



**Training Proposal for:
Westech College
Agreement Number: ET15-0255**

Panel Meeting of: July 25, 2014

ETP Regional Office: North Hollywood **Analyst:** M. Webb

PROJECT PROFILE

Contract Attributes:	Retrainee HUA Priority Rate SB <100 SET	Industry Sector(s):	Engineering Technology/Other Construction Manufacturing Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, Riverside, San Bernardino	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$700,500		\$48,555 8%		\$749,055

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	Computer Skills	90	8-200	0	\$1,251	\$14.90
				Weighted Avg: 100			
2	Retrainee Priority Rate SET	Computer Skills	45	8-200	0	\$1,925	\$20.32
				Weighted Avg: 100			
3	Retrainee Priority Rate SB<100	Computer Skills	100	8-200	0	\$1,279	\$14.90
				Weighted Avg: 100			
4	Retrainee Priority Rate SB<100 SET	Computer Skills	50	8-200	0	\$1,668	\$20.32
				Weighted Avg: 100			
5	Retrainee	Computer Skills	25	8-200	0	\$1,604	\$14.90
				Weighted Avg: 100			
6	Retrainee SET	Computer Skills	20	8-200	0	\$1,427	\$27.09
				Weighted Avg: 100			

Minimum Wage by County: Job Numbers 1, 3 & 5: \$16.04 per hour for Los Angeles County; \$15.98 per hour for Orange County; and \$14.90 per hour for San Bernardino County.

Job Numbers 2 & 4 (SET/Priority Industry): \$20.32 per hour

Job Number 6 (SET Statewide): \$27.09 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

Participating employers may use health benefits to meet the Post-Retention Wage.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
JOB NUMBERS 1-6		
Architect Assistant		16
Drafter		40
Engineering Assistant		40

Technician		53
CAD Designer		50
Machinist		45
CNC Programmer		26
Architect		30
Engineer		30

INTRODUCTION

Founded in 1988, Westech College (Westech) (www.westech.edu) is a private vocational institution headquartered in the city of Fontana. Westech provides training programs on the latest computer software utilized in the construction, architectural, manufacturing, and engineering industries.

Computer training includes Revit, AutoCAD, and SolidWorks. Westech provides training at its three locations in San Bernardino, Los Angeles, and Orange County. This will be the fifteenth contract between Westech College and ETP.

PROJECT DETAILS

Employers have expressed a continued need to train in software programs used in computer drafting and design. To meet demand, Westech will continue to offer training in complex design work to employers in surrounding areas. Prior ETP Agreements provided curricula in Computer-Aided Design Systems (CAD) and Building Information Modeling (BIM). These programs will continue to be provided to new and former participating employers under this Agreement. It is common practice for employers to return for new training not previously received or send newly hired staff to participate in training offered through the College.

Smaller businesses have found the need to utilize new design software to remain competitive. These companies have the same occupations as larger companies but lack internal resources for training in sophisticated software. Formalized training in the latest technologies will provide employers the opportunity to increase business and improve productivity.

BIM training remains high in demand among engineering, construction, manufacturing, and architectural businesses. This specialized software is used by employers and continues to be updated regularly. As a result, training in BIM systems (Revit software) remains a necessity. BIM permits employers to automate customary tasks and recognize errors before they are made. As a result of this technology; design, development and construction costs are minimized. Employers recognize these benefits and provide staff with training on the new design software. Training courses to be provided include Assembly Configurations, Principles of Modeling, and Dimensioning.

Training Plan

Computer Skills (100%): Training will be offered to all occupations to develop and improve skills needed to complete designs using new software. Trainees will participate in topics such as 2D and 3D Renderings, Drawing Automation, and Conceptual Design Tools.

Training Hours Limitation

Retraining hours for small businesses are capped at 60 hours per-trainee. However, Westech is asking for a modification of the cap. Small businesses have employees who require Computer Skills training to remain competitive. Small businesses have limited resources and ask employees to take on more responsibilities as necessary to remain competitive.

Training programs offered through the College are designed for trainees who use design software on a daily basis at high levels of production. Trainees typically receive between 80-100 hours of training from Westech programs. To remain consistent with prior ETP projects, Westech request to increase the cap on hours for small businesses to 200 hours (Job Numbers 3 and 4).

Tuition Reimbursement

Westech 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.

Commitment to Training

Participating employers often provide company-wide orientation training, informal software training, and on-the-job training. Trainees in this Agreement will be taught by supervisors and experienced CAD operators to ensure they can perform job duties appropriately.

Trainer Qualifications

Westech instructors are professionals with industry experience. Training takes place in a lab setting in which trainees receive hands-on assistance from the instructor. Westech will deliver all training under this Agreement.

Training Coordinator

A full-time administrator is assigned to manage all aspects of the project including employer recruitment, employer certification, and ETP documentation and reporting. Up to four additional staff will assist with administration duties to conduct needs assessments, schedule and provide training, and all other marketing needs.

