



Training Proposal for:
**Southern California Resilient Floor & Decorative Covering
 Crafts JATC**

Agreement Number: ET17-0909

Panel Meeting of: September 23, 2016

ETP Regional Office: North Hollywood

Analyst: E. Wadzinski

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship Priority Rate	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 Southern California Resilient Floor & Decorative Covering Local Union 1247		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL:

Program Costs	+	Support Costs	=	Total ETP Funding
\$215,040		\$14,800 8%		\$229,840

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 Priority Rate	Business Skills, Commercial Skills, OSHA 10/30	100	8-200	0	\$564	\$31.10
				Weighted Avg: 24			
2	Retrainee Apprentice	Commercial Skills, OSHA 10/30	160	8-210	0	\$1,084	\$21.28
				Weighted Avg: 78			

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 \$5.08 per hour may be used to meet the Post-Retention Wage in Job Number 2.

Wage Range by Occupation

Occupation Titles	Wage Range	Estimated # of Trainees
Job Number 1 - Journeymen Carpet & Resilient Floor Covering Installer		100
Job Number 2 - Apprentice Carpet & Reilient Floor Covering Installer		160

INTRODUCTION

This will be the fourth Agreement between ETP and the Southern California Resilient Floor & Decorative Covering Crafts Joint Apprenticeship Training Committee (Flooring JATC) (www.dc36.org). The JATC was founded in 1953 pursuant to the collective bargaining agreement between Carpet, Linoleum, and Soft Tile Local Union 1247 (of the Brotherhood of Painters, Decorators and Paperhangers of America) and the Floor Covering Contractors Association of Orange County, Harbor Floor Covering Institute, and San Gabriel Valley Floor Covering. Local Union No. 1247 currently represents over 560 Floor Covering Installers in Southern California (approximately 184 Apprentices, 32 Material Handlers, and 344 Journeymen).

The Flooring JATC is a non-profit training organization dedicated to providing better job opportunities, up-to-date industry skills, and more secure employment for its members. It is a joint labor-management committee representing the floor covering industry throughout Southern California, administered by a Board of Trustees made up of four labor and four management members.

The JATC headquarters and training center are located in Santa Fe Springs. The JATC serves both large and small companies and workers in Los Angeles, Orange, Kern, Inyo, Mono, Riverside, San Bernardino, Ventura, Santa Barbara and San Luis Obispo Counties. All trainees are represented by Local 1247.

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). 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 Hacienda La Puente Unified School). The Apprenticeship Program allows reimbursement for up to 200 hours of RSI plus OSHA 10, 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 reimbursement is reduced by \$5, reducing the priority industry rate from \$18 to \$13 per hour. 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).

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

The Flooring JATC is seeking funds to train Apprentices and Journeymen on significant changes associated with new products and materials, new installation techniques, and more complex work requirements. Training will target Apprentices and Journeymen who plan, prepare, install, and repair various types of floor covering in both residential and commercial locations.

Training Plan

All classes will be delivered at Flooring JATC’s training center in Santa Fe Springs by two full-time, expert trainers, both of whom are former or current floor covering installers. Trainers are certified by Hacienda La Puente Unified School.

Commercial Skills (85%) - Training will be offered to all occupations and include new installation techniques for various floor coverings including Linoleum, Laminates, Vinyl-Backed Carpet, Tiles, and Sheet Goods. The program will also offer Advanced Carpet Installation, Hard Surface Installation Testing, Carpet Installation Testing, Synthetic Turf, Heat Welding, and Trade Math. In addition, Armstrong Certification Training will cover work with new water-based (instead of solvent-based) adhesives, which completely alters the installation process.

Business Skills (5%) – Training will be provided to Journeymen and focus exclusively on customer service. Training will include how to work well with internal and external customers to identify customer needs, handle requests, and resolve complaints.

Certified Safety Training

OSHA 10/30 (10%) – OSHA 10/30 training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours and/or 30 hours of training for apprentices and journey level workers and frontline supervisors. This training is not required as a condition of doing business in California. Completion of the training results in a certificate that expands employment opportunities. Many employers are now requiring these class before workers are allowed onto a worksite. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA. 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.

Curriculum Development

The curriculum was developed by the Flooring JATC with input from both union and employer representatives. It has been customized to address the needs of its members, participating employers, and the industry. Feedback comes directly from employer and union representatives based on workplace performance and student course evaluations.

Impact/Outcome

Those that successfully complete training may receive Armstrong, Nora, Mondo Rubber, OSHA 10, OSHA 30, CPR/AED and First Aid certifications. Trainees may also receive Certificates of Completion from the State of California Department of Industrial Relations and The United States Department of Labor.

