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James Boyd, Vice Chair; Presiding Member, Transportation Committee  
Karen Douglas, Commissioner; Associate Member, Transportation Committee  
California Energy Commission  
1516 Ninth Street, MS-4  
Sacramento, CA 95814-5512

RE: Recommended Workforce Principles for AB 118 Investment Plan

Dear Commissioner Boyd and Commissioner Douglas:

As a member of the Assembly Bill 118 Advisory Committee, I am submitting these recommended principles on behalf of the California Labor Federation's Workforce and Economic Development Program (WED). AB 118 states that the Investment Plan is "to determine priorities and opportunities for the Program." We believe that by carefully crafting the plan, AB 118 funds can achieve a "double bottom line"; that is, they can both move the state closer to a clean energy economy and support the state's human resources and its workforce needs.

There are a number of initiatives underway in California that could allow our state to lead the nation in a "green economic recovery." For example, placing in statute a 33% Renewable Portfolio Standard as is required by AB 32 could generate as many as 200,000 new jobs. According to Dan Kammen, Co-Director of the Berkeley Institute of the Environment, "The biggest benefit associated with new large-scale investments in renewable energy is not the direct jobs per dollar or jobs per MW benefit, but the fact that renewable energy (and energy efficiency) jobs are, almost by definition, investments in people and infrastructure, as opposed to simply buying a raw material..." AB 118 monies need to be part of this movement to build a sustainable economy. These and other investments must be done in a way that lifts all boats and promotes economic justice.

We support the State Alternative Fuels Plan and believe that it is a good reference point for efforts under AB 118, particularly with regard to the deployment and infrastructure development. The Plan's "2050 Vision Statement" states the important objective of providing "economic benefits through in-state fuel production." Additionally, manufactured component parts need to come from within California and not be imported from abroad or out-of-state.

There is a growing need for trained and skilled workers in alternative transportation and alternative fuels. For these areas, specialized skills will be needed in advanced energy technologies designed to reduce air pollution, such as state-of-the-art equipment and goods, and new processes and systems. Alternative vehicles involve high-performance and low emission vehicle technology, high tower electronics, automotive computer systems, servicing and maintenance.

I have attached a recent policy paper developed by the California Labor Federation and the Apollo Alliance, "Workforce Development Needs for Low Carbon Fuel Development in California," which elucidates what we see as areas of workforce demand.

### **Basic Workforce Development and Training Principles:**

AB 118 provides an enormous opportunity to support workforce training initiatives related to advanced energy technology designed to reduce air pollution, such as state-of-the-art equipment and goods, and new processes and systems. Workforce training initiatives funded under this act must be broad-based partnerships that leverage other public and private job training programs and resources. These partnerships may include, though not be limited to, employers, labor unions, labor-management partnerships, community organizations, workforce investment boards, postsecondary education providers including community colleges, the CSU system, and economic development agencies.

Recognizing that achieving the goals of AB 118 and reducing global warming will require a well-trained and educated workforce and cognizant of the fact that worker and unions provide the necessary on-the-ground worksite knowledge of production practices that are vital to a successful investment strategy, the following principles should inform the AB 118 investments:

### **Significant Support Devoted to Workforce Development**

- At least 10% of AB 118 funding needs to go to workforce development and training. Often workforce development gets short shrift although it serves the vital role of providing the skills needed to complete projects with a high degree of quality. Additionally, workforce investment has the co-benefit of

fostering sustainable employment and wages for local communities, benefiting tax roles, the competitiveness of companies, and the efforts to stabilize communities. Recent efforts such as Senator Steinberg's SB 1672 have sought to provide pathways out of poverty and into the green economy for high school youth through career technology. Additionally, such efforts to create green career pathways create public support and awareness for the need to move to a low-carbon economy. We believe that whenever possible, workers should be able to participate as consumers of low-carbon products and efforts should be made to create a green economy that is inclusive.

