



Training Proposal for:
UFCW Northern California Meat
Apprenticeship Trust Fund
Agreement Number: ET15-0924

Panel Meeting of: March 27, 2015

ETP Regional Office: Sacramento

Analyst: M. Mazzone

PROJECT PROFILE

Contract Attributes:	Retrainee Apprenticeship	Industry Sector(s):	Services Retail Food Priority Industry: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Counties Served:	Northern California	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Food and Commercial Workers, Locals 5 and 8		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL:

Program Costs	+	Support Costs	=	Total ETP Funding
\$117,000		\$8,100 8%		\$125,100

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	Commercial Skills	45	8-200	0	\$2,780	\$17.35
				Weighted Avg: 200			

Minimum Wage by County: SET Wage Non-Priority: \$27.40 [Note: The Post-Retention Wage is based on the union-negotiated wage/benefits.]

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 \$6.80 per hour may be used to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Apprentice Meat Cutters		45

INTRODUCTION

In this proposal, the UFCW Northern California Meat Apprenticeship Trust Fund (UFCW Meat Trust) seeks training funds for 45 apprentices in the retail and wholesale meat cutting industry. Apprentice training has been offered in California by the United Food and Commercial Workers (UFCW) for 75 years in this industry sector. The current program sponsored by UFCW Northern California MEAT JAC was formed by a merger of three separate Joint Apprenticeship Training Committees (JATC) in Local 5 and Local 8: Humboldt & Del Norte Meat cutters, Oakland & Vicinity Meat Industry and Santa Clara County Meat Cutters.

The merger into one JATC under the UFCW Meat Trust was approved by the Division of Apprenticeship Standards (DAS) in December 2014. The joint trust, headquartered in Hayward, serves 48 counties throughout Northern California.

This is the second non-traditional apprenticeship program to be funded by ETP since the Apprentice Training Program was adopted as a pilot in March 2012. [Note: The first was Holt Caterpillar’s Big Idea program for mechanics, funded last Fiscal Year under a Single Employer Contract.]

Traditional apprenticeships are in the building trades. The term “non-traditional” is used by the Division of Apprenticeship Standards (DAS) for other industry sectors such as Retail Food, Machining, Mechanical and Healthcare. ETP has been partnering with DAS in this regard, especially now that the Governor’s Budget for FY 2015/16 includes a special “adult education” appropriation to the California Community College Chancellor’s Office (CCCCO) to reach non-traditional apprenticeships.

PROJECT DETAILS

This is a one-year apprenticeship program, following a year of entry-level “meat clerk” training to learn the rudiments pertinent to one occupational specialty (Meat Cutter). The other specialty, Sausage Maker, is not included in this proposal. ETP will not fund training for meat clerks because it is all on-the-job; the classroom training does not begin until the apprenticeship program.

The Apprentices are all full-time permanent employees with a given signatory employer, such that on-the-job training totals 4,160 hours over the course of two years (including one year as a Meat Clerk). Wages for both Apprentices and Meat Clerks are proportionate to Journeymen, with advancements at each six-month period. Related & Supplemental Instruction (RSI) begins in the second year, as noted above, after the meat clerk has been accepted into the apprenticeship program.

ETP will fund RSI, which is delivered as classroom training. Standard RSI for this program is 144 hours. However, ETP will also fund ancillary RSI, up to the 200-hour cap per-trainee.

The training curriculum was developed with input from the national UFCW and the signatory employers. New apprenticeship standards were filed with DAS in December 2013, preparatory to merger of the two JATC’s under a joint trust fund, as discussed earlier. The three original JATC members remain active in the current program, especially in regard to recruitment.

Post-merger, the new Local Educational Agency (LEA) is Hayward Center for Education & Careers replacing the original three (Hayward Adult School, San Leandro Adult School and San Jose Community College). Training is delivered on-campus using a semester schedule. RSI is on a semester schedule, although it is delivered at three facilities in Hayward, San Francisco and San Jose. The instructors are qualified Journeymen and experts, per standards set by the LEA.

According to the UFCW Meat Trust, signatory employers seek Apprentices and Journeymen skilled in safe meat-handling consistent with Federal & Drug Administration standards. They also require training in new technologies including computer software, to better track inventory and reduce waste. Employers also demand worker training in new equipment and techniques responsive to changes in consumer demand. Some employers seek Journeymen with training in meat-department management.

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 DAS. The Panel adopted the Apprenticeship Training Program as a pilot in March 2012. It is designed to supplement cost of delivery for the RSI portion of DAS-approved apprenticeship training.

Apprenticeships are a multi-year training program that results in DAS certification to work as a Journeyman. They are authorized in California under the Shelly-Maloney Apprenticeship Labor

Standards Act of 1939. Apprentices commit to training under contract with an apprenticeship program sponsor. They advance through a series of apprenticeship levels as they complete modules of RSI and on-the-job training. The Meat Cutters apprenticeship is a one-year program, with two levels. Wages are paid for hours worked on the job, in progression with a series of advancements up to the Journeyman level.

The Apprenticeship Training Program extends to Journeymen and Pre-Apprentices. Normally, first-year Apprentices are not eligible due to the higher drop-out rates associated with the entry-level. With a one-year program as here, that eligibility standard is waived.

