



Training Proposal for:
Western Electrical Contractors Association, Inc.
Agreement Number: ET17-0914

Panel Meeting of: October 28, 2016

ETP Regional Office: Sacramento

Analyst: K. Smiley

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:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Unilateral Apprenticeship Committee		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤0%		

FUNDING DETAIL:

Program Costs	+	Support Costs	=	Total ETP Funding
\$420,160		\$29,088 8%		\$449,248

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 OSHA 10/30	163	8-210	0-30	\$2,224	\$21.28
				Weighted Avg: 160			
2	Retrainee Veterans Apprentice	Commercial Skills, OSHA 10/30	39	8-210	0-30	\$2,224	\$21.28
				Weighted Avg: 160			

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 \$3.53 per hour may be used to meet the Post-Retention Wage for Job Numbers 1 & 2.

Wage Range by Occupation

Occupation Titles	Wage Range	Estimated # of Trainees
Job Numbers 1 and 2		
*Commercial Electrician Apprentices		163

*Note: Apprentices may choose to enter any of three occupational titles (Inside Wireman, Residential Wiremen, or Sound and Communication Technician) upon completion of the Commercial Electrician apprenticeship program.

INTRODUCTION

Founded in 1937, Western Electrical Contractors Association, Inc. (WECA) is a statewide nonprofit organization serving its membership of non-union electrical contractors. WECA operates a Unilateral Apprenticeship Committee (UAC) and Training Trust formed and funded by the membership to provide Division of Apprenticeship Standards (DAS) approved training. WECA also offers journeymen courses and exam prep. Industry needs are jointly determined by the UAC, with WECA staff and members.

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 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 Commercial Electrician program is Five years.

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 San Joaquin County Office of Education and Silicon Valley Career Technical Education). The Apprenticeship Program allows reimbursement for up to 200 hours of RSI plus OSHA10/30, 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

This will be WECA's third ETP Agreement in the last five years. This proposal will focus on new legislation that has increased the need for apprenticeship graduates (SB 785, AB 1358 and AB 566). These laws required that a certain percentage of skilled journeymen perform work on contracts or projects. The percentage is a graduated scale starting at 20% that was effective this past January and concluding with 60% by January 2020. WECA is increasing the number of apprentices to ensure its employers meet the standards set by this legislation.

WECA is also committed to Green Technology. The curriculum will provide courses on installing and servicing solar panels. Training will ensure that trainees are proficient in energy saving technologies.

Training Plan

Commercial Skills (95%): Training will be offered to Wiremen Electrician Apprentices to allow second year through fifth year lab training on circuits, transformers, motors, capacitors and basic principles of electricity. Courses will include Ohms Law Review, Magnetic Induction, Motors, Floor Types and Planning Conduit Runs, and Commercial Electrical Load Calculations. Trainees will acquire the skills to be successful.

Certified Safety Training (5%)

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

manufacturing. Completion of training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and instructors must be certified by Cal-OSHA.

Electronic Recordkeeping

WECA uses a recordkeeping system ("WECA Base") to track the training. This system has been in place since 2005. ETP has reviewed and approved this system for purposes of tracking training.

Veterans Program

The Veteran training curriculum will be the same as Apprentice training outlined above. These trainees are in a separate Job Number to better track performance toward the goal of improved outreach for Veterans.

WECA works with veteran programs such as Volunteers of America and Honor a Hero. They also participate in Hire a Vet job fairs sponsored by EDD. WECA actively recruits Veterans and has a hiring preference for veterans.

Marketing and Support Costs

WECA will disseminate class information throughout the year to its Apprentice Commercial Electrician and the electrical contractors who employ them. WECA will market through newsletters, personal contacts, telephone calls, advertisements via the Internet, emails, its website and the local Workforce Investment Board.

Some employers have already been recruited, especially amount the WECA membership. Additional recruitment will be on-going for non-member electrical contractors, in order to extend opportunities for apprentice placement. WECA and its UAC will also assess employer-specific job requirements during the contract term. WECA requests, and staff recommends, 8% support costs for these purposes.

Commitment to Training

WECA's and its UAC developed the curriculum which incorporates standards set by the DAS and the US Department of Labor. WECA customized the Electrician training to address the local needs of its members and other participating employers. Safety training will provided by the employers in accordance with all pertinent requirements under state and federal law.

Trainer Qualifications

A Training Director and administrative manager will be responsible for recruiting, conducting needs assessments and scheduling training. Eleven full-time subject-matter experts (instructors) who are on the WECA staff will provide training.

