



**Training Proposal for:**  
**Yuba Shasta UA Local 228**  
**Joint Apprenticeship and Training Committee**  
**Agreement Number: ET16-0922**

**Panel Meeting of:** March 25, 2016

**ETP Regional Office:** Sacramento

**Analyst:** W. Sabah

**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:	Northern California	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No UA Local Union 228		
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>
\$37,848		\$2,620 8%		\$40,468

<b>In-Kind Contribution:</b>	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 Journeyman	Commercial Skills OSHA 10 OSHA 30	8	8-200	0	\$135.25	\$35.75
				Weighted Avg: 23			
2	Retrainee Priority Rate Apprentice	Commercial Skill OSHA 10	26	8-210	0	\$347.50	\$21.28
				Weighted Avg: 100			

**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 \$2.74 per hour may be used to meet the Post-Retention Wage for Job Number 2.

**Wage Range by Occupation**

Occupation Titles	Wage Range	Estimated # of Trainees
Journeyman: Plumber, Maintenance Plumber, Steamfitter/Pipefitter, HVAC Mechanic		8
Apprentice: Plumber, Maintenance Plumber, Steamfitter/Pipefitter, HVAC Mechanic		26

**INTRODUCTION**

Since 1997, the Yuba Shasta UA Local 228 Joint Apprenticeship and Training Committee (Yuba Shasta JATC) (<http://lu228.org/yuba-shasta-jatc-training/>) has trained apprentices and journeymen from 13 Northern California counties in the plumbing, pipefitting, welding, and Heating, Ventilation and Air Conditioning (HVAC). Committee members are jointly appointed by Local 228 and the Mechanical Contractors Council of Southern California. The JATC works with the Yuba County Office of Education as its Local Educational Agency (LEA) to deliver Related and Supplemental Instruction for each trade.

Yuba Shasta JATC apprentices and journeymen install, repair, maintain, and service piping and plumbing systems and equipment used for drinking (potable) water distribution, sanitary storm water systems, and waste disposal. They also work on technical installations for medical gas, hydronic in-floor heating, solar panels, heat pumps, cross-connection control and many other systems. Their work is found mostly in the new home building and renovation, and commercial construction sectors including hospitals schools and other institutional buildings.

## **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 reimburses the cost of Related and Supplemental Instruction (RSI) delivered as class/lab. (ETP does not reimburse CBT delivery for apprenticeship training.) The curriculum is developed with input from DAS and the LEA, Yuba County Office of Education. The Apprenticeship Program allows reimbursement for up to 200 hours of RSI plus OSHA 10, per-apprentice.

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.

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 for Apprentice training through the California Community College Chancellor's Office and Department of Education. This changes the ETP Priority Industry Rate from \$18.00 to \$13.00 per hour for all Apprentice Job Numbers.

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.]

ETP funding will only apply to apprentices in Year 2+ to ensure commitment. For ease of program administration, the post-retention wage has been standardized to \$21.28 per hour reflecting the Special Employment Training wage for Priority Industry.

## **PROJECT DETAILS**

In addition to the standard RSI curriculum, training under this proposal will include "clean/green" building skills. New environmental regulations are causing significant changes in the building trades. The changes require higher quality standards, increased material costs, and more advanced technologies. Apprentice trainees will need to learn new methods of installing plumbing and piping equipment, updated building standards and green business practices.

Journeymen require training to utilize new products, reduce waste and improve efficiency as well as keep up-to-date on "green" regulations. Training will bring work skills and knowledge up to date so that trainees can provide high-quality craftsmanship, promptly and within budget.

### **Training Plan**

The proposed training is entirely center-based at JATC facilities with guidance from the LEA. Training is scheduled to commence in March 2016.

**Commercial Skills** (90%) Training will be provided to Journeymen and Apprentices on installation and maintenance efficiencies, sanitary systems, work safety and waste disposal. Training will include topics such as Medical Gas Brazing, Plumbing Fixtures, Water Supply and

Distribution, Electronic Controls and Trade Mathematics. Training will also help apprentices gain the knowledge and skills necessary to become journey level.

**OSHA 10/30 (10%):** Apprentice trainees will receive OSHA 10 training and Journeymen trainees will receive either OSHA 10 or OSHA 30 training in 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.

### **DAS Completion Rates**

According to the DAS, the completion rate for Yuba Shasta JATC Apprentices, in the five-year period from 2008-2012, was 45.90% while the overall industry average is 48.01%. This is well within the rate accepted by the Panel.