Apprenticeship programs are typically sponsored by a JATC or a Unilateral Apprenticeship Committee (UAC). A JATC is created through collective bargaining, with an equal number of members appointed by union and management, as compared to a UAC which is created through a trade association. Both types require employer contributions to a training trust fund.

ETP funding flows through a Multiple Employer Contract (MEC), held here by a joint trust fund. The employers are not "participants" but are signatories to the Collective Bargaining Agreements, as negotiated by UFCW Local 5 and Local 8. These are "box store" agreements that do not flow through a trade association on the employer side. The principal signatory employers are Safeway Food Stores, Food Maxx, Save Mart-Lucky Supermarkets and Nob Hill General Stores.

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 LEA. As stated earlier, following merger of three JATCs under the NFCW Joint Trust, the original three LEAs have been replaced by an affiliation with the Hayward Center for Education & Careers. The Apprenticeship Program allows reimbursement for up to 200 hours of RSI plus OSHA10, per-apprentice; however, the UCFW Joint Trust has not requested OSHA10 training.

For the trades, including Retail Food, 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.

Because ETP funding cannot displace another source of government funds, the fixed fee rate is reduced by \$5.00 to account for adult education funding appropriated each year to apprentice training through the CCCCO and Department of Education. This changes the ETP Priority Industry Rate from \$18.00 to \$13.00 per hour for all Apprentice Job Numbers. [Note: The fixed fee rate for Journeymen and Pre-Apprentices remains \$18.00 per hour.]

Under the Apprenticeship Training Program, the post-retention wage has been standardized to the Special Employment Training (SET) wage, which is \$20.55 for Priority Industry; it is \$27.40 for a non-priority industry such as this proposal (Retail Food). The SET wage was chosen for ease of administration, recognizing that most Apprentices and all Journeymen exceed the highest ETP wage requirements. In the event wages for an Apprentice or Pre-Apprentice are below SET, as in this proposal, the Panel will recognize the union-negotiated wage.

DAS Completion Rates

The average completion rate for Apprentices in this industry sector (Food Stores) is 76% as measured by DAS over the most recent five-year reporting period: CY2009 through CY2013. When the average completion rate for an apprenticeship program is less than half the industry average (benchmark), the Panel requires a justification for funding. In this proposal, the DAS benchmark is 38%. The overall average completion rate for apprentices registered under the NFCW Meat Trust is 60%, well in excess of the benchmark.

Impact/Outcome

Successful completion of the apprenticeship program will result in Journeymen status, as certified by DAS. These trainees will also receive CPR and First Aid certifications from the Red Cross. The additional training for Journeymen is designed to keep current with new technologies and standards in the meat-cutting industry.

Marketing and Support Costs

The UFCW Meat Trust will engage in outreach and positive recruitment activities with a special focus on increasing participation by ethnic minorities and women. The joint trust will sponsor workshops, seminars and other informational meetings with assistance from employment and educational agencies. The three JATCs and employer representatives will also participate in job fairs, school career days, and meetings by minority and women organizations. They will explain the program's opportunities and assist with the "meat clerk" application process. Furthermore, the JATCs regularly evaluate employer evaluations and revise the RSI curriculum and other aspects of training as warranted, through DAS. Staff recommends Support Costs of 8% for these purposes.

Training Plan

The specific RSI class titles, for each of the training types shown below, are identified in the Menu Curriculum Exhibit B. All training is in Commercial Skills.

Supermarket Math: Skills necessary to understand gross/net profit, and labor percentage.

Safeway (Safety): Skills necessary for working safely with knives and power equipment; proper lifting techniques.

History of Sanitation: Overview the history of government oversight of the meat industry handling; and, sanitary clean-up procedures.

Beef: Skills necessary for inspection and grading cattle breeds, and beef cuts. Overview of cooking and nutritional values.

Pork: Skills necessary for inspection and grading; and pork cuts. Overview of changes in the pork industry. Overview of cooking and nutritional values.

Lamb and Veal: Skills necessary for inspection and grading; and lamb/veal cuts. Overview of changes in the pork industry. Overview of cooking and nutritional values.

Sausage Making: Overview of the types of sausages and casings. Overview of cooking and nutritional values.

Seafood: Overview of treatments for farm-raised vs. wild seafood. Learning COOL (Country of Origin Labeling). Overview of cooking and nutritional values

RECOMMENDATION

Staff recommends approval of this proposal.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum

Class/Lab Hours

8-200

Commercial Skills

Supermarket Math

- Skills necessary to understanding gross/ net profit, labor percent.

Safeway

- Working safely with knives and power equipment
- Proper lifting techniques
- Proper knife sharpening

History of Sanitation

- The jungle (history of government oversight)
- HACCP (Hazard Analysis & Critical Control Points)
- Proper clean-up procedures

Beef

- Inspection and grading breeds of cattle
- Proper beef cuts
- Cooking and nutritional values

Pork

- Changes in the pork industry
- Proper pork cuts
- Cooking and nutritional values

Lamb and Veal

- Distinguishing lamb from veal
- Proper lamb/veal cuts
- Cooking and nutritional values

Sausage Making

- History
- Types of sausages
- Castings
- Cooking and nutritional values

Seafood

- Farm raised vs. wild
- COOL (Country Of Origin Labeling)
- Cooking and nutritional values

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