



**Training Proposal for:**

**Southern California Roofers and Waterproofers Joint  
Apprenticeship and Training Fund**

**Agreement Number: ET16-0909**

**Panel Meeting of:** September 25, 2015

**ETP Regional Office:** North Hollywood

**Analyst:** M. Webb

**PROJECT PROFILE**

Contract Attributes:	Retrainee Priority Rate Apprenticeship	Industry Sector(s):	Construction  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, Riverside, Ventura, San Bernardino, Santa Barbara, San Luis Obispo	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Union Roofers, Waterproofers and Allied Workers Local Unions 36 and 220		
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>
\$420,464		\$28,868 8%		\$449,332

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 Apprentice	Commercial Skills, Computer Skills, Literacy Skills, OSHA 10	200	8-210	0	\$1,223	\$20.55
				Weighted Avg: 88			
2	Retrainee Priority Rate Journeymen	Commercial Skills, Computer Skills, Literacy Skills, HazMat, HAZWOPER OSHA 10/30	396	8-200	0	\$517	\$29.12
				Weighted Avg: 22			

**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 \$4.28 per hour may be used to meet the Post-Retention Wage in Job Number 1.

**Wage Range by Occupation**

Occupation Titles	Wage Range	Estimated # of Trainees
Apprentice Roofer/Waterproofers		200
Journeymen Roofer/Waterproofers		396

**INTRODUCTION**

Founded in 1959, the Southern California Roofers and Waterproofers Joint Apprenticeship and Training Fund (SoCal Roofers and Waterproofers JATF), is responsible for approximately 400 Apprentices and 600 Journeymen in Southern California. Training provided includes multiple aspects of the trade including damp, water and metal roofing; tiles, shingles, solar panels, solar roof tiles; integrated photovoltaic; and waterproofing systems and techniques.

SoCal Roofers and Waterproofers JATF have two training centers located Pomona and Riverside. This program is governed by a joint labor-management committee. The Board of Trustees is comprised of an equal number of Employer and Union Trustees. Participating Employers and the association of the JATC continue to support participation in ETP projects to fund training for union 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). Training 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 Los Angeles Unified School District). 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 reimbursement is reduced by \$5.00, reducing the priority industry rate from \$18.00 to \$13.00 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 ( $\leq 100$  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, for both Apprentices and Journeymen.

### **DAS Completion Rates**

The completion rate for this DAS-approved program for 2009-2013 is 31.77% and exceeds the industry completion percentage of 21%. This meets Panel standards.

### **PROJECT DETAILS**

SoCal Roofers and Waterproofers have the continued need to maintain and improve the skill sets of Journeymen and Apprentice workers in the industry. Tasks being asked of workers require familiarity with materials, and new equipment used in the roofing industry. There is also a growing need to replace retirees who will retire within the next few years. Trainees will receive training to make certain they can perform job duties as well as workers that are more experienced in the trade.

Work in the construction industry has increased over the last two to three years. As a result, trainees (apprentices and journeymen) must maintain and upgrade skills to remain up to date with new roofing techniques and technologies such as water recapturing systems, vector mapping, green renewable energy systems, and flood testing. Journeymen will also receive training in Hazardous Materials and HAZWOPER to address safety issues encountered when working more complex jobs.

## Training Plan

Training provided will result in certifications to work in the Roofing and Waterproofing Industry. Courses provided include Certified Roofing Torch Applicator, Hazardous Materials Training, Green Techniques and Rigger Crane Operation.

**Commercial Skills (80%):** Training will be offered to Apprentice and Journeymen to develop and enhance skill sets required to earn certification in the roofing industry. Trainees will learn to identify products and materials, insulation methods, and other application techniques.

**Computer Skills (4%):** Training will be offered to all occupations to ensure workers are able to utilize computer tracking systems, create reports, and use computer programs in Microsoft Office (Excel, Word, Outlook).

**Literacy Skills (5%):** Training will be offered to all trainees who speak English as a second language (VESL). Curriculum provided will focus on vocabulary, equipment and safety standards used in the roofing industry.

