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# The Employment Training Panel, Annual Report September 30, 1984

Employment Training Panel

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# The Employment Training Panel

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NON-CIRCULATING

George Deukmejian, Governor

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# The Employment Training Panel

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Annual Report  
September 30, 1984

## **THE EMPLOYMENT TRAINING PANEL**

**Robert C. Thierry, chairman**

**Peter Giles, vice chairman**

**Elinor Glenn**

**Brandie Lewin**

**Bob Moore**

**James Quillin**

**Pat Williams**

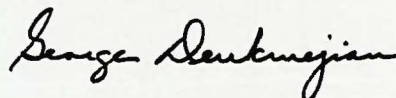
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We can be gratified that California's unemployment rate has dropped nearly three percent since January, 1983. But it is still too high. One of the key challenges facing this administration is to make more jobs available and to see that our people are trained to fill these new jobs.

In its first eighteen months, the Employment Training Panel has delivered impressive results. By aggressively working with business, labor, and public and private training agencies, this council has put people back to work, contributed to the decline in our unemployment rate, and trained the skilled workers California needs to grow and stay competitive.

Government does not create prosperity—employers and workers do—but it can help by providing a strong economic foundation. As evidenced in this report, the Employment Training Panel is proving to be a vital component of our program to keep California on the frontier of growth, innovation and prosperity.

Most cordially,



George Deukmejian

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## CHAPTER 1

# Up and Running...

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### **The Employment Training Panel's First 18 Months**

The Employment Training Panel is helping California, its businesses and workers implement new technologies and foster mature industries to keep California on the cutting edge of competition and enterprise. Since it was created January 1, 1983, the Employment Training Panel has committed \$69.6 million to retrain 20,955 workers for jobs that more than 1,500 California employers need done so that the state's economy can continue to grow and prosper. This report describes the Panel's first 18 months of operation.

The Employment Training Panel was created by legislation authored by Assemblymen Pat Johnston and Alister McAlister. The Panel is a practical, common-sense approach to challenging social and economic needs: California's need to keep business prosperous and growing and to provide the climate that brings new businesses in the state; the need of unemployed or soon-to-be-unemployed workers for good jobs with a future; the need of business for skilled workers; and need of a changing economy for a redirection of its human resources.

With these mandates for retraining and economic development, the Panel went to work to forge a program that operates in a businesslike manner to put people to work; to enable employers to design training to meet their specific needs; and to expand the economy by providing the skilled workers that business needs to open new factories, implement new technologies, develop new products, and meet existing market demands.

The Employment Training Panel is different from other job training programs because it trains workers for waiting jobs and helps families and single workers keep a firm foothold on the economic ladder. For workers displaced by a changing economy, Panel retraining means a second chance: A good job at a good wage, a means of keeping up the mortgage and the car payments, a way to provide for a child's college education. Employment Training Panel Trainees who successfully complete training move directly into long-term employment at a good wage—an average of \$7.82—at the end of training. In fact, many trainees are employed during training.

The Panel is also different because it has a mandate to foster business-labor cooperation in its training programs. Both business and labor share a common interest in practical, high-quality training; thus, the legislation establishing the Panel provides that when training is proposed for a firm with a collective bargaining agreement, the union involved has the opportunity to act as a partner in the training program.

Employers and unions, where appropriate, are involved from the beginning of a training program. Sometimes employers do the training themselves from start to finish. Even if the training is done by a school, the employers specify the job to

be done, the number of people to be hired and the training required, and select the trainees. The Panel pays for training through a simple, performance-based contract after the trainees go to work just as a business pays for services or commodities after their delivery.

The training program is administered by a seven-member Panel appointed by the Governor, the President Pro Tem of the Senate, and the Speaker of the Assembly. The Panel holds public meetings once a month in locations around the state. The Panel members are Robert C. Thierry, chairman, owner of Computer Resources Company, a consulting and sales firm in Fairfield; Peter B. Giles, vice chairman, president and chief executive officer of the Santa Clara County Manufacturing Group; Elinor M. Glenn, a representative of the Service Employees International Union; Brandie Lewin, a Los Angeles banker; Bob Moore, a Sacramento attorney; James L. Quillin, executive director of the California Conference of Machinists; and Pat Williams, director of the United Auto Workers Union Youth Project and regional representative for program planning, research, and development for the union's Region 6.