- *A Clean Technology Workforce Training Program* should be created with the 10% funding.
  - This program should be administered by the Labor and Workforce Development Agency in coordination with the commission, the State Workforce Investment Board, and other appropriate state agencies and departments.
  - The Clean Tech Training Program shall be used to leverage additional public and private educational resource dollars and to encourage pilot projects.
  - The Clean Tech Training Fund shall provide grants through a competitive RFP process.
  - The Clean Tech Training Fund shall target broad-based partnerships with employers, labor unions, community organizations, workforce investment boards, postsecondary education providers including community colleges, and economic development agencies.
  - Successful proposals shall provide a 50 percent match of in-kind or cash support.
  - A panel of experts shall develop RFP guidelines. Panel makeup will include industry experts, employers, labor representatives, training program providers and workforce and economic development agencies.

#### High-road Workforce Development and Support for Career Pathways

- AB 118 funds should use the high-road, sustainable criteria used by California's Employment Training Panel. The ETP has enjoyed support from both labor and industry for their history of thoughtful investments. Attached are the following materials from the ETP:
  - Minimum Wage guidelines from 2008
  - ETP focus on areas of High Unemployment
  - ETP definitions

- The highest level of criteria should be used for workforce training funds. The best candidates for funding would include these elements:
  - Broad coalitions that include labor-management training partnerships (incl. union apprenticeship), employers and/or industry groups, unions and/or labor organizations, community colleges, local WIBs, community organizations, CSU and/or UC, and foundations
  - Programs with labor/management partnerships should be given priority. The participation of unions ensures that workers participate in the design and structure of training projects.
  - Priority for programs that leverage funds from multiple sources. Maybe using a matching funds program, with a 100 percent match requirement.
  - Programs with career pathways.
  - Programs with good wages and benefits. See criteria Examples from Employment Training Panel.
  - Accountability for moving workers through training and placing workers in jobs.
  - Programs with low turnover rates
  - “Sticky industries”/ globally and regionally competitive and likely to be around in distant future. (See Economic Strategy Panel studies.)
- For all other funding, including research and development and deployment, priority should go to projects that show they will provide good wages and benefits, low turnover rates, and career pathways.

#### Recommendations for Fiscal Years 2008/9 and 2009/10

- Workforce Training. Solar energy, vehicle maintenance, and transmission line-related workforce development should be prioritized, as well as training occurring in the state’s transportation hubs (airport, ports), which are areas of ARB’s “Early Actions” and where there are significant pollution mitigation efforts planned for the next few years.
- Curriculum Development. Curriculum needs to be developed to support the green collar jobs of the future. Key partners for such development include labor union apprenticeship programs, community colleges, state colleges, and universities. Priority should be given to program in electrical technologies, logistics and planning, computer science, and construction management. Also, training materials for the transportation field should support development of machinists who understand hybrid, plug-in and electrical storage, fuel cell and biofuel technology is needed.

## Future Workforce Needs

The transformation to a low-carbon economy will have deep and broad impacts on the California labor market. Many of these new jobs will actually be an upgrading or re-tooling of an existing job and skill set. Moving toward more jobs in the renewable fuel sector will include many indirect positions, including those in building transmission lines, logistical planning, manufacturing products (including cars) and parts, servicing new products, selling services and products, and educating our next generation of workers. As the state determines which areas to invest funds in during the coming decade, it is essential that regional workforce investment board and labor apprenticeship programs be consulted.

Thank you for this opportunity to comment on the AB 118 Investment Plan.