Marketing and Support Costs

Training for participating employers is customized to fit the needs of manufacturing, engineering, construction, and architectural companies. Employers are surveyed prior to the start of training to determine if production, design, or engineering requirements must be met. Other issues and concerns are identified on the survey to develop a through training plan. An assessment is also conducted by the employer to select specific skills a trainee will need in computer software.

Westech regularly attends shows/exhibits at design, engineering, and manufacturing held at local Convention Centers. Marketing avenues include web advertisements, direct mail, telephone solicitation, and in person visits. Westech staff then follows up with potential employers to determine if a company will qualify to receive ETP-funded training.

Westech is requesting 8% support costs for this proposal to cover the cost of recruiting additional employers and assessing employer-specific job training requirements. Employer

recruitment, including the recruitment of small businesses, and assessment activities will go on throughout the contract term. Staff recommends approval of 8% for support costs.

Training Agency Certification

Training agency eligibility requires certification by an independent third party, as required for the type of school and course of study.

In keeping with the Panel's standards, Westech is eligible as a training agency based on the following:

- Accredited by the Accrediting Commission of Career Schools and Colleges

SET/Priority Wage Modification

Under Special Employment Training (SET), the participating employer is not required to demonstrate out-of-state competition. Trainees must be earning at least the statewide average hourly wage at the end of the retention period. The Panel may modify the minimum wage requirement for companies in priority industries, such as manufacturing up to 25% below the state average hourly wage (\$20.32). Westech is requesting this modification for trainees in Job Numbers 2 and 4.

RECOMMENDATION

Staff recommends approval of this proposal.

ACTIVE PROJECTS

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

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET13-0278	\$799,833	2/27/13-2/26/15	303	302	94

To date, the Contractor has earned 43% based on the number of trainees retained. The Contractor may earn an additional 44% based on the number of trainees enrolled and hours of training entered into the ETP Online Tracking System. These figures support projected earnings at a total of 87% or \$699,634.

PRIOR PROJECTS

The following table summarizes performance by Westech under ETP Agreements that were completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET11-0271	Ontario	6/30/11-6/29/13	\$699,789	\$665,425 (95%)
ET09-0383	Ontario	01/25/09- 01/24/11	\$817,600	\$764,308 (94%)

DEVELOPMENT SERVICES

Steve Duscha Advisories in Sacramento assisted with development for a flat fee of \$15,000.

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

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

8-200

Trainees may receive any of the following:

COMPUTER SKILLS**Computer-Aided Drafting:**

- Applying Parameters
- Applications to Work Projects
- Assembly Motion Modeling and Animation
- Bills of Material
- Calculations
- Creating of Families of Parts
- Dimensioning
- Drawing Automation
- Editing
- File Management
- Project Organization
- Section Creation
- Types of Applications
- Updating Views
- View Creation
- 2D and 3D Renderings

Building Information Modeling:

- Collaboration
- Conceptual Design Tools
- Construction Modeling
- Creating Functional Designs
- File Importing and Exporting
- Material Estimates
- Multiple Materials Modeling
- Parametric Components
- Principles of Modeling
- Printing, Model Upgrading
- Rendering
- Simulations
- Structural Reinforcement
- Using Bi-Directional Associativity to Show Changes
- Vault Integration
- Visualization

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

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Westech College

CCG No.: ET15-0255

Reference No: 15-0255

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Air Control Systems, Inc.

Address: 19405 Grove Ave.

City, State, Zip: Ontario, CA 91761

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 6

Total # of full-time company employees worldwide: 60

Total # of full-time company employees in California: 60

Company: Altoon Partners

Address: 617 W. 7th Street #400

City, State, Zip: Los Angeles, CA 90017

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 15

Total # of full-time company employees worldwide: 46

Total # of full-time company employees in California: 32

Company: AMPAM Parks Mechanical

Address: 1060 Wilmington Blvd.

City, State, Zip: Wilmington, CA 90744

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 20

Total # of full-time company employees worldwide: 680

Total # of full-time company employees in California: 680

Company: Attatk International

Address: 14738 Pipeline Ave., #E

City, State, Zip: Chino Hills, CA 91709

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 15

Total # of full-time company employees worldwide: 20

Total # of full-time company employees in California: 20

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Westech College

CCG No.: ET15-0255

Reference No: 15-0255

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Company: Brenner Fielder & Associates, Inc.

Address: 4059 Flat Rock Drive

City, State, Zip: Riverside, CA 92505

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 15

Total # of full-time company employees worldwide: 44

Total # of full-time company employees in California: 43

Company: California Watershed Engineering

Address: 1561 E. Orangethpe Ave., Suite 240

City, State, Zip: Fullerton, CA 92831

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 10

Total # of full-time company employees worldwide: 25

Total # of full-time company employees in California: 25

Company: California Wire Products Corporation

Address: 1316 Railroad St.

City, State, Zip: Corona, CA 92882

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 10

Total # of full-time company employees worldwide: 40

Total # of full-time company employees in California: 40

Company: Carlisle Interconnect Technologies

Address: 12900 Alondra Blvd.