The Panel is funded with \$55 million a year diverted from the state unemployment insurance system. People receiving unemployment insurance, those who have

## OVERVIEW

January 1, 1983, to June 30, 1984

Training projects authorized .....	143	
Number of people to be hired .....	20,955	
Number of participating businesses.....	1,500	
Number of projects including training for small business .....	71	
Total available in Employment Training Fund .....	\$83,500,000	
Tax collection costs (percent) .....	\$2,982,400	4%
Panel administration costs (percent) .....	\$1,799,081	2%
Uncommitted training funds (percent) .....	\$9,147,625	11%
Funds committed to training (percent) .....	\$69,570,894	83%
Average cost per person trained, hired, and retained on the job* .....	\$3,548	
Average length of training .....	414 hours	
Average minimum salary after training .....	\$7.82 per hour	

\* Including administrative costs and tax collection costs.

recently exhausted their benefits and who are still unemployed, and others who are likely to be laid off and claiming unemployment benefits unless retrained, are eligible for training. In practical terms, this means employers are able to draw from a statewide pool of experienced workers who are anxious to work. In addition, employers faced with the need to lay off long-term workers in order to modernize their plants and gain the competitive edge and increased productivity made possible by new technologies can prevent unemployment by retraining these workers.

This report discusses the role of retraining in economic development, how the

Panel works with employers and schools, the wide variety of industries and occupations served by the Panel, and the Panel's role in California's economy. It concludes with descriptions of each Panel project.

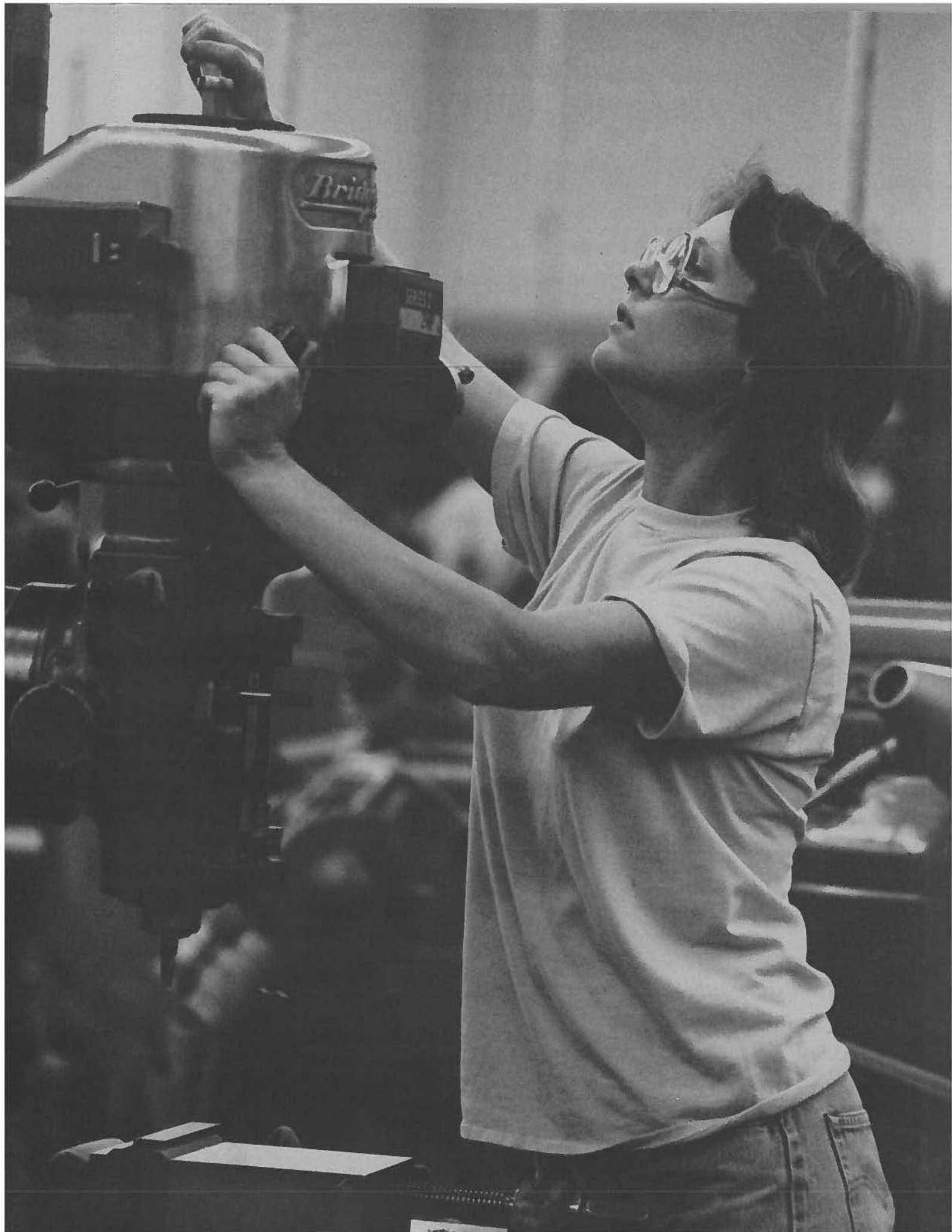
*"We very much appreciate the availability of these classes and consider them to be one of the most intelligent and beneficial of all programs ever sponsored by the state..." Letter from Autronics Corp., Arcadia, which is retraining its employees in CAD/CAM, to the Los Angeles Community College District.*

