



Training Proposal for:

Jewish Vocational Service of Los Angeles

Agreement Number: ET17-0264

Panel Meeting of: October 28, 2016

ETP Regional Office: North Hollywood

Analyst: M. Webb

PROJECT PROFILE

Contract Attributes:	New Hire Retrainee Priority Rate At-Risk Youth SET w/Multiple Barriers SB <100 IWD	Industry Sector(s):	Financial Services Healthcare Manufacturing Services Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Humboldt, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, Ventura	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Steel Workers Local 675		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$901,560		\$47,840 (12% Jobs 1&2)		\$949,400

In-Kind Contribution:	50% of Total ETP Funding Required	\$201,180
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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	New Hire Multiple Barriers SET	Commercial Skills, Job Readiness	100	8-260	0	\$3,419	*\$12.77
				Weighted Avg: 156			
2	New Hire Multiple Barriers SET At-Risk Youth	Commercial Skills, Job Readiness	60	8-260	0	\$3,419	*\$12.77
				Weighted Avg: 156			
3	Retrainee Priority Rate	Commercial Skills, Computer Skills, Cont. Imp., Mfg. Skills	157	8-200	0	\$1,080	\$15.60
				Weighted Avg: 60			
4	Retrainee Priority Rate SB<100	Commercial Skills, Computer Skills, Cont. Imp., Mfg. Skills	20	8-60	0	\$1,560	\$15.60
				Weighted Avg: 60			
5	Retrainee	Commercial Skills, Computer Skills, Cont. Imp., Mfg. Skills	15	8-200	0	\$900	\$15.60
				Weighted Avg: 60			
6	Retrainee SB<100	Commercial Skills, Computer Skills, Cont. Imp., Mfg. Skills	30	8-60	0	\$1,320	\$15.60
				Weighted Avg: 60			
7	SET SB<100 Retrainee	Commercial Skills, Computer Skills, Cont. Imp., Mfg. Skills	5	8-60	0	\$900	\$28.37
				Weighted Avg: 60			
8	Retrainee SET Priority Rate	Commercial Skills, Computer Skills, Cont. Imp., MS-Preceptor, MS-Didactic	80	8-200	0	\$1,800	\$21.28
				Weighted Avg: 100			

It will be made a condition of contract that the trainees in this Job Number will never be paid less than the State or local minimum wage rate as in effect at the end of retention regardless of the wage expressed in this table. The highest minimum wage rate will prevail.

Minimum Wage by County: Job Number 1 (SET-MB): \$13.73 per hour for Los Angeles County, \$13.76 per hour for Orange County, \$13.72 per hour for San Diego County, and \$12.77 per hour for Ventura, Kern, San Bernardino and Riverside Counties.

Job Number 2 (SET-MB/At-Risk Youth): \$13.73 per hour for Los Angeles County, \$13.76 per hour for Orange County, \$13.72 per hour for San Diego County and \$12.77 per hour for Ventura, Kern, San Bernardino, and Riverside Counties.

Job Numbers 3-6: \$16.48 per hour for Los Angeles County, \$16.51 per hour for Orange County, \$16.46 per hour for San Diego County, and \$15.60 per hour for Ventura, Kern, San Bernardino, Riverside, and Humboldt counties.

Job Number 7 (SET): \$28.37 per hour

Job Number 8 (SET/Priority Industry): \$21.28 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 1-2 New Hire		
Teller/Cashier/Banker/Customer Service/Sales Rep.		80
Certified Nurse Assistant/Home Health Aide	*	50
Maintenance Technician/Handyman/Porter/Groundskeeper		30
Job Numbers 3-7		
Administrative Staff		40
Manager		25
Production Staff		104
Professional Support Staff		18
Supervisor		40
Job Number 8		
Registered Nurse/Licensed Vocational Nurse		80

*Trainees must be earning at least \$10.50 by January 1, 2017.