Commitment to Training

Although employers deliver on-the-job training in a real work environment, they rely on the Training Center to provide a class/lab setting for basic and advanced industry education. In the past, employer contributions helped fund the apprenticeship program; but due to a slowdown in construction, contributions are low. This decline, along with reduced Montoya funds, has created a hardship which ETP's Apprenticeship funding will help alleviate. Funding will also encourage Journeyman workers to take more classes while working and/or during periods of unemployment. The proposed training will help employers become more competitive by giving workers up-to-date, marketable skills to help bid on and win new work, thereby improving job security, and reducing periods of unemployment for unionized floor covering installers.

ETP funds will not displace the existing employer financial commitment to training. Safety training is provided in accordance with all pertinent requirements under state and federal law.

Training Infrastructure

The JATC Training Coordinator will oversee the entire program. Three in-house staff will be responsible for employer marketing, recruitment, and needs assessments. They will also schedule classes, enroll trainees, collect and verify rosters, and perform all ETP data entry.

Marketing and Support Costs

The JATC publicizes the availability of training through direct mailings, brochures/flyers, personal contacts, telephone calls, and public service and e-mail announcements. It also promotes training at labor-management meetings and industry assemblies. Application announcements for union apprentice programs are sent to government agencies as well as to local high schools, community colleges, and community-based classes.

The JATC is requesting 8% support costs to market journeyman training to employers, to recruit and place apprentices, and to conduct ongoing assessments of employer-specific job requirements. While many participating employers are on board, outreach activities will also be ongoing. Staff recommends the 8% support costs.

RECOMMENDATION

Staff recommends approval of this proposal.

ACTIVE PROJECTS

The following table summarizes performance by Flooring JATC under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET15-0910	\$196,972	09/02/2014– 09/01/2016	203	190	190*

*Based on ETP Systems, 15,946 reimbursable hours have been entered into online tracking, sufficient to support earnings of \$196,972 (100%). The Contractor completed retention on September 1, 2016.

PRIOR PROJECTS

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET13-0900	Santa Fe Springs	10/08/2012– 10/07/2014	\$302,547	\$201,521 (67%)*

ET13-0900: Performance was lower than expected due to an overestimation of training hours requested by a third-party administrator. The administrator failed to update training information and billing which hindered the JATC's ability to stick to a solid training plan. In addition, some trainees that were eligible for training had been misclassified and wrongfully dropped.

In an effort to resolve the issues, the JATC opted to take control of the most recent Agreement (ET15-0910) and developed and administered the Agreement on its own. The Contractor has resolved the issues and is anticipating 100% completion on the Agreement (see Active Projects above).

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum**Class/Lab Hours**

Job Number 1: 8-200

Journeyman

Trainees may receive any of the following

COMMERCIAL SKILLS

- Armstrong Certification
- Nora Rubber
- Mondo Rubber
- Advanced Carpet Installation
- Advanced Installation (other than carpet, by product & location)
- Green Floor Covering Installation
- Vinyl Backed Carpet Installation
- Carpet Installation Testing
- Laminates
- Sheet Goods Installation
- Hard Surface Installation Testing
- Synthetic Turf
- Heat Welding
- Linoleum Installation Training
- Trade Math
- Self-Leveling

BUSINESS SKILLS

- Customer Service
 - Identifying Customer Needs
 - Handling Customer Requests
 - Resolving Customer Complaints

OSHA 10/30 (OSHA-Certified Instructor)

- OSHA 10 (must complete full 10-hour course)
- OSHA 30 (must complete full 30-hour course)

Apprentice**Class/Lab Hours**

Job Number 2: 8-210

Trainees may receive any of the following:

COMMERCIAL SKILLS

- Cove Sheet Goods
- Cove Sheet Vinyl
- Glue Down Borders
- Sheet Vinyl Seaming Techniques
- Rubber Flooring Products
- Hand Sewing

- Conventional Carpet
- Glue-Down Carpet
- Carpet Stair Installation
- Conventional Borders
- Carpet Banding
- Skirts, Treads, and Risers
- Vinyl Composition Tile
- Linoleum Installation
- Self-Leveling
- Heat Welding
- Synthetic Turf
- Foreman Training
- CPR/AED & First Aid

OSHA 10/30 (OSHA-Certified Instructor)

- OSHA 10 (must complete full 10 hour course)
- OSHA 30 (must complete full 30 hour course)

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