## EMPLOYMENT TRAINING PANEL FUND STATUS

July 1, 1984

	1982-83 Actual	1983-84 (Estimated)	1984-85 Planned
<b>Revenue:</b>			
Amount received .....	\$26,000,000	\$57,500,000 <sup>a</sup>	\$55,000,000
Amount carried forward .....	-	\$11,111,635	\$9,147,625
<b>Expenditures:</b>			
EDD Tax Collection Costs.....	\$1,552,000	\$1,430,400	\$1,493,000
Employment Training Panel Administration .....	\$123,075	\$1,676,006	\$2,735,000
Marketing and Outreach .....	-	-	\$1,500,000
<b>Project Funds Committed .....</b>	<b>\$13,213,290</b>	<b>\$56,357,604</b>	<b>\$58,419,625</b>
<b>Year End Balance .....</b>	<b>\$11,111,635</b>	<b>\$9,147,625</b>	<b>-</b>

<sup>a</sup> Includes \$4.8 million received in interest.



## CHAPTER 2

# Economic Development, Productivity, and Job Training

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### Making Business More Productive and Competitive

The Employment Training Panel has become a significant force in the economic development of California.

Job training benefits employers who gain a skilled workforce and it benefits trainees who move into new jobs and careers. But it also directly benefits the overall economy of California in two important ways.

First, the Panel gives priority to training for a new or expanding business in the state by underwriting the cost of training its initial workforce. The Panel enables California to successfully compete with other states in attracting new businesses by ensuring that a trained workforce made up of experienced, skilled workers is available when a firm opens its doors.

Second, the Panel helps make California businesses more productive and competitive and California jobs more secure by training workers in new technologies that are reshaping the economy. The introduction of these new technologies—automated office systems, computer-assisted drafting, just-in-time manufacturing systems, and others—have resulted in a shortage of workers qualified to operate them.

Without retraining, businesses may be forced to lay off workers they have employed for years or continue operating outdated, inefficient equipment and systems.

## ATTRACTING NEW BUSINESS TO CALIFORNIA

Business in America is mobile as never before, and California is in competition with other states and with foreign nations for business and for jobs.

Many factors affect this competition—natural surroundings, proximity to markets, availability of financing, housing, permit requirements, and the cost of land.

But no business can prosper without trained people to run its factories and offices and serve its customers.

Other states competing directly with California for business and jobs have ac-

knowledgeable government's responsibility for tailor-made training that prepares workers to perform specific jobs for specific employers who agree to locate or expand in their states.

Until the Employment Training Panel was created, California had no statewide program that could compete effectively with other states that have attracted business away from California, in part because they promised a trained workforce for new companies.

The Panel already has proven itself an important element in California's economic development strategy. Projects include master agreements with the Department

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## Reducing Unemployment Insurance Costs

One of the Panel's statutory responsibilities is to minimize the cost of unemployment insurance by putting unemployment insurance recipients and exhaustees back to work and by preventing unemployment through retraining before people are laid off.

The Panel reduces unemployment insurance costs in six ways.

First, the Panel ensures that training is provided only for good jobs that move people into stable occupations with long-term security to keep them from cycling back and becoming a recurrent drain on the unemployment insurance system.

Second, in the training projects approved as of June 30, 1984, 19 percent of the trainees will be hired at the start of training and immediately stop drawing their unemployment insurance checks.

Third, 11 percent of the trainees will be hired part way through the training, go on an employer's payroll and stop receiving their unemployment insurance checks.

Fourth, 30 percent of the trainees will be retrained before they are laid off. This group of persons likely to be laid off un-

less they are retrained never collects an unemployment check at all. Training that prevents unemployment also saves employers the high costs of turnover, including recruiting and orienting new employees.

Fifth, the Panel has special projects to retrain 2,196 workers in construction and agriculture, two industries in which periods of employment followed by unemployment are common. Panel training for these industries which cause significant drains on the Unemployment Insurance Fund will give workers the skills they need to stay on the job all or most of the year.