### **Commitment to Training**

Yuba Shasta JATC represents that ETP funds will not displace the existing financial commitment to training. ETP funds will encourage an ongoing financial commitment to both Apprentice and Journeyman training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

### **Impact/Outcome**

Certifications earned for the journeyman and apprentice training include: OSHA 10/30, Medical Gas Installer, Medical Gas Brazer, Foreman’s Certification, Industrial Rigger Certification, Crane, Signalperson Qualification and various welding certifications. Apprentices are working towards a certificate from Division of Apprenticeship Standards that will allow them to work at the higher paid journeyman level.

### **Marketing and Support Costs**

The JATC disseminates class information throughout the year to potential trainees within the JATC jurisdictions as well as to the contractors who employ them through direct mailings, personal contacts, telephone calls, public service announcements, emails, and its website. The JATC is also active in the local workforce investment board and is a partner in its community workforce development work.

Yuba Shasta JATC request 8% support costs to fund its staff in recruiting and qualifying additional participating employers for this program. While many participating employers have already been recruited, additional recruitment and assessment activities are necessary. Staff recommends 8% support costs.

### **RECOMMENDATION**

Staff recommends approval of this proposal.

## **PRIOR PROJECTS**

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET13-0921	Yuba City	01/28/2013– 01/27/2015	\$131,666	\$40,526 (31%)

\*ET13-0921: The JATC attempted to administer the contract without a subcontractor. However, during the term of the contract, the staff person in charge of training left the JATC. The new administrator was not able to log training hours or distinguish eligible training. Towards the end of the contract, Strategy Workplace Communication was hired to help administer; however, it was too late. For this proposal, Strategy Workplace Communication has been hired at the start. Additionally, the proposal has been "right-sized" to the amount earned in ET13-0921.

## **DEVELOPMENT SERVICES**

Yuba Shasta JATC retained California Labor Federation in Sacramento to assist with development of this proposal at no cost.

## **ADMINISTRATIVE SERVICES**

Yuba Shasta JATC retained Strategy Workplace Communication in Oakland to perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

## **TRAINING VENDORS**

N/A

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

8-200

Trainees may receive any of the following:

**Journeyman Training****COMMERCIAL SKILLS**

- Blueprint Reading
- Crane Signal person Qualification
- Drainage, Waste, Vent Systems and Pumps
- Foreman's Certification
- Gas Systems
- Green Technology
- Industrial Rigger Certification
- Medical Gas Brazer
- Medical Gas Installer
- Plumbing Fixtures
- Related Science
- Trade Mathematics
- Water Supply and Distribution
- Welding I, II, and III

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

- OSHA 10 (requires completion of 10 hours)
- OSHA 30 (requires completion of 30 hours)

**Apprentice Training****COMMERCIAL SKILLS****Plumber and HVAC Mechanic**

- Advanced Plan Reading, CAD
- Air & Water Balance
- Air Conditioning, Safe Handling of Refrigerants with EPA Certification
- Chillers, Building Automation 8, Telecommunications Skills
- Crane Signalperson Qualification
- DC Electronics Training
- Drawing Interpretation & Plan Reading, Science, Basic Electricity
- Electronic Controls for MES
- Guide to Service Work, Gas Installations, Drainage
- Industrial Rigger Certification
- Mathematics, Rigging and Signaling
- Medical Gas Brazer
- Medical Gas Installations
- Motor Alignment, Air Conditioning
- Pipefitting and a Calculator
- Plumber Code Application, Plumbing Fixtures, Guide to Service Work

- Refrigeration & A/e Mechanic
- Refrigeration (Volume 1), Customer Service Skills
- Refrigeration (Volume II), Pneumatic Controls
- Shielded Metal - Arc Welding
- Water Supply, Instruments Used for Layout

#### Pipefitter

- Advanced Plan Reading, CAD
- Detail and Layout Piping Systems, Advanced Welding
- Drawing Interpretation & Plan Reading, Science, Basic Electricity
- Instrumentation & Pneumatic Controls, Tube Bending and Hydronic
- Mathematics, Rigging and Signaling
- Patterns, Steam Systems, Pumps
- Pipefitting and a Calculator
- Rigging and Signaling
- Shielded Metal- Arc Welding

#### OSHA 10 (OSHA Certified Instructor)

- OSHA 10 (requires completion of 10 hours)

Safety Training cannot exceed 10% of total training hours per-trainee

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