**OSHA 10/30 (5%):** OSHA 10 training will be provided to Apprentices and OSHA 10/30 will be provided to Journeymen. Training will ensure workers are aware of the prevention of health hazards and safety in workplaces.

**Hazardous Materials (3%):** This training will be offered to Journeymen and includes environmental management skills for staff that develops and administer plans/systems for handling hazardous materials and industrial waste.

**HAZWOPER (3%):** Training will be offered to Journeymen. Training may include site assessment; hazards elimination; methods; symptoms and preventable measures; proper handling of hazardous materials; explosive/radiological or flammable material-compound-mixtures; site control; risk exposure, and treatment of hazards exposure.

## Certified Safety Training

1. OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. 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.
2. Hazardous Waste Operations and Emergency Response Standard (HAZWOPER): This training is also a series of courses specifically designed for workers who handle hazardous substances as first-responders, or clean-up as needed at a hazard disposal or emergency site. It consists of 40 hours of classroom or CBT training, for workers stationed at the hazard site; and 24 hours for workers who visit the site (e.g., engineers). Field training is also required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. Each certification requires an 8-hour annual refresher course. This coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.
3. Hazardous Materials (HAZMAT): This training is also a series of courses, specific to industry sectors involved in the transport of hazardous materials. The coursework varies in length depending on the industry and the occupational title, as organized in five levels ranging from “first responder” to “incident commander.” It is generally a minimum of 24 hours with an 8-hour annual refresher, and may be delivered by classroom or CBT. In

this proposal, Journeymen will receive up to 40 hours of training. Field training may be required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. This coursework is not under Cal-OSHA, but is administered under the Department of Transportation and CalTRANS. There are various certification entities for the coursework and instructors. In this proposal, certification is by certified trainers.

### **Commitment to Training**

Employers will continue to contribute to the training association for every hour worked by employees. Safety training is provided in accordance with all pertinent requirements under state and federal law.

#### ➤ Training Infrastructure

SoCal Roofers and Waterproofers JATF have designated one staff member to handle all administration duties for this project. This individual has experience with ETP requirements and has administered prior Agreements with success. Staff will schedule training, collect all training rosters, perform data entry, and maintain contact with ETP analysts to administer and assess progress throughout the duration of the contract.

### **Marketing and Support Costs**

Informational flyers are distributed on an on-going basis either in person or via email/postage. Staff also maintains communication with participating employers and the roofing contractors association to recruit and keep them informed about training opportunities provided through SoCal Roofers and Waterproofers JATF.

To ensure training being delivered meets industry standards, the JATF continues to provide training evaluations to assess and implement changes to their program if needed. Participant feedback provides the JATF with a valid way to measure the program's competency and overall effectiveness in providing a qualified workforce.

SoCal Roofers and Waterproofers JATF requests 8% support costs to assist in recruitment, employer outreach, and assessment of employer-specific job requirements. Assessments and recruitment will take place throughout the duration of the Agreement. Staff recommends the 8% support costs.

### **Trainer Qualifications**

All trainers are Journeyman subject matter experts with up to 30 years of experience. Trainers are required to participate in training to upgrade skills and ensure they are delivering the latest methods and roofing techniques to trainees in the program.

### **RECOMMENDATION**

Staff recommends approval of this proposal.

### **ACTIVE PROJECTS**

The following table summarizes performance by SoCal Roofers and Waterproofers JATF under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET14-0907	\$537,000	12/23/13- 12/22/15	700	*632	632

\*Based on ETP Online Tracking, 33,536 reimbursable hours have been delivered. This is sufficient to support earnings at 93% of approved amount. \*To date, 285 Apprentice and 347 Journeymen have completed all training hours.