INTRODUCTION

Founded in 1931, Jewish Vocational Service of Los Angeles (JVS) (www.jvsla.org) provides workforce development and career services to the Los Angeles community. The organization offers individuals, businesses, and agencies high-quality programs related to job seeking, career planning, skills assessment, training and education. Through an internal service delivery network, JVS provides workforce development, business services, vocational training, assessment and disability, multicultural services, and welfare-to-work. Clients include first-time

workers seeking employment and incumbent workers seeking career advancement and overall improvement in work performance. The organization also operates three full-service One Stop centers in the cities of Marina del Rey, West Hollywood and Antelope Valley.

JVS will assist potential employers in identifying problems and then customizing a recruitment and training plan. As with the active JVS Agreement, this proposal includes a retraining component where JVS provides administrative support to participating employers for Job Numbers 4-8.

A union letter of support has been provided by the United Steelworkers Local 675 (Production Staff). This will be the fifth ETP Agreement for JVS Los Angeles.

PROJECT DETAILS

New Hire

JVS meets the employment and training needs of public assistance recipients, dislocated workers, unemployed and under-employed adults, mature workers, immigrants and refugees, high risk youth (i.e. foster youth, probation youth, youth affiliated with gangs or in danger of gang affiliation), individuals with disabilities, and those with multiple economic and social barriers to employment. Each trainee is assessed through specialized testing and screening process developed by JVS' Assessment Department. This department is comprised of a team of Nationally Certified Vocational Evaluators. Following completion of the test and screening, these individuals later offered the opportunity to participate in three training programs provided by JVS; BankWork\$™, HealthWorks™ and ApartmentWorks™.

➤ **BankWork\$™**

JVS management and senior level managers from financial institutions throughout the city of Los Angeles formed an industry roundtable to address the employment needs of the financial sector. Despite the growing popularity of on-line banking, bank partners have demonstrated an ongoing need for qualified candidates to fill positions at their bricks and mortar locations. As a result, JVS collaborated with these banking partners to design curriculum and program content to meet employer needs. This program provides 168 training hours over eight weeks and is offered approximately five times per year by JVS.

Participating financial institutions are Bank of California, Bank of America, JPMorgan Chase, City National Bank, Continental Currency Services, Pacific Western Bank, Union Bank, US Bank, and Wells Fargo.

➤ **HealthWorks™**

Currently, the number of vacancies and high level of turnover among Certified Nursing Assistants nationally is 71%, and the vacancy rate stands at more than 80% across Los Angeles County. This demonstrates a high level of demand, but there is a limited supply of skills CNAs. The applicant waiting list to enter nursing schools in California is more than 17,000 in Los Angeles; it can 2-3 years before an eligible applicant is accepted from the waiting list. In addition, some 25% of new CAN students drop out, and another 25% do not graduate on schedule.

JVS' HealthWorks™ program enables people with barriers to employment to find fulfilling careers in healthcare while helping to address the demand for qualified workers in the healthcare sector. Trainees enrolled in this program will complete 170 training hours as

required by the State of California. Training will include medical skills training and clinical preceptor training. Preceptor training will take place at a residential facility to familiarize trainees with hands on experience with patients.

➤ **ApartmentWorks™**

With rapid growth in the apartment industry, especially in the Los Angeles area, the demand for qualified apartment technicians outstrips the supply. The apartment industry will continue to need new employees for the following reasons: replacement of retiring employees and those leaving the industry; expansion of the number of apartment renters; redevelopment of aging apartment communities; smart growth bringing workers closer to their places of employment.

Prior to the launch of the ApartmentWorks™ program (Fall 2014), research was conducted to establish the demand for apartment maintenance technicians in the greater Los Angeles area. Aided by representatives of the National Apartment Association (NAA), JVS conducted in-depth interviews and held several industry round-tables to identify the specific hiring needs of apartment community owners and property management firms in our area. Participating employers included Equity Residential, Avalon Bay, Douglass Emmett, Goldrich & Kest, E&S Ring, EGL Properties, Property Management Associates and others.

JVS' ApartmentWorks™ curriculum meets standards from the Certificate for Apartment Maintenance Technicians as developed by the NAA. In conjunction with the NAA, JVS convened a cross section of apartment owners and property management firms to ensure that the curriculum met their needs. Curriculum content is devoted to improving communication, customer service, and job readiness skills. Trainees who successfully complete the 120-hour training program and pass the course's final exam are awarded a nationally recognized certificate.