Sixth, in training projects in which trainees go to work only after training is completed, many will complete training before their unemployment claims run out. The average Panel training project lasts 400 hours or 10 to 14 weeks.

No precise measure of the Panel's record in carrying out this responsibility is possible until a substantial number of trainees have been placed in new jobs for a substantial period of time.

*At the second of a series of policy seminars sponsored by the Employment Training Panel, Hal Axtell, industrial relations manager for the now-closed Ford assembly plant in Milpitas, talked about the closing of the plant and how the company and the union worked together with a variety of governmental agencies, including the Employment Training Panel. The decision to close the plant was announced on November 18, 1982. After that, he said:*

*"We were dealing with 2,400 people who had come to work for Ford thinking that they were there forever and who weren't really prepared to do anything else. Most of them had some fairly heavy financial commitments and responsibilities which needed to be sustained. They just couldn't take another job at \$4 per hour without major consequences."*

*Describing various governmental resources and programs which Ford investigated, Axtell continued: "We also explored the California Employment Training Panel, which was just then coming into existence. January 1st of 1983 was the first day that it was a legal entity. Then it required another bill and the governor's signature, which happened May 17th, three days before the plant closed, just in time to fund a number of our programs. It was very influential in our beginning."*

*The Panel, Ford, and the UAW drew up three retraining contracts for microwave technicians, welders, and for on-the-job training in a variety of occupations with small and medium-sized firms.*

*As for the whole plant closure program which involved the layoff of 2,400 people, of whom only 379 remained unemployed in July 1984, Axtell said, "From a company viewpoint, from a joint (labor-management) viewpoint, we think we did well. I'm personally very pleased with the results."*

of Economic and Business Development, the state agency with primary responsibility for bringing new business to the state, and an agreement with economic development agencies in San Diego.

The Panel gives priority to training for companies that are locating in California or offering a much-needed industrial shot in the arm to local economies.

For example, Integrated Device Technology, a silicon wafer fabrication company, is bringing its new plant and 275 jobs to Salinas, an area hard-hit by factory closings. The company considered constructing this facility in Boise, Idaho, but chose Salinas in part because of the availability of training funds from the Employment Training Panel.

Likewise, NEC, an electronics company working closely with the state Department of Economic and Business Development to expand its United States operations, is using Panel funds to train 100 wafer fabricators and other technicians for its new plant in Roseville, Placer County, an area which is expected to become a center of electronics manufacturing. Panel training funds helped demonstrate to the company that the welcome mat is out for business in California and that the state supports NEC's California expansion plans.

Another example of the Panel's support for new business in California is the training program for New United Motor Manufacturing, Inc., the joint venture between Toyota and General Motors to manufacture automobiles at the reopened, refurbished General Motors plant in Fremont. This program itself is a joint venture between the new company, known as NUMMI, the United Auto Workers union, and the Panel. Both the company and the union believe that training a skilled workforce is critical to making the new company successful and its product competitive with imported cars. Training will be provided for group and team leaders and for the first 800 workers who will build the cars using Japanese production methods. Most of the trainees will be people laid off when the plant closed.

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*Thinking about it . . .*

## **The Role of Retraining in Economic Development: the Policy Seminar Series**

In order to explore the role of job training in economic development, the Employment Training Panel has arranged a series of six policy seminars during 1984 in cooperation with the California Policy Seminar at the University of California.

The seminars focus on effectively using the Panel and other job training programs as economic development tools as well as on methods for effectively reaching and retraining workers.

These seminars bring together employers, union representatives, legislators, and researchers to identify successful training approaches and to suggest future directions for the Panel.

For example, the first seminar included presentations by Sar Levitan, director of the Center for Policy Studies at George

Washington University, and Kathy Alessandro, program design coordinator for the Downriver Community Conference in Michigan.

At a subsequent seminar, Hal Axtell, industrial relations manager for the closed Ford Motor plant in Milpitas, and Stan Jones of the United Auto Workers union discussed the shutdown of the Ford plant and how the union and the company cooperated to retrain and place the 2,400 laid-off workers, in part with funds from the Panel.