Impact/Outcome

Apprentices trained under this proposal will be certified as Journeymen Wiremen Electricians once they complete the entire apprentice curriculum. Trainees will also receive OSHA 10 and OSHA 30 certifications once the apprentice curriculum has been completed.

RECOMMENDATION

Staff recommends approval of this proposal.

PRIOR PROJECTS

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET15-0914	Statewide	09/02/2014- 09/01/2016	\$298,016	\$298,016 (100%)
ET13-0905	Statewide	10/01/2012- 09/30/2014	\$298,620	\$298,620 (100%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

ClickSafety of Walnut Creek has been retained to provide Commercial Skills training for a fee of \$89 per trainee.

Training and Compliance Sales Coordinator of Sacramento has been retained to provide Commercial Skills training for a fee of \$69 per trainee.

Safest of La Mesa has been retained to provide Commercial Skills training for a fee of \$49 per trainee.

Other trainers will be identified for ETP record-keeping purposes, as they are retained by WECA.

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

8-210

Apprentices may receive any of the following:

COMMERCIAL SKILLS**2nd Year 1st Semester:**

- Day 1 - Branch Circuits & Feeders
- Day 2 - Conductors & Over Current Protection
- Day 3 -Wiring Methods, Wiring Materials, Raceways & Boxes
- Day 4 - Grounding
- Day 5 - Midterm Review
- Day 6 - Wiring Materials Switches Panel & Switchboards
- Day 7 - Dwelling Load Calculations
- Day 8 - Load Calculations Cont. Demand Factor Calculations
- Day 9 - Introduction to Motors
- Day 10 - Semester Review & Final Exam

2nd Year 2nd Semester:

- Day 1 - Ohms Law Review, Parallel Circuit, Triangles
- Day 2 - Magnetic Induction, AC Inductance, Resistive Inductive Series Circuits/Parallel Circuits
- Day 3 - Capacitors, AC Circuit, Series Circuit/Parallel
- Day 4 - Resistive Inductive Capacitance Series/Parallel Circuits
- Day 5 - Midterm Exam
- Day 6 - Three Phase Circuits/Transformers
- Day 7 - Transformers, Size Primary, DC Generators/Motors
- Day 8 -Three Phase Alternators/Phase Motors/Single Phase Motors, Code and Sizing the Circuit
- Day 9 - Motors, Wiring a Single and Three Phase Motor
- Day Final Exam

3rd Year 1st Semester:

- Day 1 - Welcome and Course Overview, Harassment Prevention, Using the NEC, Hazard Communications (reading MSDS), CPR
- Day 2 - The Design-Construction Process, Construction Documents: Types and Functions, In-Class Assignment: Using Construction Documents, Construction Plans Walk-Through
- Day 3 - Scales, In-Class Lab: Using Architectural Scales, Plans, Elevations, and Symbols, In-Class Assignment: Civil Plans, Preparing for Electrical Underground, Optional In-Class Lab: POCO Primary Conduit Material Estimation
- Day 4 - Structural Sheets, Footings, Foundations, Walls, Parallel Conductors, Conduit Sizing, and Equipment Grounding in Parallel, In-Class Assignment: Conductors in Parallel, Grounding Electrode Systems & Main Bonding Jumpers, In-Class Activity: Conductors in Parallel and Grounding
- Day 5 - Midterm Exam, Coordinating Electrical Circuit Ampacity Factors
- Day 6 - Introduction to Laguna Pointe Plans, In-Class Lab: Finding Walls for Conduit Layout, Working Clearances and Services, Sight Lighting, In-Class Lab: Site Lighting

- Day 7 - Floor Types and Planning Conduit Runs, Busway Systems
- In-Class Activity: Busway Systems, Mechanical Sheets
- Day 8 - Commercial Electrical Load Calculations and Sizing Electrical Equipment, Plumbing Sheets and Basic Fire Protection, Coordinating Plan Information Prior to Completing Electrical, Rough-In
- Day 9 – Elevators, Coordinating Before Completing Electrical Rough-in for Lighting Circuits, In-Class Lab: Creating Installation Plan for Corridor Lighting for One Floor of a Commercial Structure, Preparation for Final Exam: Q & A and Open Discussion
- Day 10 - Semester Review & Final Exam

3rd Year 2nd Semester:

- Day 1 - Welcome and Course Overview, Electrical Quantities and Circuits, Electrical Quantities, Ohm's Law, Series & Parallel Circuits and Calculations Review, Electrical Tools and Test Instruments, Electrical Safety, Solenoids, Shading, Coils, Sizes, and Specifications
- Day 2 - Coordinating Electrical Circuit Ampacity Factors, Conductor Ampacities and Derating, Sizing Single Motor Systems Using the NEC, In-Class Assignment: Motors Worksheet, Contactors and Magnetic Motor Starters, In-Class Activity: Lighting Contractors and Motor Starters, In-Class Activity: Motor Starters and Overload/ "Heater" Selection
- Day 3 - Using the NEC for Voltage Drop, Conductors, and Raceways, Electrical Symbols & Diagrams, Control Devices, Ladder Diagrams and Wiring Diagrams, Lab Prep: Rules and Operating Procedures, Lab: Basic Control Circuits - Assemble, Operate, Test, and Trouble-Shoot
- Day 4 - In-Class Assignment: Motors Worksheet, Control Devices – Continued, Control Logic, Review of Control Circuit Labs, Lab Prep: Motor Control Circuits, Lab: Motor: Motor Control Circuits – Multi Start-Stop Stations - Assemble, Operate, Test, and Trouble-Shoot
- Day 5 - Review for Midterm Exam, Midterm Exam, Optional Lab (Time Permitting): Motor Control Circuits – HOA – E-Stop – Limit Switch - Assemble, Operate, Test, and Trouble-Shoot
- Day 6 - Review: Junction & Pull Boxes, Conduit Bodies & Enclosure Sizing and Fill Requirements, NEC Definitions, AC Generators, Transformers and Motors, Reversing Motor Circuits, Optional: In-Class Reversing Motor Demonstration, Lab Prep: Motor Control Circuits, Labs: Reversing Motor Control Circuits - Assemble, Operate, Test, and Trouble-Shoot
- Day 7 - In-Class Assignment: Grounding, Bonding, Parallel Conductors and NEC Review, In-Class Activity: Using the NEC to Size Parallel Conductors & Raceways, Sizing Main Bonding Jumper, Grounding Electrode Conductor and Equipment, Grounding Conductors, etc., General-Purpose Relays and Timing & Counting Functions, Labs: Relay and Timer Function Motor Control Circuits - Assemble, Operate, Test, and Trouble-Shoot
- Day 8 - Common Alternating Current Circuit Configurations, Adjustment & Correction Factors for Exposed Raceways Installed on or Above Rooftops – Review, Using the NEC: Sizing Parallel Feeder Conductors & Raceways, Sizing Overcurrent Protection (for Transformers), Sizing System Bonding Jumpers, Grounding Electrode Conductors and Equipment Grounding Conductor, etc., Labs: Additional Timer Function Motor Control Circuits— Assemble, Operate, Test, and Trouble-Shoot

- Day 9 - Review of Blue Prints and Construction Documents, Lab: Motor Control Circuit Design Using Constructor™ Software, Optional Lab: Trouble-Shoot a Lighting Control Circuit with SIMUTECH Software
- Day 10 - Review for Final Exam, Final Exam, Lab (Time Permitting): Additional Motor Control Circuits or Additional SIMUTECH Troubleshooting

4th Year 1st Semester:

- Day 1 – Orientation, Electrical Safety & First Aid, Arc Flash, PPE & Clothing, Power Generation, Transmission, Distribution, Types and Differences Between Electrical Systems, Single Phase/Three Phase Systems, High Voltage Systems, Wye- Delta/Open Delta Concepts Article 408,230 Code Practice Service Requirements and Article 100, 110 Code Practice Working Clearances
- Day 2 - Electromechanical and Solid State Relays: Types & Applications, Operating Characteristic and Relay Construction – Poles-Throws- Breaks, Contact Protection, and Transient Voltage Protection, Electrically Held and Mechanically Held Relays and Contactors, Lab Exercises: Lighting Automation Control Circuits
- Day 3 - Capacito Article 300, 310 Code Practice, Conductor Insulation and Ampacity Ratings, Derating Applications and Worksheets, Terminal Ratings with Regards to Ampacity Ratings for Conductors, Overcurrent Conditions, Article 240 Code Practice, Short Circuit, Ground Fault and Overload Defined, Differences between Fuses and Breakers, Long and Short Time Current Ratings for Conductors, Differences between a Power Panel and Lighting and Appliance Panel regarding Secondary Conductor and Panel Bussing Protection, Lab Exercises: Forward Reverse Motor Starting Review, Forward Reverse Motor Starting Using General Purpose Relays for Electrical Interlock, Local & Remote Switching with Automatic Motor Restart, Electric Lift
- Day 4 - Photoelectric and Proximity Controls (Hall Effect Sensors), Different type Detectors, Detection Applications and Installation Techniques, Lab Exercises: Grain Silo and Conveyor System
- Day 5 - Lab Exercise: Electric Gate, First Quarter Review and Midterm Exam
- Day 6 - Article 200, 250 Code Practice, Grounding, Applications for the Line Side of the Service, Grounding Applications for the Load Side of the Service, Article 250 Terminology, The Differences Between Grounding and Bonding, The Requirements for Bonding, Parallel Service Requirements and Adjustments Made for Voltage Drop Corrections, Lab Exercise: Control for an Automatic Car Wash
- Day 7 - Reduced Voltage Motor Starting Methods & Applications, When to Apply Voltage Reduction, The Differences Between the Starting Methods, Lab Exercises: Wye-Delta, Part Winding, Primary Resistor Reduced Voltage Starting Applications
- Day 8 - Article 430 Code Practice, Short Circuit, Ground Fault and Overload Applications and Requirements for a Single Motor, Service Factor Ratings, Integral Overload Protection, Supplementary Overload Protection, Fuse Ratings and Breaker Ratings for Motors, Locked Rotor Current Calculations, Lab Exercise Plugging, Brake Motor Braking Applications
- Day 9 - Article 440 Code Practice, Sizing Motor Feeder Circuit Conductors, Controllers, and Disconnecting Means, Lab Exercise Motor Braking Applications Continued DC Injection Circuit.
- Day 10 - Semester Review & Final Exam

4th Year 2nd Semester:

- Day 1 – Orientation, Designing and Installing Wiring Methods, Sizing Auxiliary Gutters, Pull Boxes, Box Fill, Branch Circuits, Feeders, & Wiring Methods, NEC Articles 210, 215, 312, 314 Chapter 3 NEC, Code Practice
- Day 2 - Review Motors and Compressor Motors, NEC Articles 430, 440, Code Practice, Accelerating/Decelerating Circuit Logic Along With Braking Application Review, Compelling, Accelerating and Decelerating Applications and Lab Exercises: Compelling, Accelerating and Decelerating Circuits
- Day 3 - Variable Frequency Drives, Lab Exercises: Installing & Programming a Variable Frequency Drive
- Day 4 - Programmable Controllers Introduction, Theory and Applications, Lab Exercises: Computer Lab Design a PLC Diagram for a Pump House to Control General Lighting Circuits and All Motor Operations for Two Motors, Apply the Circuit to a PLC Lab Board and Operate
- Day 5 - Review for Midterm, Midterm Exam, Code Practice
- Day 6 - Solid State Devices: Types and Applications, Photovoltaic & Renewable Energy Concepts, Electronics Lab Exercises: Building Electronic Circuits, Half Wave, Full Wave, Full Wave Bridge Rectifiers, SCR Circuit, Triac Light Dimmer Circuit
- Day 7 - Solid State Devices Theory & Applications (cont), Lab Exercises: Transistor Circuits, DC Speed Control, Photo Cell, Alternating LED Circuit, Electronic Motor Controls Circuits, Review Solid-State Relays and Solid-State Starters, Relay Contact Protection Circuits, Current Sinking and Current Sourcing Applied to Signaling Devices, Introduction to Photovoltaic Systems
- Day 8 - Working Safely and Competently with Solar Energy, Practice Worksheet Exercises on PV- Array formations, PV System Sizing and Installation Requirements per NEC Article 690, Preventative Maintenance and Troubleshooting, Metering Equipment, Lab Exercises: Troubleshooting Simulation and LOGO Car Wash Lab Exercise, Program the Ladder Diagram and Hard Wire Circuit in Lab
- Day 9 - Articles 220, 404, 406, 410 and 422 Code Practice Receptacle and Luminaire Installation Requirements, Demand Factors for Residential Ranges, Commercial Demand Factors, Determining Required Lighting and Receptacle Loads, Lab Exercises: Troubleshooting Circuits using Computer Simulations for Variety of Situations, Lab Exercise Hard Wire a Garage Door Circuit, Complete any Unfinished Lab Exercises
- Day 10 - Lab Exercise: Security Alarm System, 4th yr 1st and 2nd Semester Review, Final Exam on Theory and Code

5th Year 1st Semester:

- Day 1 - Orientation, Purpose & Scope of the NEC Code NEC Articles 90-110: Definitions, General Wiring Installations, CPR Training
- Day 2 - Identification and Application of Rules for the Grounded Conductor, Branch Circuit Requirements and Layouts, Feeders & Service Calculations, Practice Activity: Calculating Demand Factors, Overcurrent Protection; Overview of Tap Rules, Requirements for Grounding & Bonding, Surge Arrestors and Transient Voltage Suppressors
- Day 3 - Wiring Methods: General Requirements, Conductors, Meter sockets, Outlet Boxes & Enclosures, Raceways & Cables, Practice Exercises: Box Fill Calculations, Practice Exercises: Conductor De-Rating/Ambient Temperature

- Correction, Conductor/Cable Burial Depth, Calculate Requirements for Conductors in a Vertical Raceway
- Day 4 - Equipment for General Use, Identification and Uses of Flexible Cord Cables, Identification & Uses of Fixture Wires, General Installation Requirements for Switches, Receptacles, Switchboards, Panel Boards, & Light Fixtures, General Requirements for Appliances
 - Day 5 – Midterm Exam
 - Day 6 - Electric Heating, & Snow Melting & De-Icing, Motors, Motor Circuits, & Controllers, Practice Exercise: Sizing Conductor for Overload, Short Circuit and Ground Fault Protection, Comparison of Refrigeration-Type Motors, Sizing Overcurrent Protection for Transformers, Installation Requirements for Generators, Capacitors, & Storage Batteries, Defining Hazardous Locations & Wiring Requirements, Practice Activity: Sizing Sealing Fittings
 - Day 7 - Defining Hazardous Locations & Wiring Requirements Cont., Special Considerations for Healthcare Facilities, Places of Assembly, Theaters, Carnivals
 - Day 8 - Agricultural Buildings, Mobile Homes, Floating Buildings, Special Equipment Installation Requirements Including Swimming Pool, Elevator, & Crane Installations
 - Day 9 - Special Conditions: Back-Up Electrical Systems, Class 1-2-3 Low Voltage Circuits, Fire Alarm Considerations, Communication Systems, Review of NEC Tables
 - Day 10 – Final Exam

CBT Hours

0-30

OSHA 10 Construction Outreach

(requires completion of 10-hour course)

- Module 1: Introduction to OSHA and the OSH Act (1hour)
- Module 2: General Safety and Health Provisions (1hour)
- Module 3A: Health Hazards: Hazard Communication (1hour)
- Module 3B: Health Hazards: Hazardous Materials (1hour)
- Module 4: Cranes and Rigging(1hour)
- Module 5: Focus Four: Electrical Safety (1hour)
- Module 6: Struck- By and Caught in Between (1hour)
- Module 7: Fall Protection (1hour)
- Module 8: Personal Protective Equipment (30 minutes)
- Module 9: Hand and Power tools (30 minutes)
- Module 10: Scaffolds (30 minutes)
- Module 11: Stairways and Ladders (30 minutes)

OSHA 30 Construction Outreach

(requires completion of 30-hour course)

- Intro to OSHA (1 hour)
- Managing Safety and Health (1 hour)
- Focus Four Hazards and Preventative Measures Topics: Fall Hazards, Electrocutation Hazards, Caught-In or –Between, Struck-By (2 hours)
- Personal Protective Equipment (PPE) and Lifesaving Equipment (1 hour)
- Health Hazards in Construction (3 hours)
- Stairways and Ladders (1 hour)
- Cranes, Derricks, Hoists, Elevators and Conveyors (2 hour)

- Excavations (1 hour)
- Material Handling, Storage, Use and Disposal (1 hour)
- Scaffolds (1 hour)
- Concrete and Masonry Construction (1 hour)
- Tools-Hand and Power (1 hour)
- Fire Protection and Prevention (1 hour)
- Steel Erection (1 hour)
- Motor Vehicles, Mechanized Equipment and Marine Operations; Rollover (1 hour)
- Protective Structures and Overhead Protection; and Signs, Signals and Barricades (1 hour)
- Welding and Cutting (1 hour)
- Confined Space Entry (1 hour)
- Ergonomics in Constructions (1 hour)
- Safety and Health Programs (1 hour)
- Supervisor's Safety and Health Responsibilities (1 hour)
- Observing and Correcting Unsafe Behaviors (1 hour)
- Hazard Recognition and Mitigation (1 hour)
- Preventing Accidents/Incidents (1 hour)
- Intro to NFPA 70E (1 hour)
- Leading Cultural Changes (1 hour)

Note: Reimbursement is capped at 210 total training hours per trainee, regardless of the method of delivery.