### **PRIOR PROJECTS**

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET12-0207	Pomona	12/26/11- 12/25/13	\$335,024	\$284,653 (85%)

### **DEVELOPMENT SERVICES**

N/A

### **ADMINISTRATIVE SERVICES**

N/A

### **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**

- Ethylene Propylene Diene Monomer
  - Emphasis on Seam Details, Wall Details, Pipe Flashings, Curb Flashings, Corners
- Built-Up Roofing
  - Mopping Techniques and Applying of Drains, Curbs, Walls, Scuppers, Felt Machine Operation and Kettle Operation
- Coatings – For the Purpose of Damproofing and Waterproofing
  - Balconies
  - Deck Coating
  - Equipment Wells
  - Traffic Coating
- Electronic Vector Mapping Systems
  - Membrane Integrity Testing
  - Electronic Leak Detection
- Water Recapturing Systems
  - Advantages and Disadvantages
  - Equipment
  - Rain Water Harvesting
- Flood Testing Technology
  - Inspection and Testing of Construction Materials
  - Testing Labs
- Green Retrofit
  - Energy Efficiency Roofs
  - Applications
  - Moisture Treatment
- Infrared Moisture Detection
  - Nuclear Surveys
  - Analysis & Visualization of Collected Data
- Building Envelope Inspection
  - Below Grade
  - Walls and Windows
  - Roofs
- Hot Air Welding
  - Hot Air Welding of Seams, Curbs, Corners, Pipes, Drains and Machine Operation
- Insulation
  - Crickets
  - Sound
  - Wash Backs
- Modified
  - Atactic Polypropylene Torch Applied and Styrene Butadiene Mopped Applied Membranes
  - Drains, Pipe, Curb and Wall Flashings

- Paver Systems
  - Ballast Pavers
  - Concrete
  - Rack Systems
  - Stone Ballast
- Seismic Retrofit
  - Applications
  - Expansion Joints
  - Strengthen Structures
- Shingles
  - Installation of Shingles in a Valley and Around Chimneys, Dormers and Through Pipes and Vents
- Single Ply
  - Roof Deck Insulations
  - Techniques and Installation of Single Ply
- Slate & Tile
  - Proper Steps for Starting and Detailing Slate and Tile Roofs
  - Silica Training
- Spray Polyurethane Foam
  - Techniques and Installation Procedures
- Standing Seam's Application
  - Detail
  - Field Set-Up
- GAF Materials
  - Learn the Latest GAF Materials Heat-Welding Details
- Firestone Building Products
  - Learn the Latest Specification Requirements for Their Roofing Systems
- Johns Manville
  - Heat Welding and Detail Requirements for Manville's Membranes and Various Roofing Systems
- Metal Roofing
  - Application
  - Details
  - Systems
- Sarnafil Roofing Systems
  - Sarnafil's Polyvinyl Chloride, Hot Air Welded Systems and Detail Requirements
  - Soprema Roofing Systems
  - Carlisle/Syntec Building Products
  - Product Details & Requirements for Roofing Systems
- Certified Roofing Torch Applicator
  - Certified Roofing Torch Applicator Program
  - Application Techniques, Known Facts of Propane Gas and Combustion on Torch Applied Membranes
  - Recertification Program
- Torch Safety Techniques
  - Accident Prevention
  - Application Techniques
  - Fire Safety

- Confined Space Entry
  - Confined Space Competent Person
  - Confined Space Entry
- Fall Protection Training
  - Fall Protection Competent Person
  - 8-Hour Fall Protection
- Scaffold Training
  - Dismantle
  - Fall Protection Awareness
  - How to Build/Code
  - Safety Guidelines
  - Scaffolding Competent Person
- Foreman Skills
  - Advanced Blueprint Reading
  - Budgeting/Scheduling
  - Leadership
  - Mentoring
- Construction Site Project Management
  - Emergency Response Planning
  - Foreman Responsibility for Communication, Documentation and Reporting
  - Worker Responsibility for Documentation and Reporting
- Forklift Training & Aerial Work Platform
  - Aerial Lifts
  - Boom Lift
  - Forklift (Gradall) Certification
  - Scissor Lift
  - Class 4 & 5
- GHS Labeling
  - Requirements
  - Signal Words
- Rigging & Signaling
  - Rigger In Crane Operation
  - Signal Persons Hand and Voice Signals
- Going Green/Green - Renewable Energy Systems
  - Design and Install Equipment for Energy Efficiency
  - Electricity
  - Energy Efficiency for Roofing
  - Green (Vegetated) Roofs
  - Green Roof Systems
  - Green Roofs
  - History of Solar Energy
  - Monolithic Membrane
  - Photovoltaic Cells
  - Photovoltaic System
  - Photovoltaic System Performance
  - Rooftop Solar PV
  - Solar Installation
  - Solar PV Systems