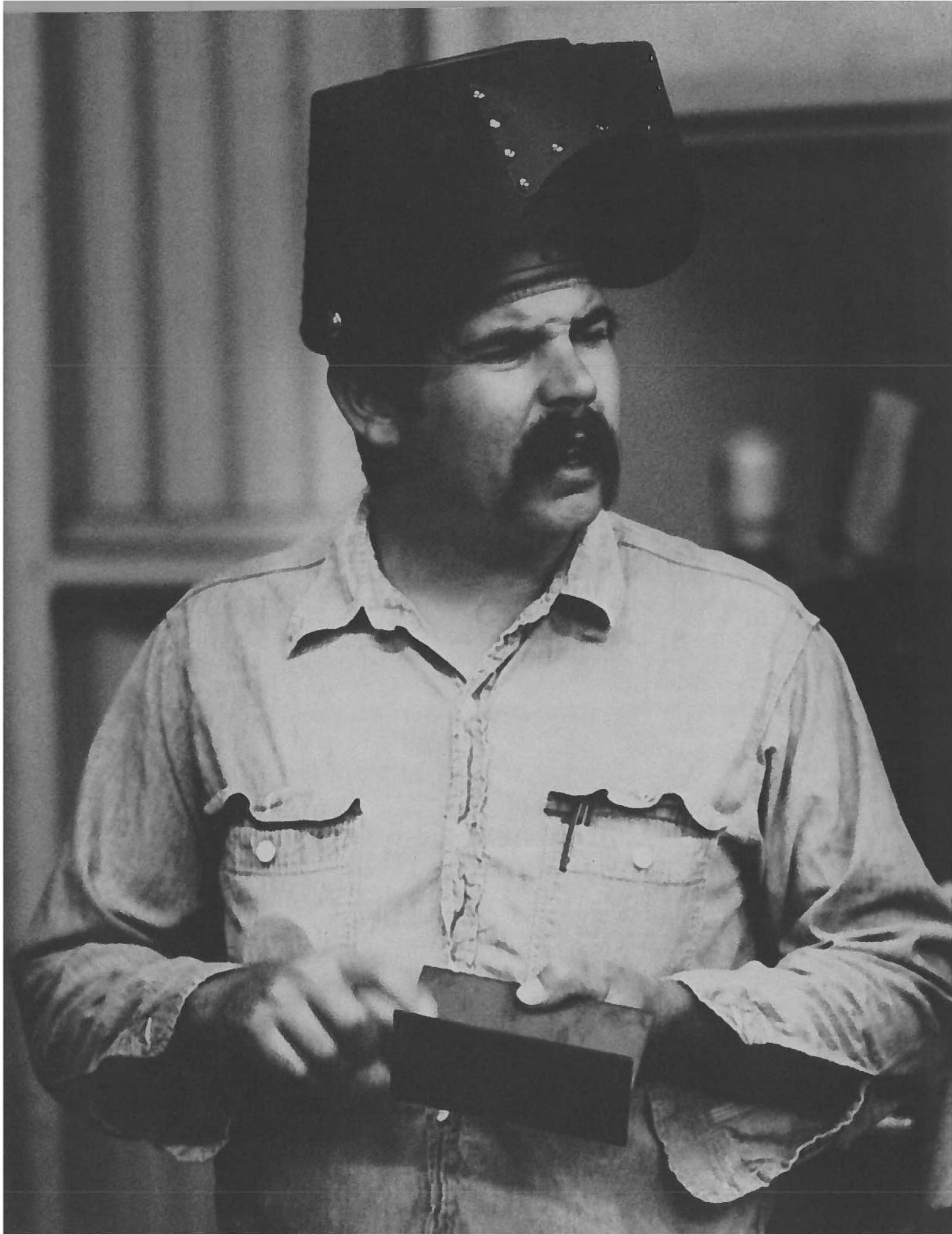
These seminar presentations are followed by a discussion among the 40 or more participants. After the six seminars are completed, the findings will be published as a monograph on approaches to job training and economic development.

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More traditional businesses, such as Svenhard's Bakery in Oakland and Joy Manufacturing in Woodlake, Tulare County, have also used Panel funds to train workers for their expanding businesses. Svenhard's trained 40 new bakers to ensure its growth and Joy, which makes commercial plumbing parts, has trained 70 persons as machine operators in order to expand in California.

The Employment Training Panel is also assisting in the development of economically depressed areas of the state. For example, Product Development

Corporation, a telephone book distributing company, used Panel funds to train 36 persons for a new operation in Merced, an area of high unemployment. Employment Training Panel money also has funded training for sawmill workers in Weed, a Siskiyou County community hard-hit by the recent recession. And Poppy Food, in Dinuba, Tulare County, was able to convert and reopen a turkey processing plant and rehire laid-off workers, thanks in part to Panel funds for retraining those persons.



## MAKING BUSINESS MORE PRODUCTIVE AND COMPETITIVE

The continued existence of many businesses and thousands of jobs in California is threatened by massive, world-wide changes in technology, trade, and the economy. Existing businesses in California and businesses that are locating in the state for the first time both need the latest technology, the best management systems, and the smartest, most skilled, and most productive workers to survive in an increasingly competitive world. Therefore, California, as a state, must foster a more competitive and more productive economy for the state to continue to prosper.