New Hire Training Plan

JVS will deliver Commercial and Job Readiness Skills training in Job Numbers 1 & 2. Training vendors (identified on Page 9) will also provide training under this Agreement.

Commercial Skills (75%): Training will be offered to all occupations to provide trainees with job skills that will prepare them for employment in the Banking, Healthcare, and Apartment industries. Trainees will participate in entry-level training courses dependent on the training program they are enrolled in through JVS. Topics delivered will include Introduction to CNA/HHA, Customer Service and Sales, Interior and Exterior Maintenance and Repair, and Communication Skills.

Job Readiness Skills (25%): Training will be offered to all occupations in JVS training programs. Job Readiness courses will introduce trainees to first steps involved in applying and becoming employed. Courses delivered by JVS instructors will include Interviewing Skills, Resume Building, Presentation/Appearance, and Workplace Etiquette.

Retrainee Employer Demand

The participating employers under this Agreement are in the Manufacturing, Wholesale and Healthcare industries. Curriculum developed for the retrainee component of this contract is based on prior JVS Agreements and current needs of employers. These companies are seeking to improve employee skills in customer service, eliminate production waste, increase productivity, implement new systems, and update company processes (Lean manufacturing). In addition, Medical Skills training will also be provided for those occupations in healthcare such as Registered Nurses and Licensed Vocational Nurses.

Employer need for training was determined from company personnel input such as Human Resource, Production, Quality Assurance Managers and Frontline Staff Leaders. Curriculum topics have been developed to assist large and small employers meet internal training goals and customer demand. Topics include Lean Six Sigma, Customer Service Skills, Equipment Operations, Good Manufacturing Practices and Time Management Skills. Training provided in these areas will increase worker skill sets and productivity in the workplace. Training will be delivered by in-house instructors.

Retrainee Training Plan

Commercial Skills (15%): Training will be offered to Professional Support Staff to improve case management and therapy skills. Training will improve staff skill sets and ability to analyze, assess, and communicate more effectively with patients.

Computer Skills (15%): Training will be offered to all occupations to improve worker skill and ability to utilize computer software programs. All occupations will be offered Microsoft Office/Excel (Intermediate/Advanced). Trainees in Job Number 8 will receive training on the Electronic Medical Records Application System and Patient Billing and Accounts Receivable.

Manufacturing Skills (20%): Training will be offered to Production Staff, Managers and Supervisors to increase efficiency and improve work floor processes. Trainees will learn new procedures to invoke lean work practices and reduce turn around times.

Continuous Improvement (15%): Training will be offered to all occupations to improve customer service, communication and critical thinking skills. Training courses will increase staff's ability to offer solutions, improve time management and job performance.

Medical Skills Training (35%): The Panel has established a "blended" reimbursement rate for nurse upgrade training, recognizing the higher cost of delivery for the Clinical Preceptor model.

Training in Job Number 8 will take place at Mission Community Hospital (MCH) located in the San Fernando Valley. Medical Skills Training (MST-Didactic/Preceptor) will be delivered to a total of 80 Registered Nurses and Licensed Vocational Nurses. Training delivered will enhance nursing skills to ensure medical staff provides quality healthcare to patients.

MCH's education department provides customized curriculum and the latest methods being utilized in healthcare to increase nursing staff's overall knowledge and skills required in clinical practice. MST topics include Equipment Skills, Neonatal, Surgical, and Orthopedic Skills, Pain Management, and CORE Measures.

Marketing and Support Costs

JVS' marketing department has developed business relationships and continued collaborations with a broad range of community organizations and local employers. JVS utilizes various methods for conducting outreach and recruitment for its programs that include the following: social media, distributing program fliers and fact sheets to community colleges, trade schools, local high schools, libraries, city halls, and the JVS WorkSource Center in Marina del Rey. Furthermore, JVS interfaces with programs such as its Refugee Employment and Resettlement Programs, the County of Los Angeles Department of Social Services, the County and City of Los Angeles Greater Avenues for Independence, and regional offices of the General Relief Opportunities for Work programs.