Sincerely,



Peter Cooper

Senior Program Manager

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**STANDARD WAGES FOR CALENDAR YEAR 2008 (Table 1)***(May use health benefits to meet the ETP minimum wage requirement.)*

COUNTIES	NEW HIRE MINIMUM WAGE	RETRAINEE MINIMUM WAGE
<i>Alameda, Contra Costa, Los Angeles, Marin, Orange, San Francisco, San Mateo, Santa Clara, Santa Cruz</i>	\$11.68	\$14.02
<i>Sacramento</i>	\$11.32	\$13.58
<i>San Diego</i>	\$11.14	\$13.37
<i>Ventura</i>	\$11.07	\$13.28
<i>All Other Counties</i>	\$ 10.51	\$12.85

- Trainees in High Unemployment Area training projects funded under Section 10201.5 must meet the minimum wage standards as shown in Table 1, unless they are approved for a wage waiver by the Panel as identified below, in which case they may meet the wage requirements in Table 2 below.
- Welfare to Work: On a case-by-case basis, the Panel may waive the ETP minimum wage requirement up to 25 percent below the ETP minimum, **as long as it meets or exceeds the Federal and State minimum wage requirements** (wage may include health benefits).

**WORKING POOR WAGES FOR CALENDAR YEAR 2008 (Table 2)***(May use health benefits to meet the ETP minimum wage requirement.)*

COUNTIES	NEW HIRE WAGE AFTER RETENTION	RETRAINE E WAGE AT START OF TRAINING	INCREASED RETRAINEE WAGE AFTER RETENTION
<i>Alameda, Contra Costa, Los Angeles, Marin, Orange, San Francisco, San Mateo, Santa Clara, Santa Cruz</i>	\$8.76	\$10.52	<i>After retention, base wage (base wage does not include health benefits) must be increased. Increase must be at least 7% higher than trainee <u>base</u> wage was at the start of training.</i>
<i>Sacramento</i>	\$8.49	\$10.19	
<i>San Diego</i>	\$8.36	\$10.03	
<i>Ventura</i>	\$8.30	\$9.96	
<i>All Other Counties</i>	\$8.00	\$9.64	

- For "working poor" new-hires: On a case-by-case basis, the ETP minimum wage requirement may be waived up to 25 percent below the ETP minimum, after training and employment retention, **as long as it meets or exceeds the Federal and State minimum wage requirements**. No post-retention wage increase is required.
- For "working poor" retrainees: On a case-by-case basis, the Panel may waive the minimum wage requirements for trainees at the start of training (up to 25 percent below the ETP minimum wage requirement). However, trainee's post-retention *base* wage must be increased. (*Base* wage does not include health benefits.) The increase must be at least 7% higher than trainee *base* wage was at the start of training -except in cases precluded by existing collective bargaining agreement. For example:

At start of training, a trainee earns \$8.00 hr. *base* wage + \$1.13 health benefits = \$9.13 hr.  
(WAGE AT START OF TRAINING).

After retention, the trainee's *base* wage must increase by at least 7% of the trainee's *base* wage (\$8.00) at start of training. Calculate the necessary increase as follows:

$$\$8.00 \text{ (BASE WAGE WITHOUT HEALTH BENEFITS AT START OF TRAINING)} \times 7\% \text{ (MINIMUM REQUIRED INCREASE)} = 56¢$$

$$\$8.00 + 56¢ = \$8.56 \text{ (REQUIRED BASE WAGE AFTER RETENTION)}$$

$$\begin{aligned} & \$9.13 \text{ (BASE WAGE + HEALTH BENEFITS AT START OF TRAINING)} + 56¢ \text{ (MINIMUM REQUIRED BASE WAGE INCREASE OF 7\%)} = \\ & \$9.69 \text{ (REQUIRED WAGE AFTER RETENTION - INCLUDES HEALTH BENEFITS)} \end{aligned}$$