The very nature of work is changing. No longer are youngsters following their parents into automobile factories. Now both are learning to operate the computer keyboard and other equipment so they can work with the new technologies which are transforming offices and manufacturing plants throughout the state. At least half of the job training funded by the Employment Training Panel this year has involved some form of computer technology, ranging from office automation to wafer fabrication, from computer-assisted drafting to computer numerical control machining.

The introduction of new technologies, many of which are based on the computer, and the use of new management systems like the Japanese just-in-time manufacturing system, are often considered untried and costly both in terms of equipment and personnel: Unless employees are laid off and new ones hired to operate the new systems or existing employees are retrained, the latest technology will be of no use. The Employment Training Panel has helped encourage businesses to install more productive management and operating systems and ensured that existing workers do not lose their jobs by supporting retraining for these firms.

For example, Price Pfister, Inc., a 73-year-old manufacturer of plumbing fix-

tures in Pacoima in the San Fernando Valley, is competing with a tremendous number of imports from Asia and Europe. Companies in the Far East with low labor costs offer stiff price competition and look-alike products, while European companies have developed products of high quality and high styling appeal. Due to the relative strength of the dollar these imports are usually low in cost. Price Pfister once exported to Central America and the Philippines, but in recent years these markets have been almost eliminated.

Without assistance and productivity improvements, Price Pfister, a major manufacturer and one of the largest employers in the San Fernando Valley, would be unable to modernize at a rapid enough pace to remain competitive or retain many of its current employees.

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*"From 1980 on, I just had jobs off and on. This was a chance to get into a field that I knew I'd enjoy and that would offer me a permanent job. It's a chance to learn a skill that I really wanted to have and to get ahead..." Patricia Brubeck, 33, Los Angeles Employment Training Panel Center office automation trainee.*

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With the assistance of the Panel, the company is implementing manufacturing resource planning, a computerized management and scheduling system which will track all work at the plant through a computer. It will schedule the manufacture of parts of final products so they are all available for assembly precisely when needed. The system will prevent buildup of a costly inventory of components produced too far in advance and will improve service by ensuring that products are finished and ready for shipping when ordered by the customer. The Panel is supporting a portion of the cost for training workers to use the new system.

In another project, Lockheed Corporation in Burbank used Panel funds to retrain 40 employees in computer numerical control machining so they can operate a new manufacturing system the company is installing. If they had not been retrained, they would have faced layoff.

Similarly, Hughes Corporation, the single largest employer in California, is using Panel funding to retrain potentially laid-off employees, former employees eligible for call-back, and some newly hired workers to operate its new production management system. The company has grown so large and its products—command and control systems, and communications and radar equipment—so complex, that its present manufacturing system is both unwieldy and costly. The old system created so many problems, including lack of parts, that employee layoffs resulted. In order to overcome such difficulties, the company is using Panel funds to retrain 990 workers at its Grounds Systems Group facility in Fullerton.

Northrop Corporation is meeting its need for additional computer numerical control machinists by retraining 55 machine tool operators with Panel funds. A numerical control programmer interprets engineering data and translates it into automatic manufacturing machine language that is then used to operate computerized tools.

A&G Engineering, a small, minority-owned company which manufactures nuts, bolts, and fasteners, recently acquired new computers for automated bookkeeping and inventory procedures. Instead of laying off its unskilled employees, the company sought Panel funding to retrain workers in the use of the new equipment.

Other segments of the California economy, including agriculture, also have benefited from Employment Training Panel funding. Growers find that well-trained, versatile, permanent employees are more productive than seasonal workers and help keep California producers

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***"If you're good at welding, it keeps you employed more of the year. The last couple of years employment has been so low. Not everyone knows welding so if you can do it, you work more..." Karen Smith, 38, Modesto sheet metal welding trainee.***

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more competitive. The Panel has funded projects to train farmworkers in skills growers need to keep the workers employed more months of the year and reduce the drain on the unemployment insurance system.

Projects have been developed in cooperation with individual growers, growers associations, and community colleges to make farmworkers more productive and their jobs more stable by providing training in equipment maintenance, new harvest methods, welding, hydraulics, chemical safety, cultivation, and supervisory skills.

