



Training Proposal for:

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

Agreement Number: ET15-0908

Panel Meeting of: August 22, 2014

ETP Regional Office: San Francisco Bay Area **Analyst:** A. Nastari

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Apprentice	Industry Sector(s):	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 California Laborers Union Locals (73, 166, 185, 261, 270, 294, 304, 324 and 1130)		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$252,320		\$17,424 8%		\$269,744

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 Priority Rate Journeyman	Commercial Skills, Business Skills, OSHA 10/30	80	8-200	0	\$564	\$26.64
				Weighted Avg: 24			
2	Retrainee Apprentice	Commercial Skills, OSHA 10	202	8-210	0	\$1,112	\$20.32
				Weighted Avg: 80			

Minimum Wage by County: Job Numbers 1 & 2 (SET Priority Industry): \$20.32 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 \$0.34 per hour may be used to meet the Post-Retention Wage for Job Number 2 only.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Job Number 1:		
Journeyman Construction Craft Laborer		80
Job Number 2:		
Apprentice Construction Craft Laborer 2 nd Year		202

INTRODUCTION

In 1995, the Northern California District Council of Laborers (representing labor) and the California Chapter and Central California Chapter of the Associated General Contractors of America (representing employers) created the Northern California District Council of Laborers Construction Craft Laborers Joint Apprenticeship Training Committee (Nor Cal Laborers JATC). Today, this joint labor-management fund is made up of nine Northern California Laborers Union Locals (73, 166, 185, 261, 270, 294, 304, 324 and 1130), representing 25,490 journeymen and 1,322 apprentices who work as construction craft laborers.

The JATC runs the Terence J. O’Sullivan Northern California Laborers’ Training Center located in San Ramon in which apprentices and journey level are trained year round. The state-of-the art, 15,000-square-foot training facility provides trainees with the most practical, advanced, and efficient training available.

Employer Demand

This new proposal will upgrade laborers’ skills in preparation for the following current and upcoming projects identified in Northern California: the California High Speed Rail Project, the Hetch-Hetchy Water Pipeline Renovation, the BART Extension into San Jose, the Apple Computer HQ/Campus upgrade (\$5 billion in Cupertino), and the new Sacramento Kings Arena, (Downtown Sacramento.) Additionally, employers and unions are experiencing an increase in

the complexity of construction projects and cost of materials requiring them to consider cost cutting measures.

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 reduce the need for rework, keep projects on-time and on-budget, and reduce injuries. The Laborers' apprenticeship 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 performed by laborers (such as 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.

To meet local hiring needs and achieve high apprentice completion rates, the JATC has partnered with: 1) City Build – Office of Economic Workforce Development (San Francisco County), 2) Northern California Construction Training (Sacramento and Yolo County), 3) Project Stripe (Sacramento County), 4) CCC Placer Energy Center (Placer County), 5) Cypress Mandela Training Center (Oakland and Alameda County), and 6) YouthBuild San Joaquin (San Joaquin County).

Apprenticeship Pilot

Apprenticeship programs were established in California under the Shelley-Maloney Act of 1939. The Panel is authorized to fund Apprentice training so long as it does not displace any other source of government funds, or replace an existing apprenticeship program approved by the Division of Apprenticeship Standards (DAS). The Pilot provides reimbursement for the Related and Supplemental Instruction (RSI) portion of an apprenticeship training program. RSI is delivered as class/lab training. ETP's Apprenticeship Pilot provides reimbursement for up to 200 hours of RSI plus OSHA 10 for Apprentice training.

Additionally, for the building trades, where it is not customary for workers to be employed for 90 consecutive days with one employer, the Panel may substitute hours worked for retention. The modified retention period must be no less than 500 hours within 272 days with more than one employer. The JATC is requesting this modified retention period.

Apprenticeship programs are typically created through collective bargaining, along with a trust fund to ensure delivery of training over the course of a multi-year apprenticeship. Signatory employers to the Collective Bargaining Agreement pay into the trust fund for each hour worked by apprentices and journeymen. Labor and management appoint an equal number of representatives to the JATC, as trustees.