JVS also holds community education sessions for social service colleagues, places public service announcements via local newspapers and radio, as well as online posts online through

JVS' website (www.jvsla.org). In addition, success for both the BankWork\$™ and HealthWorks™ programs has precipitated considerable word of mouth promotion.

Feedback and consistent communication from banks and employer partners has afforded JVS the opportunity to continually improve, and modify their curriculum and training programs. As a result, their programs are conformed to match changes and new regulations taking place in the banking, service, and healthcare industries.

JVS will also market to local employers through job fairs, email, mailers, business development liaisons, and presentations held to various business groups and companies to expand clientele. Panel regulation allows support costs of up to 12% for recruitment, as well as assessment of employer-specific job requirements for multiple employer contractors that include At-Risk Youth. JVS is requesting 12% in support costs in Job Numbers 1-2 to market to additional employers, provide assessments, and customizing curriculum.

SET/Multiple Barriers

Under SET, the participating employer is not required to demonstrate out-of-state competition. To qualify under SET, trainees must be earning at least the statewide average hourly wage at the end of the retention period. Trainees may also receive a higher portion of Job Readiness Skills (up to 50%).

New hire trainees in Job Numbers 1 & 2 have two or more barriers to employment (e.g., mental or physical disability, limited English proficiency, limited math skills). The Panel may modify the ETP Minimum Wage for these trainees by up to 25% if post-retention wages exceed the start-of-training wages. These trainees qualify for the ETP New Hire Minimum Wage rather than the Statewide Average Hourly Wage. JVS requests this wage modification for Job Numbers 1 & 2.

➤ Retention Modification

The Panel may also modify the retention period for these trainees, making it 90 days out of 120 consecutive days with up to three employers. JVS requests a retention modification for trainees in Job Number 1.

SET/At-Risk Youth

Job Number 2 will be funded as Special Employment Training/Multiple Barriers under the Ex-Offender/At-Risk Youth Guidelines.

JVS will be responsible for documenting the eligibility criteria for this program. For Ex-Offenders, this must include: case number from the conviction proceeding; parole or probation officer's name and phone number; and records from the institution where incarcerated. For At-Risk Youth, the documentation must show that the trainee is between 18 and 23 years of age. They will be deemed at-risk if they are not in school or employed full-time, and meet other criteria specified in the pilot program guidelines.

➤ Retention Modification

Retention may be satisfied by employment of at least 30 hours a week for at least 90 days, out of 120 consecutive days with up to three employers. For occupations in which workers are hired for short-term jobs, retention may be satisfied by employment of at least 500 hours within 180 days. Incidental placement with public and non-profit entities is permissible, not to exceed 35% of the total number of trainees retained in employment.

SET/Priority Rate

Under SET, the participating employer is not required to demonstrate out-of-state competition. Trainees in Job Number 8 must be earning at least the statewide average hourly wage at the end of the retention period (\$28.37). The Panel may modify the minimum wage requirement for companies in priority industries, such as healthcare up to 25% below the state average hourly wage (\$21.28). JVS is requesting this modification for trainees in Job Number 8.

Commitment to Training

Participating employers will continue to provide informal on-the-job training on work processes and procedures alongside ETP funded training. Training is job-specific and companywide and includes sexual harassment prevention, legal compliance and product knowledge.

ETP funds will not displace the existing financial commitment to training. Safety training is provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

As a repeat contractor, JVS staff is familiar with ETP administration requirements and regulations. Select staff members will be responsible for trainee enrollment, scheduling and tracking training hours, and submission of invoices. Steve Duscha Advisories will also provide administrative services for all retrainee Job Numbers in this Agreement.

Tuition Reimbursement

In accordance with Title 22, CCR, Section 4412.1, 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.

RECOMMENDATION

Staff recommends approval of this proposal.