City, State, Zip: Cerritos, CA 90703

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 8

Total # of full-time company employees worldwide: 188

Total # of full-time company employees in California: 188

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Westech College

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Reference No: 15-0255

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Company: CenterCal Properties, LLC

Address: 1600 East Franklin

City, State, Zip: El Segundo, CA 90245

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 15

Total # of full-time company employees worldwide: 85

Total # of full-time company employees in California: 41

Company: CPM One Source, Inc.

Address: 23679 Calabasas Rd., #186

City, State, Zip: Calabasas, CA 91302

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 3

Total # of full-time company employees worldwide: 20

Total # of full-time company employees in California: 20

Company: Design West Engineering

Address: 275 W. Hospitality Lane, Suite 100

City, State, Zip: San Bernardino, CA 92408

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 10

Total # of full-time company employees worldwide: 30

Total # of full-time company employees in California: 30

Company: Digitran A Unit of Electroswitch

Address: 9654 Hermosa Ave.

City, State, Zip: Rancho Cucamonga, CA 91730

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 32

Total # of full-time company employees in California: 32

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Westech College

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Company: D'Leon Consulting Engineers

Address: 3605 Long Beach Blvd., Suite 235

City, State, Zip: Long Beach, CA 90807

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 15

Total # of full-time company employees worldwide: 20

Total # of full-time company employees in California: 20

Company: F.E.C. Electric Inc.

Address: 720 N. Eureka Street

City, State, Zip: Redlands, CA 92374

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 15

Total # of full-time company employees worldwide: 17

Total # of full-time company employees in California: 17

Company: Flawelling & Moody Inc.

Address: 815 Colorado Blvd., Suite 200

City, State, Zip: Los Angeles, CA 90041

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 2

Total # of full-time company employees worldwide: 27

Total # of full-time company employees in California: 27

Company: gkkworks

Address: 2355 Main Street, #220

City, State, Zip: Irvine, CA 92614

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 20

Total # of full-time company employees worldwide: 180

Total # of full-time company employees in California: 100

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Westech College

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Company: Grey Mountain Concrete, Inc.

Address: 13121 S. Normandie Ave.

City, State, Zip: Gardena, CA 90249

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 27

Total # of full-time company employees in California: 13

Company: HDR Engineering, Inc.

Address: 3230 El Camino Real, Suite 200

City, State, Zip: Irvine, CA 92602

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 4

Total # of full-time company employees worldwide: 8,000

Total # of full-time company employees in California: 242

Company: J. C. Chang & Associates, Inc.

Address: 385 Van Ness Avenue, Suite 208

City, State, Zip: Torrance, CA 90501

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 6

Total # of full-time company employees worldwide: 27

Total # of full-time company employees in California: 27

Company: Kaplan Gehring McCarroll Arch Lighting

Address: 270 Coral Circle

City, State, Zip: El Segundo, CA 90245

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 6

Total # of full-time company employees worldwide: 24

Total # of full-time company employees in California: 20

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Westech College

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Company: Ken Stockton Architects, Inc.

Address: 26500 W. Agoura Road #663

City, State, Zip: Calabasas, CA 91302

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 5

Total # of full-time company employees worldwide: 10

Total # of full-time company employees in California: 10

Company: Luckman Salas O'Brien

Address: 333 N. Glenoaks Blvd., Suite 505

City, State, Zip: Burbank, CA 91502

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 4

Total # of full-time company employees worldwide: 103

Total # of full-time company employees in California: 65

Company: Perkowitz & Ruth Architects

Address: 111 W. Ocean Blvd., 21st Floor

City, State, Zip: Long Beach, CA 90802

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 2

Total # of full-time company employees worldwide: 158

Total # of full-time company employees in California: 112

Company: Ruhnau Ruhnau Clarke Architects

Address: 3775 10th Street

City, State, Zip: Riverside, CA 92571

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 10

Total # of full-time company employees worldwide: 46

Total # of full-time company employees in California: 46

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Westech College

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Company: SpinTek Filtration Inc.

Address: 10863 Portol Ave.

City, State, Zip: Los Alamitos, CA 90720

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 10

Total # of full-time company employees worldwide: 25

Total # of full-time company employees in California: 25

Company: The Austin Company

Address: 6410 Oak Canyon, Suite 150

City, State, Zip: Irvine, CA 92618

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 20

Total # of full-time company employees worldwide: 150

Total # of full-time company employees in California: 150

Company: TTG Corporation

Address: 300 N. Lake Avenue, 14th Floor

City, State, Zip: Pasadena, CA 91101

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 5

Total # of full-time company employees worldwide: 343

Total # of full-time company employees in California: 273

Company: VCA Engineers Inc.

Address: 3951 Medford Street

City, State, Zip: Los Angeles, CA 90022

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 15

Total # of full-time company employees worldwide: 23

Total # of full-time company employees in California: 23

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Westech College

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Company: William Hezmalhalch Architects, Inc.

Address: 2850 Redhill Ave., Suite 200

City, State, Zip: Santa Ana, CA 92780

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 15

Total # of full-time company employees worldwide: 115

Total # of full-time company employees in California: 115