The trust funds are eligible to receive a limited amount of adult education funding (Montoya Funds). This funding is disbursed using a per-trainee rate, currently about \$5.00 per hour. To ensure ETP does not displace Montoya Funds, Apprenticeship Pilot reimbursement is reduced by \$5.00, moving the priority industry rate from \$18.00 to \$13.00 per hour.

ETP funding will only apply to apprentices in Year 2+ to ensure commitment. For ease of program administration, the post-retention wage will be SET statewide wage as modified for Priority Industry: \$20.32.

Training Plan

This will be the JATC's second Agreement. Training will be conducted at the San Ramon Training Center and other designated training areas throughout the Central Valley, Northern

California, and San Francisco Bay Area. The JATCs have 11 fulltime experienced journeymen instructors, 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 help journeymen 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 in order to plan, organize and manage their construction projects so that they can complete them efficiently and on time. Training will also include team-building and leadership skills so that laborers can lead teams in an effective and efficient manner.

OSHA 10/30 (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.

Apprentice

Commercial Skills (93%)

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 will 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 (7%)

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.

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.

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.

The journey level laborer curriculum is employer-driven and designed to address employer needs as determined by customers and changes in the industry. The local hiring demands have helped to shape the curriculum.

Marketing and Employer Recruitment

The JATC is requesting 8% support costs for recruitment of additional participating employers for this program. It has five staff representing the nine local unions who will assist with marketing, recruitment, and needs assessments. The projected costs for personnel alone will exceed ETP support costs (the JATC will cover these additional costs).

Through newsletters, informational flyers, personal contacts, telephone calls, emails, and websites, class information will be disseminated throughout the year to all apprentice and journey level laborers within each local’s jurisdiction as well as to the construction contractors who employ them. Announcements for the apprentice program are sent to local, state and federal agencies as well as to local high schools, community colleges and community-based organizations.

Training Coordination

Classes for journeyman and apprentice trainees are offered January through June and September through December. Apprentices attend 36 classroom hours during each term, for a total of 72 hours per year. The journey level class hours depend on the individual class topics being taught. A detailed schedule with course descriptions will be made available to ETP on an on-going basis.

Commitment to Training

The JATC represents that signatory employers will continue to pay into their respective trust funds for both apprentice and journeymen training. In addition, employers provide structured, on-the-job training that meets apprenticeship standards in the form of work processes. Thus,

ETP funds supplement and do not displace employer contributions to training. ETP funds will also enhance the provision of green-related course offerings to journeymen during a time when JATCs have been faced with reduced resources for journeymen training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

Tuition Reimbursement

Nor Cal Laborers JATC 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.

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
ET13-0908	\$327,548	10/08/2012 – 10/07/2014	199	74	74

JATC representatives report that all training was completed on July 6, 2014. Trainees are currently in their retention period and the project administrators are entering CEANs and hours for those trainees who have completed retentions. Based on ETP Systems, 16,509 reimbursable hours delivered for a potential earning of \$214,617 (66% of approved amount). The Contractor projects final earnings of 91% based on training hours and retentions to be completed on or about October 6, 2014.

DEVELOPMENT SERVICES

Nor Cal Laborers JATC retained Strategy Workplace Communications in Oakland to assist with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

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

OSHA 10/30 (OSHA CERTIFIED 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
- Creating Master Plan for Future Improvements
- Advanced Time Management
- Filling Out Work Documents and Reports Accurately
- Project Management
- Creating Project Bids

Class/Lab Hours

8-210

Job Number 2

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
- Steward Training
- 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 (OSHA CERTIFIED INSTRUCTOR)

- OSHA 10 (requires completion of 10 hours)

Safety training will be limited to 10% of total training hours, per trainee.

Note: Reimbursement for Job Number 1 retraining is capped at 200 total training hours per trainee, regardless of the method of delivery. Reimbursement for Job Number 2 Apprentice training is capped at 200 total training hours per trainee in Commercial Skills and 10 hours of OSHA10 for a total of 210 hours.