- Waterproofing & Damproofing
  - Asphalt Overlay
  - Below Grade
  - Confined Space Training
  - Elastomeric Coatings
  - Excavations
  - Hot Applied
  - Hot Rubber
  - Interior & Exterior
  - Liners
  - Materials and Handling
  - Monolithic Membrane 6125
  - Planters
  - Sheet Applied
  - Split Slab Construction
  - Techniques and Applications
  - Vertical Waterproofing
- Weatherproofing Envelope Systems
  - Air Barrier System
  - Caulking
  - Climate Control
  - Commercial and Residential Exterior
  - Moisture Barrier System
- Asbestos Craft Worker/Class II Roofer Course
  - 8-Hour Asbestos Roofer Worker
- C.P.R & First Aid
  - Adult CPR
  - AED
  - First Aid
- Flagger Training
  - Construction Zone
  - Residential Zone
  - Traffic Zone
- Globally Harmonized Systems
  - Acclimatization

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

- OSHA 10 (Construction Outreach-requires 10 hrs)
- OSHA 30 (Construction Industry-requires 30 hrs)

**HAZARDOUS MATERIALS**

- Hazardous Waste
- Hazardous Materials
- Hazardous Chemical Cleaning
- Hazardous Waste Cleaning
- Hazardous Waste Operations and Emergency Response

**HAZWOPER**

- HAZWOPER Instructor Certified Training (requires completion of certified course)

**COMPUTER SKILLS**

- Basic Computer Skills for Construction Industry
  - Creating Jobsite Reports
  - Data Entry in Tracking Systems
  - Microsoft Office (Outlook, Word, Excel, PowerPoint)
  - Email/Internet

**LITERACY SKILLS**

- Vocational English as a Second Language for Roofers & Waterproofers
  - Entering the Roofing Industry
  - Equipment
  - Roofing and Waterproofing Vocabulary
  - Safety
  - Tools

Literacy Training cannot exceed 45% of total training hours per-trainee  
 Safety Training cannot exceed 10% of total training hours per-trainee  
 (This cap does not apply to Hazmat or OSHA 10/30)

**Apprentice****Class/Lab Hours**

8-210

**COMMERCIAL SKILLS**

- Ethylene Propylene Diene Monomer
  - Emphasis on Seam Details, Wall Details, Pipe Flashings, Curb Flashings, Corners
- Built-Up Roofing
  - Level 3A
  - Level 3B
  - Level 3C
  - Mopping Techniques and Applying of Drains, Curbs, Walls, Scuppers, Felt Machine Operation and Kettle Operation
  - Safety, Tools & Equipment
- Hot Air Welding
  - Hot Air Welding of Seams, Curbs, Corners, Pipes, Drains and Machine Operation
- Modified
  - Level 2A
  - Level 2B
  - Atactic Polypropylene Torch Applied and Styrene Butadiene Mopped Applied Membranes
  - Drains, Pipe, Curb and Wall Flashings