Other projects include training for Federal Envelope in San Francisco, a West Coast envelope supplier. The firm is training 50 people to operate new automated equipment on a new third shift, which will allow business expansion. Brown Dairy Equipment, a family-owned firm in Hanford, Kings County, is also retraining workers with Panel funds. New equipment will permit the firm to automate both its production system and its office. Using Panel funds, the company will retrain its own workers, thus preventing costly layoffs, as well as train and hire some new employees. And in Los Angeles, garment industry employers have joined together to train their workers to use a new computerized marking and pattern development system which will increase productivity and promote competition with overseas firms.



## CHAPTER 3

# And What Can We Do For You?

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### How the Panel Works with Employers and Training Agencies

The Employment Training Panel has adopted a business-like approach to serve business and the unemployed quickly, simply, and effectively without the burden of paperwork.

The Panel held its first meeting January 17, 1983. It immediately went to work with business and labor to establish training programs. Even before the Panel received formal authority to spend funds and hire staff in May 1983, it had approved in concept \$5.5 million in training for over 1,900 workers and dozens of businesses.

The Panel adopted the policy that "paperwork is for bureaucrats," and instructed its staff to work directly with public and private training agencies to develop training. The Panel also initiated an aggressive outreach program with the state Department of Economic and Business Development, the California Manufacturers Association, and other organizations.

In addition, the Panel has kept its own overhead low, spending only two percent of the funds available to it for Panel administrative costs.

The Panel can contract for training directly with an employer or group of employers, or with a public or private training agency with a track record of satisfying the needs of employers.

Training projects typically begin with a telephone call from a business or a training agency to one of the Panel's three field offices in Los Angeles, the San Francisco Bay Area, or Sacramento. There are no application forms to fill out and no

other paperwork. A meeting is usually arranged with Panel staff and company or school representatives to discuss and outline the training. In all Panel projects, business has the final responsibility for selecting the trainees, designing or approving the curriculum to be taught, and setting the standards for completing the program.

The Employment Training Panel pays for the kind of training that business needs. This may be classroom, laboratory, or structured, on-site training. The employer may provide the training using company staff or may opt for the services of a public or private school or training agency.

The law requires that before the Panel may contract with a training agency, it must be assured that the training agency has a proven record of satisfying the needs of employers for skilled workers. Specifically, the training agency must demonstrate a satisfactory record of placement and retention of former trainees, document the need of specific employers for the training to be provided, show employer approval of the training plan, and have adequate accounting systems.

After necessary preliminary information has been obtained, the Panel staff writes an outline of the project and submits it to the Panel for review at its next monthly meeting. Representatives of the company and the training agency, as appropriate, appear at the meeting to explain the project. After preliminary approval by the Panel, the Panel staff prepares a final agreement which usually is submitted for approval at the following Panel meeting. In cases where a business or another contractor needs to move quickly, both the outline and agreement can be written and approved within as little as a month.

Once the agreement is approved, the business recruits and selects trainees according to its own specifications. If a business elects to work with a training agency to provide training, the agency must work with business to verify that all trainees meet the employer's specifications.

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## Paperwork Is for Bureaucrats

The Employment Training Panel has made flexibility and responsiveness to the needs of business and workers hallmarks of its operation. The Panel has established a variety of policies and approaches which put a premium on training workers for good careers while helping business get the trained workers it needs, when it needs them, for the jobs it needs done.

At its inception, the Panel decided that "paperwork is for bureaucrats" and directed Panel staff to do the necessary paperwork for employers. The Panel also established timelines which make it possible for a business to develop and get approval of a training project in as little as a month, if that's what a company needs. Staff responds immediately to requests for information and assistance, avoids bureaucratic delays and inefficiencies, and maintains a flexible attitude toward meeting the needs of the business and labor.

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The only requirement is that applicants be unemployment insurance recipients, unemployed persons who have exhausted their unemployment benefits within the previous 52 weeks, or persons in danger of layoff. Businesses may follow their customary recruiting procedures and adver-

tise in newspapers, go through a hiring hall, contact their local Employment Development Department office, or draw from an existing applicant pool. A trainee may continue to receive his or her regular unemployment insurance benefits during training if the person is not hired during

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### *Training through the colleges . . .*

## **Businesses Get Help in Training from Community Colleges and Public Schools**

Community college districts, as well as secondary schools, a regional occupation center, and two state universities, are helping train skilled workers for both large and small California businesses throughout the state.

The Los Angeles Community College District, the largest in the state, in cooperation with the Los Angeles Business Labor Council, has established the Los Angeles Employment Training Panel Center to coordinate training for several consortia of Los Angeles employers. Training is being provided for computerized drafting and machine tool operators, electronics technicians, office automation specialists, printers and lithographers, apprentice carpenters, telecommunications technicians, and others.