### **SET WAGES FOR CALENDAR YEAR 2008 (Table 3)**

<b>TERM BEGINNING DATE</b> <b>Jan. 1, 2008 – Dec. 31, 2008</b>	<b>SET MINIMUM WAGE</b>
<i>Frontline Workers Earning at Least the State Average Hourly Wage</i>	\$23.36
<i>Frontline Workers with Multiple Barriers to Full-Time Employment</i>	See Table 1
<i>Frontline Workers in High Unemployment Areas</i>	See Table 1 or 2 <i>ETP standard minimum wage may be waived for "working poor" retrainees only, if post-retention wage is 7% higher than wage before training. ETP standard minimum wage for "working poor" new hires may be waived up to 25%, on a case-by-case basis - no post-retention wage increase requirement.</i>
<i>Frontline Workers Small Business Owners</i>	No wage requirement

For Projects funded under U.I. Code Section 10214.5:

(As provided below, the dollar value of health benefits voluntarily paid for by an employer for a trainee may be used to calculate wages for SET.)

- Frontline Workers Earning at Least the State Average Hourly Wage: SET Frontline workers must earn wages at least equal to the state average hourly wage of **\$23.36** per hour. May use health benefits to meet minimum wage requirement.
- Multiple Barriers: For SET frontline workers with multiple barriers to full-time employment, the standard ETP minimum wages apply (See Table 1). May use health benefits to meet minimum wage requirement.
- High Unemployment Areas: For Set frontline workers in areas of high unemployment, the standard ETP minimum wages on Table 1 apply. However, the ETP minimum wage requirement may be waived for “*working poor*” trainees – as stipulated on Table 2. See Table 2.
- Small Business Owners: For SET Small Business Owners, there is no wage requirement.
- Seasonal Industry Training: For SET frontline workers in seasonal industry training projects funded under Section 10214.5(d), effective January 1, 2007, the standard ETP retrainee minimum wages apply. However, on a case-by-case basis, the Panel may waive the minimum wage requirements for these trainees at the start of training (up to 25 percent below the ETP minimum wage requirement). The trainee's post retention base wage must be increased. The increase must be at least 3% higher than the trainee base wage at the start of training – except in cases precluded by existing collective bargaining agreement. (See above methodology for calculating wages for “working poor” retrainees, using 3% for seasonal industry trainees, instead of 7%).

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State of California

## Employment Training Panel

### High Unemployment Areas

The Panel may fund training in high unemployment areas (HUA) of the State, defined as:

- counties with unemployment rates 25 percent higher than the State average, based on the Employment Development Department's (EDD) Labor Market Information data; or,
- sub-county areas containing large numbers of unemployed workers and having unemployment rates 25 percent higher than the State average.

HUA training focuses on workers who have full-time jobs and fairly stable employment, but earn low wages and lack the essential job skills necessary to improve their employment opportunities. Review ETP's [Regulation Section 4429](#) (High Unemployment Areas) and the list of [currently identified HUAs](#) for more detailed information.



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## **ETP Definitions**

Section references are to regulations in Title 22 of the California Code of Regulations, unless otherwise indicated. The regulations and governing provisions of the Unemployment Insurance Code are available for review at the ETP website ([www.etp.ca.gov](http://www.etp.ca.gov)).

**Actual Cost-per-Trainee:** The amount of reimbursement payable on a per-trainee basis at Progress Payment 2 (P2) and the Final Payment (F), based on the actual number of training hours completed.

**Approved Amount:** The maximum amount of funding approved by the Panel. This amount is distinct from Payment Earned.

**Average Cost-per-Trainee:** The average cost of training for each trainee enrolled in a given Job Number based on the planned hours of training and the fixed fee rate. This cost is used to calculate the first Progress Payment (P1) at the time of enrollment.

**Classroom Training:** Formal instruction in a classroom setting that is removed from the trainee's usual work environment, and provided on a regular basis under the constant and direct guidance of a trainer. [Section 4400(y)(1).]

**CNA to LVN:** Training designed to upgrade the skills of a Certified Nurse Assistant or similar caregiver under a Licensed Vocational Nurse program, leading to LVN licensure. [UI Code Section 10214.9.]