- Shingles
  - Installation of Shingles in a Valley and Around Chimneys, Dormers and Through Pipes and Vents
- Slate & Tile Classes
  - Proper Steps for Starting and Detailing Slate and Tile Roofs
  - Silica Training
- Spray Polyurethane Foam
  - Techniques and Installation Procedures
- Single Ply
  - Level 2A
  - Level 2B
  - Safety, Tools & Equipment
  - Techniques and Installation of Single Ply
- GAF Materials
  - Learn the Latest GAF Materials Heat-Welding Details
- Firestone Building Products
  - Learn the Latest Specification Requirements for Their Roofing Systems
- Johns Manville
  - Heat Welding and Detail Requirements for Manville's Membranes and Various Roofing Systems
- Sarnafil Roofing Systems
  - Sarnafil's Polyvinyl Chloride, Hot Air Welded Systems and Detail Requirements
- Soprema Various Roofing Systems
- Carlisle/Syntec Building Products
  - Products and Details Requirements for their Various Roofing Systems
- Certified Roofing Torch Applicator
  - Certified Roofing Torch Applicator Program
  - Application Techniques, Known Facts of Propane Gas and Combustion on Torch Applied Membranes
- Certified Roofing Torch Applicator – Recertification
  - 8-Hour Re-Certification
- Torch Safety Techniques
  - Accident Prevention
  - Application Techniques
  - Fire Safety
- Fall Protection Training
  - 8-Hour Fall Protection
  - Fall Protection Competent Person
- Flagger Training
  - Construction Zone
  - Residential Zone
  - Traffic Zone

- Scaffold User Training
  - Code
  - Dismantle
  - Fall Protection Awareness
  - How to Build
  - Safety Guidelines
  - Scaffolding Competent Person
- Forklift Training & Aerial Work Platform
  - Aerial Lifts
  - Boom Lift
  - Forklift (Gradall) Certification
  - Scissor Lift
  - Class 4 & 5
- GHS Labeling
  - Requirements
  - Signal Words
- Going Green
  - Design and Install Equipment for Energy Efficiency
  - Electricity
  - Energy Efficiency for Roofing
  - Green Roof Systems
  - Green Roofs
  - History of Solar Energy
  - Photovoltaic Cells
  - Photovoltaic System
  - Photovoltaic System Performance
  - Solar Installation
- Green - Renewable Energy Systems
  - Green (Vegetated) Roofs
  - Green Roof Systems
  - Rooftop Solar PV
  - Solar PV Systems
- Electronic Vector Mapping Systems
  - Membrane Integrity Testing
  - Electronic Leak Detection
- Water Recapturing Systems
  - Advantages and Disadvantages
  - Equipment
  - Rain Water Harvesting
- Flood Testing Technology
  - Inspection and Testing of Construction Materials
  - Testing Labs
- Globally Harmonized Systems Training
  - Acclimation

- Heat Illness Prevention
  - Outdoor
  - Indoor
- C.P.R & First Aid
  - Adult CPR
  - AED
  - First Aid
- Rigging & Signaling
  - Rigger in Crane Operations
  - Signal Persons Hand and Voice Signals
- Waterproofing
  - Confined Space Entry Training
  - Materials and Handling
  - Techniques and Applications
- Weatherproofing Envelope Systems
  - Air Barrier System
  - Climate Control
  - Commercial and Residential Exterior
  - Moisture Barrier System
- Asbestos Craft Worker/Class II Roofer Course
  - 8-Hour Asbestos Roofer Worker
- Foremen Training
  - Advanced Blueprint Reading
  - Budgeting/Scheduling
  - Leadership
  - Mentoring

**OSHA 10** (Certified OSHA Instructor)

- OSHA 10 (requires 10 hrs completion)

**LITERACY SKILLS**

- Vocational English as a Second Language for Roofers & Waterproofers
  - Entering the Roofing Industry
  - Equipment
  - Roofing and Waterproofing Vocabulary
  - Safety in the Industry
  - Tools

Literacy Training cannot exceed 45% of total training hours per-trainee  
 Safety Training cannot exceed 10% of total training hours per-trainee  
 (This cap does not apply to OSHA 10)

Note: Reimbursement for training is capped at 210 total hours per trainee (200 hours RSI + 10 hours of OSHA) in Job Number 1 and capped at 200 total hours per trainee, including OSHA 10/30 in Job Number 2 regardless of the method of delivery.