ACTIVE PROJECTS

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

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET15-0479	\$648,864	06/15/15-06/14/17	289	257	55*

Based on ETP Online Systems, 42,363 reimbursable hours have been tracked, sufficient to support earnings of \$649,005 (over 100% of approved amount).

PRIOR PROJECTS

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET13-0241	Statewide	02/25/13- 02/24/15	\$512,850	\$512,850 (100%)
ET11-0201	Statewide	04/06/11- 04/05/13	\$398,280	\$384,616 (96%)

DEVELOPMENT SERVICES

Steve Duscha Advisories in Sacramento assisted with development of this proposal at no cost.

ADMINISTRATIVE SERVICES

Steve Duscha Advisories will also perform administrative services for a fee of 6.5% of payment earned (retraining portion only).

TRAINING VENDORS

Jon Q Home Construction and Remodeling in Northridge will provide some Commercial Skills training. CET Nursing in Los Angeles, The Annenberg School of Nursing in Reseda and West Los Angeles College in Los Angeles will provide Medical Skills training. Other trainers will be identified for ETP record-keeping purposes, as they are retained.

Exhibit B: Menu Curriculum

Class/Lab Hours

8 – 260 (Jobs 1 & 2)

Trainees may receive any of the following:

New Hire

COMMERCIAL SKILLS

BankWork\$™ (Teller, Cashier, Banker, Customer Service and Sales Representative)

- Introduction to BankWork\$™ Training Program
 - Ice Breaker
 - Classroom Rules
 - Job Description
 - Agenda
 - Investment
 - Expectations

- Module 1 - The ABC's of the Corporate Workplace
 - Dress Code
 - Attendance and Punctuality
 - The World of Etiquette Corporate Style
 - What is my Communication Style?
 - Effective Listening
 - Courtesy and Interpersonal Quiz
 - Body Language
 - Problem Solving
 - Expectations in the Work Environment
 - Ethical Behavior
 - E-mail Etiquette
 - Telephone Etiquette
 - Voice Mail

- Module 2 – Banking 101
 - Introduction
 - Types of Financial Institutions
 - Career Opportunities
 - The Federal Reserve System
 - Regulations
 - Identity Theft
 - What is a Checking Account?
 - How to Read a Check
 - Things We Need to Know about Bank Accounts
 - How to Fill Out a Deposit Slip
 - How to Maintain a Check Register
 - What is a Debit Card?
 - What is a Wire Transfer?
 - What is an ACH?
 - Instructions for the Check Register
 - How do You Balance a Checkbook?
 - The Bookkeeping of Banking
 - Handling Money

- Security
- Confidentiality
- Bank Robberies
- Banking Terms

- Module 3 – Customer Service and Sales
 - Customer Service
 - Greeting Customers
 - Meet your Customers' Needs
 - Selling
 - Selling Benefits
 - Get to Know Your Customer
 - Cross-Selling
 - Checklist for Cross-Selling
 - Handling Sales Objections
 - Handling Customer Complaints
 - The Difficult Customer
 - The Very Difficult Customer

- Module 4 – Making the Transition
 - The First Day on the Job
 - Memory Techniques
 - What to Expect on the First Day
 - Constructive Criticism
 - Managing your Boss
 - Do's and Don'ts
 - Probation

HealthWorks™ (Certified Nurse Assistant, Home Health Aide)

- Introduction to CNA/HHA
- Patient Rights
- Communication and Interpersonal Skills
- Safe Environment
- Body Mechanics
- Principles of Asepsis
- Weights and Measures
- Resident Care Skills
- Vital Signs
- Nutrition
- Emergency Procedures
- Long Term Care Resident
- Rehabilitative/Restorative Care
- Observation & Charting
- Death and Dying

ApartmentWorks™ (Maintenance Technician, Handyman, Porter, Groundskeeper)

- Inside the Apartment Business
- People, Projects and Profits

- Interior and Exterior Maintenance and Repair
- Electrical Maintenance and Repair
- Plumbing Maintenance and Repair
- Heating, Ventilation and Air Conditioning Maintenance and Repair
- Appliances Maintenance and Repair

JOB READINESS SKILLS*

(All Occupations)