**Computer-Based Training (CBT):** Instruction provided through computer systems or software and delivered through an electronic medium such as the Internet, Intranet, LAN or CD-ROM. Trainees must participate from a suitable location in California. [Section 4400(ff).]

**Curriculum:** A list of approved training courses or modules under the Menu as shown in Exhibit B.

**Eligible Employers:** Employers are eligible for ETP funding if they are subject to payment of the Employment Training Tax. Employers that have elected an alternate method of financing liability for the payment of Unemployment Insurance benefits can only be eligible for the "incidental placement" of new hire trainees. There are other eligibility standards such as out-of-state competition, to be determined by the Panel on a case-by-case basis. [UI Code Section 10201(b).]

**Enrollment:** The process of registering a trainee with ETP as an eligible participant in ETP-funded training, once the first eight hours of training have been completed. Trainees are enrolled by Job Number. Once enrolled, they can participate in more than one approved course for that Job Number, on a sequential basis. [Section 4400(dd).]

**Final Payment:** Final payment is the final 25% payment based on the number of training hours completed for each trainee. Final payments (F) may be authorized and paid for each trainee after completion of training and the required post-training retention period specified in the Agreement. Each trainee must be employed full-time and must receive the minimum wage specified in the Agreement at the end of the employment retention period. Final Payments are reconciled with individual unearned progress payments and are not considered earned until the Fiscal Closeout of the Agreement.

Fiscal Closeout: The process by which ETP determines the actual amount of Payment Earned for all trainees, reconciling the Final Payment with the first two Progress Payments. ETP will give Contractor written Notice of any overpayment that results from Fiscal Closeout within a reasonable time after the term of this Agreement.

Frontline Worker: These are employees who are not exempt from payment of overtime as compensation, regardless of job title. [Section 4400(ee).]

Full-time: Employment of at least 35 hours a week, with exceptions for special programs. [Section 4400(h).]

High Unemployment Area: A county or other region of California that has an unemployment rate exceeding the state average by at least 25%, using the unemployment rate set by the Labor Market Information Division (LMID) of the Employment Development Department. The trainees in a High Unemployment Area (HUA) may qualify for a lower minimum wage, a modified Retention period, and/or the waiver of other requirements on a case-by-case basis. [Section 4429.]

In-Kind Contributions: The costs incurred by an employer or participating employer under an ETP-funded project. These costs may be monetary, such as wages paid to trainees during the hours of training. Or, they may be non-monetary, such as the rental value of a facility or room that is made available for instructional purposes. [Sections 4400(l) and 4401.1.]

Job Number: The designation used to differentiate between categories of trainees, and types of training. By way of example, distinguishing factors include the minimum hours of training, the approved type of training, and the minimum post-retention wages.

Laboratory Training: Hands-on instruction conducted in a simulated work setting, under the direct observation of a trainer. Laboratory training may require the use of specialized equipment or facilities. [Section 4400(y)(2).]

Mandatory Training: Training is mandatory when the employer leads trainees to believe their continued employment would be adversely affected by not attending; the subject matter is directly related to the job duties, and the trainee does not produce goods or deliver services during training. Trainees must be paid their usual wages during mandatory training. This training is usually conducted during regular working hours. [See *Division of Labor Standards Enforcement Manual* at Section 46.6.5, at [www.dir.ca.gov](http://www.dir.ca.gov).]

Multiple Barriers (MB): Two or more barriers to full participation in the workforce. The barriers may include mental or physical disabilities, illiteracy, limited English proficiency, limited math skills or some similar impediment.

Out-of-State Competition: The Panel will not fund any Retraining project, with the exception of Special Employment Training, unless it first determines that the trainee jobs are threatened by out-of-state competition. This determination is made on a case-by-case basis, using factors such as location of the corporate headquarters and revenue stream, except that a training project in manufacturing and certain other industry sectors classified under the North American Industrial Classification System, are deemed to meet this requirement. [Section 4416.]

