shop layout application and fastening procedures (bolts) used in shop assembly of structural steel.

Year 3

- ✚ Structural III—Methods and procedures for the development and layout of templates and patterns used in structural steel fabrication.
- ✚ Welding: Code of Standard Practice for Steel buildings. Application of codes and standards requirements in the quality control of fabrication, welding and inspection of fabricated structural steel products.
- ✚ Metal stair layout and fabrication: The principles and procedure relating to layout and fabrication of metal stairs.

Year 4

- ✚ Metal railing—layout and fitting
- ✚ Ornamental metal fabrication: Procedures and processes used in the fabrication of architectural exposed non-ferrous metal products.
- ✚ Press brake operation and safety
- ✚ Blueprint reading II—principles of reading and interpreting structural steel engineering design blueprints used to build steel frame buildings.

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