- Career Planning & Assessment
- Resume Building
- Interviewing Skills
- Workplace Etiquette
- Presentation/Appearance
- Personal Financial Records & Planning
- Customer Service/Bed Side Manners
- Basic Computer Literacy

**Cannot exceed 50% of the trainee's total training hours*

Class/Lab Hours

8 – 200 (Jobs 3 & 5)

8-60 (Jobs 4, 6, 7 & 8)

Retrainees

MEDICAL SKILLS TRAINING – CLINICAL PRECEPTOR

(RN and LVN)

- **Behavioral Health/Psychiatric Acute Care Services Unit**
 - Patient Assessment & Care
 - Acute Psychiatric Care
 - Behavioral Health Nursing Skills
 - Electroconvulsive Therapy Skills
 - Care of Pediatric/Adolescent Psychiatry Patient
 - Management of the Renal Transplant Surgical Patient
 - Ventilator & Tracheotomy Care
- **General Nursing Training**
 - Patient Assessment & Care
 - Medical/Surgical Nursing Skills
 - Pre and Post-Operative Care
 - Orthopedic Nursing Skills
 - Management of the Renal Transplant Surgical Patient
 - Oncology Nursing Skills

MEDICAL SKILLS TRAINING – DIDACTIC

- Acute Psychiatric Care
- Acute Myocardial Infarction
- Advanced Cardiac Life Support
- Arterial Blood Gas Interpretation
- Behavioral Health Nursing Skills
- Basic Life Support
- Body Mechanics

- Care of Bariatric Patient
- Care of the Cardiac Patient
- Care of the Burn Patient
- Care of the Neurosurgical Patient
- Care of Pediatric Patients (Acute Care, Intensive Care)
- Care of the Stroke Patient
- Central Lines Management
- Chest Tube Care & Management
- Code Blue Response & Procedures
- Critical Care Nursing Skills
- Decontamination Procedures
- Diabetes Care & Management
- Dysrhythmia Recognition & Interpretation
- Educating the Patient & Family
- EKG & Cardiac Monitoring
- Electronic Fetal Monitoring (Beginning & Advanced)
- Emergency Care of the Burn Patient
- Emergency Room Nursing Skills
- Equipment Skills (IV pumps, cardiac telemetry, vital signs, pulse-oximeter, ventilators, specialty beds and mattresses, etc.)
- Evidence Based Practices
- Gastrointestinal Assessment and Management
- Hemodynamic Monitoring
- Infection Control
- Intra-Aortic Balloon Pump Therapy
- Intra-Cranial Pressure Monitoring & Ventriculostomy
- Intravenous Insertion & Therapy
- Kinetic Therapy
- Labor, Delivery and Postpartum Nursing Skills
- Management of the Renal Transplant Surgical Patient
- Medical/Surgical Nursing Skills
- Medication Administration & Management
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal/Infant Pain Scale
- Neonatal Intensive Care Unit Nursing Skills
- Neonatal Nursing Skills
- Neonatal Resuscitation Provider
- New Graduate Nursing Skills
- Nurse Orientation Training (for New Grads only)
- Nursing Diagnosis Skills
- Nursing Process Skills
- OB Trauma
- Oncology Nursing Skills
- Orthopedic Nursing Skills
- Ostomy & Continence Care
- Pain Management (Acute & Chronic)
- Patient Assessment & Care
- Patient Fall Prevention
- Pediatric Advanced Life Support

- Peri-Operative Nursing Skills
- PICC Line Insertion
- Pre and Post-Operative Care
- Psychiatric Nursing Skills
- Psychotropic Medications
- Rapid Response Skills
- Renal Assessment & Management
- Respiratory Assessment & Care
- Restraints
- Surgical Nursing Skills
- S.T.A.B.L.E.
- Telemetry Nursing Skills
- Total Parenteral Nutrition
- Transfer Techniques
- Triage Nursing Skills
- Trauma Nursing Skills
- Ventilator and Tracheotomy Care
- Versant New Graduate Program Skills
- Wound & Skin Care

CONTINUOUS IMPROVEMENT

(All Occupations)