Payment Earned: The amount of Reimbursement the Contractor is entitled to retain based on Fiscal Closeout. [Section 4400(r).]

Post-Retention Wage: The minimum hourly wage that must be paid to trainees at the end of the employment Retention period. [Section 4418.]

Preceptor Training: In “preceptor training” the trainee observes hands-on skills as performed by a licensed LVN, RN or other practitioner (i.e., preceptor). During the second phase, the trainee performs the skills under the preceptor’s close supervision.

Priority Industry: Industry sectors that are “targeted” for training funds. Manufacturing, aerospace, biotechnology, high technology and agriculture are typical Priority Industries, they are identified in the Panel’s annual Strategic Plan. [UI Code Sections 10200(b) and 10205(d).]

Production Training: A type of practical Retraining whereby the instructor oversees an employee’s use of special equipment or application of particular skills, in the actual work environment, resulting in the employer’s production of goods or delivery of services for profit.

Progress Payments: Progress payments are unearned cash flow payments authorized and paid at selected training and contract performance benchmarks. Progress payments may be paid after a trainee is enrolled and has completed 8 hours of training (P1), after a trainee has completed training (P2) and when a trainee is placed in qualifying employment with an eligible employer (P3) [New Hire participants only]. Progress payments may not exceed 75% of the cost per trainee based on the hours of training documented at completion of training. Progress payments are not considered earned until the completion of all contract performance requirements and reconciliation of payments at the Fiscal Closeout of the Agreement.

Reimbursement Rate: The flat rate per hour payable for different methods and types of training. In general, the rate differs between Class/Lab/Videoconference, Advanced Technology and Computer-Based Training, although special rates also apply to Priority Industry and Small Business training. There is a further distinction between rates for New Hire and Retraining. Rates include the cost of training and administration of the ETP-funded project. Rates are consolidated by Job Number to determine the average cost per-trainee and for other purposes related to payment disbursement. With a Multiple Employer Contract, the consolidated rate also includes Support Costs as applicable. [UI Code Section 10206(a) and Section 4411 (g).]

Retention: The period of full-time employment required for a trainee or group of trainees after the end of training. Typically, Retention is for 90 consecutive days, although this period may be modified on a case-by-case basis. [Sections 4400(v), 4429.]

Retraining: Job-related vocational training provided to existing employees.

Roster: The hard-copy record that must be signed by each trainee and instructor to document attendance at each class/lab training session. For CBT, the supervisor must also sign a hard-copy record documenting that the trainee completed the standard number of hours needed for proficiency in the course. ETP reserves the right to approve the format of all Rosters.

Seasonal Industry: This industry must hire at least 50% of its workers on a cyclical basis, as in agricultural crop production. To be eligible for retraining reimbursement by ETP, employers and participating employers in this industry must have retained at least 50% of the same seasonal employees for at least one season. [UI Code Section 10214.5(d).]

Small Business: For purposes of the Small Business Reimbursement Rate and other special considerations, a small business means 100 or fewer full-time employees. The business must be domiciled in California, and independently owned and operated. [Section 4400(w).]

Special Employment Training. Certain types of training designed to satisfy the Panel's funding priorities are funded as Special Employment Training (SET) projects. There is no out-of-state competition requirement for SET. There are different wage requirements for the trainees who are eligible to participate in SET. There may be modifications to Retention, and/or waivers of other requirements for eligible trainees, on a case-by-case basis. [Section 4409.]

Statutory Interest: Interest assessed on overpayments. An adjusted annual rate charged from the first day of the month after Contractor received the overpayment from ETP. [Section 4447.]

Trainee Eligibility: In general, trainees are only eligible to participate in ETP-funded training (if they are unemployed New-Hire training) or employed for at least 90 days (Retraining), with wages reported in California. There may be other eligibility standards, such as "multiple barriers" for special funding, to be determined by the Panel on a case-by-case basis. [UI Code Section 10201(c).]

Turnover Rate: Average annual turnover for full-time employees in the prior calendar year, used to measure job security. The Panel may decline to fund training for an employer or participating employer with a Turnover Rate that exceeds 20%. Or, the Panel may withhold the Final Payment (25%) unless there is a reduction in Turnover Rate over the last 12 months of this Agreement. Not all separations from employment are included in calculating turnover (i.e., retirements are not included). [Section 4417.]

Variable Reimbursement: Flexible reimbursement based on a minimum and maximum number of training hours, per-trainee. Trainees may complete any number of hours within the range set forth under the Menu for a given Job Number. Trainees may be trained in one or all courses under the Menu, within the constraints of funding.

Videoconference Training: Instruction provided by a trainer in real-time using interactive video communication between two or more locations. [Section 4400(gg).]

Voluntary Training: When training is voluntary on the part of employees, they are not required to be paid their usual wages during the hours of training. See definition of "mandatory training" above.



## **Workforce Development Needs for Low Carbon Fuel Development in California**

California's initiatives to develop low carbon fuel in the state will result in a huge demand for a skilled and trained workforce. A technically educated workforce is vital for California's emerging energy sector to be competitive and for the state to attract service and supply-side businesses to the area.

Educating and training students and workers in related fields must be a priority for California's high schools, vocational training programs and higher educational institutions. This must be done in conjunction with industry, labor unions, community and regional organizations and entities, so training is *demand-driven*.

Engaging multiple stakeholders and leveraging California's finance, technology, and *human resources* will allow the region to maximize its energy potential.

### **A properly designed and executed Workforce Training Program in California will lead to:**

- Curriculum development in related fields that will train students and working people, prepare them to serve the growing labor market in the emerging energy sectors, and steer them to meaningful, career oriented jobs.
- Greater economic development in CA through efficient technologies and vehicles, increased public and private investments.
- Business-government-labor partnerships that support ongoing skill development and quality employment opportunities to meet future workplace needs and keep companies competitive.
- Benefits for the state's fuel producers, farmers, and rural communities, where family wage jobs are especially needed.
- Long-term job retention and job growth for California's agricultural communities.
- Skilled and available labor pools to attract new businesses.
- Skills upgrading & recruiting, apprenticeship opportunities, and expansion of high-quality employment.

### **Workforce Training Funding**

- \$5 million/year to leverage additional public and private educational resource dollars and to encourage pilot projects.
- The Fund, administered by the CA Labor and Workforce Development Agency, will be used to issue grants through an RFP process. Funds should target broad-based

partnerships with employers, labor unions, training providers and workforce and economic development agencies.

- A panel of experts will develop the RFP guidelines and grantees. Panel makeup will include employers, labor representatives, training program providers and workforce and economic development agencies.

#### **Example of Economic Benefits of a Biodiesel Industry in California:**

- value added to the feedstock (oilseeds or animal fats)
- increased number of manufacturing jobs
- increased tax base from plant operations and income taxes
- investments in plant and equipment
- reductions in health care costs due to improved air quality and greenhouse gas mitigation.

#### **Biodiesel Industry Positions**

- Chemical operators
- Lab technicians
- Chemical / process engineers
- Chemists
- Shipping/Receiving clerk (truck and rail receipt and shipping)
- Quality Assurance/ Quality Control
- Mechanical contractors, pipe fitters and electrical workers.
- Construction of oil crushers and biodiesel plants.

#### **Training requirements in a Biodiesel Industry**

- 1) chemical labeling
- 2) process safety management
- 3) laboratory safety training
- 4) DOT training for chemical receiving
- 5) Respirator training
- 6) Hand lift-truck operation training
- 7) Storm water-sampling training
- 8) Chemical hygiene
- 9) Confined spaces
- 10) Hazwoper- Hazardous Waste Operations and Emergency Response
- 11) Lock out tag out
- 12) Plant inventory training

#### **CA Apollo Alliance Contact**

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