- Case Management/Discharge Planning
- Charge Nurse Training/Frontline Leadership Skills
- Communications Skills
- Conflict Resolution Skills
- CORE Measures
- Crisis Prevention Intervention
- Critical Thinking Skills
- Culturally Appropriate Care
- Customer Service Skills
- Documentation Skills
- Lean Six Sigma
- Organization and Time Management Skills
- Patient and Family Centered Care Skills
- Preceptor Skills (train-the-trainer)
- Performance and Quality Improvement and Procedures Skills
- Team Building Skills
- Utilization Review

COMPUTER SKILLS

- Microsoft Office/Excel Skills (Intermediate and Advanced)
- Patient Billing and Accounts Receivable Tracking Skills
- MediTech Order Entry Skills
- Electronic Medical Records Application Skills

MANUFACTURING SKILLS

- Assembly Procedures
- Blueprint Reading

- Equipment Operations
- Good Manufacturing Practices
- Job Instruction/Analyzing Jobs For Efficiency
- Manufacturing Practices
- Maintenance Procedures
- Operations & Processes
- Production Operations
- Shop Math
- Warehousing Operations & Distribution

COMMERCIAL SKILLS

- Behavior Analyst Skills
- Case Management Skills
- Therapy Skills

Note: Reimbursement for new hire training is capped at 260 total training hours per trainee in Job Numbers 1-2; capped at 200 total training hours per trainee in Job Numbers 3 & 5; and capped at 60 total training hours per trainee in Job Numbers 4, 6, 7 & 8, regardless of the method of delivery.

**Participating Employers in Retrainee/New Hire
Multiple Employer Contractor (MEC) Agreements
(ETP 100B)**

Contractor's Name: Jewish Vocational Service of Los Angeles

CCG No.: ET17-0264

Reference No: 16-0534

Page 1 of 2

PRINT OR TYPE

Company: Alpine Corporation

Address: 6000 Rickenbaker Rd.

City, State, Zip: Commerce, CA 90040

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 40

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

Estimated # of employees to be retrained or hired under this Agreement: 45

Company: Deardens

Address: 700 South Main Street

City, State, Zip: Los Angeles, CA 90014

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 326

Total # of full-time company employees in California: 326

Estimated # of employees to be retrained or hired under this Agreement: 88

Company: Mission Community Hospital

Address: 14850 Roscoe Blvd.

City, State, Zip: Panorama City, CA 91402

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 500

Total # of full-time company employees in California: 500

Estimated # of employees to be retrained or hired under this Agreement: 80

**Participating Employers in Retrainee/New Hire
Multiple Employer Contractor (MEC) Agreements
(ETP 100B)**

Contractor's Name: Jewish Vocational Services of Los Angeles CCG No.: ET17-0264
Reference No: 16-0534 Page 2 of 2

PRINT OR TYPE

Company: Myers Container, LLC

Address: 21508 Ferrero Parkway, #B

City, State, Zip: City of Industry, CA 91789

Collective Bargaining Agreement(s): USW Local 675

Total # of full-time company employees worldwide: 200

Total # of full-time company employees in California: 87

Estimated # of employees to be retrained or hired under this Agreement: 68

Company: Qualified Billing and Collections, LLC

Address: 4601 Wilshire Blvd., 3rd Floor

City, State, Zip: Los Angeles, CA 90010

Collective Bargaining Agreement(s): N/A

Total # of full-time company employees worldwide: 200

Total # of full-time company employees in California: 87

Estimated # of employees to be retrained or hired under this Agreement: 40



District 12

Robert LaVenture
District Director

Chris Youngmark
Assistant to the Director

Ron Espinoza
Sub-District Director

April 5, 2016

Dan Roth, Myers Container, LLC
21508 Ferrero Pkwy #B
City of Industry, CA 91789

Re: Employment Training Panel

Dear Dan,

The Union hereby endorses the Company's efforts to secure additional LEAN and Six Sigma (6S) training for our Local 675 members employed at Myers Container, LLC through the above referenced resource.



Shig Noguchi, USW Staff Representative