The Panel also has a significant training agreement with the Technology Exchange Center in Orange County, an organization of business and education leaders that works closely with Orange County community colleges and regional occupational programs. The center has developed projects in computer design, watch repair, cable splicing, automated production management, restaurant management, and other fields.

Many employers have chosen to subcontract training to such colleges and adult schools with the experience and the prov-

en curricula to provide the well-trained workers needed by business.

Additionally, small businesses needing only one or two workers find it more efficient to cooperate with other businesses which need the same kind of employees to get the training they need from a nearby college.

Community college districts which are training for employers participating in Panel projects include San Mateo, Los Angeles, Los Rios (Sacramento), Peralta (Oakland), Yuba, Antelope Valley, North Orange, Foothill-DeAnza (Santa Clara Co.), and Santa Ana College, State Center (Fresno), and College of the Redwoods (Eureka).

Two state colleges and five local school districts are also Panel contractors. The University Foundation of California State University at Chico has contracted with the Panel to establish the Employment Training Panel Agricultural Training Center for the Central Valley, and California State University at Northridge has an agreement for training urban workers.

The Hacienda-La Puente, Simi Valley, and Los Angeles school districts as well as the Butte County Superintendent of Schools and the Woodruff Regional Occupational Center in Stockton also are training workers.



training. In many cases, the trainee is actually employed during training and is paid a wage instead of receiving benefits.

All payments for training are based upon performance. Just like a business buying a service, the Panel pays for job training only when a person has been trained, placed in a job for which he or she was trained, and is retained in that job for at least 90 days following training.

The agreement process is the same for companies with employees facing possible layoffs. The Employment Training Panel will pay for retraining workers whom the company certifies would be laid off without the retraining program.

Joint apprenticeship councils and training agencies operated by labor unions have followed this same process to establish training and retraining programs, including preapprenticeship programs to reduce the attrition rate of apprentices. Public and private training agencies and community-based organizations have also followed these steps to develop programs which serve employers who need trained employees.

In addition, the Panel has special master agreements with several business and training organizations. These agreements generally provide for an organization with established expertise to work closely with the panel to develop and operate training programs on behalf of the panel. These agreements enable the panel to tap the resources of existing organizations where appropriate and prevent unnecessary duplication of effort.

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## ***Getting the word out***

### **The Panel Contracts With DEBD, CALED and CMA**

From its inception, the Employment Training Panel has been concerned about effectively spreading the word to businesses that need the skilled workers the Panel can help provide.

Accordingly, it contracted with the state Department of Economic and Business Development and the California Association for Local Economic Development to directly distribute information about the Panel and its services to economic development groups and new businesses locating or expanding in the state.

So that business can talk directly to business, the Panel also contracted with the California Manufacturers Association to market the program and develop individual training projects for member firms throughout the state.

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***"People who've used the Employment Training Panel are the best sales force. It's a tremendous economic development tool for business..." Dan Johns, California Association for Local Economic Development (CALED).***

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## CHAPTER 4

# A Variety of Jobs . . . A Variety of Industries

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### **The Panel is Helping Both Workers and Employers Throughout the Economy**

The Employment Training Panel serves a wide variety of businesses and industries in California to fulfill its twin mandates of retraining and economic development.

The Panel is providing trained workers for traditional manufacturing fields, for farm work, the building trades, high technology, new technology, the service industries, small business, food processing, and many other areas while reducing the drain on the unemployment insurance fund by putting laid-off workers back to work or preventing unemployment in the first place.

The Panel is doing this through projects that help big business train workers for new manufacturing systems; that help small businesses meet their need for a few workers skilled in sophisticated technologies; that help cyclically unemployed workers find permanent, full-time careers; that help unions reduce the high attrition rates of new apprentices; and that help women, minorities, veterans, and the disabled enter non-traditional occupations.

The Panel is working closely with a wide variety of businesses, labor unions, trade associations, community-based organizations, colleges, and other organizations to put people back to work, prevent unemployment, and train the skilled workers California needs to prosper and grow.

In agriculture, the Panel has established the Employment Training Panel Agricultural Training Center with the help of growers, community colleges, and Chico State University. This center, which oper-

ates statewide, is a focal point of Panel training which is extending the working year of farmworkers and meeting growers' needs for increasingly skilled workers.

The Panel also is assisting building trades workers and contractors with preapprenticeship programs and retraining for journeylevel workers. In some trades, such as carpentry, the rate of attrition for apprentices is as high as 80 percent because they lack rudimentary skills as well as the physical strength to do the job. A training project in Los Angeles will help correct some of these problems, enabling trainees to be successful and productive workers from their first day on the

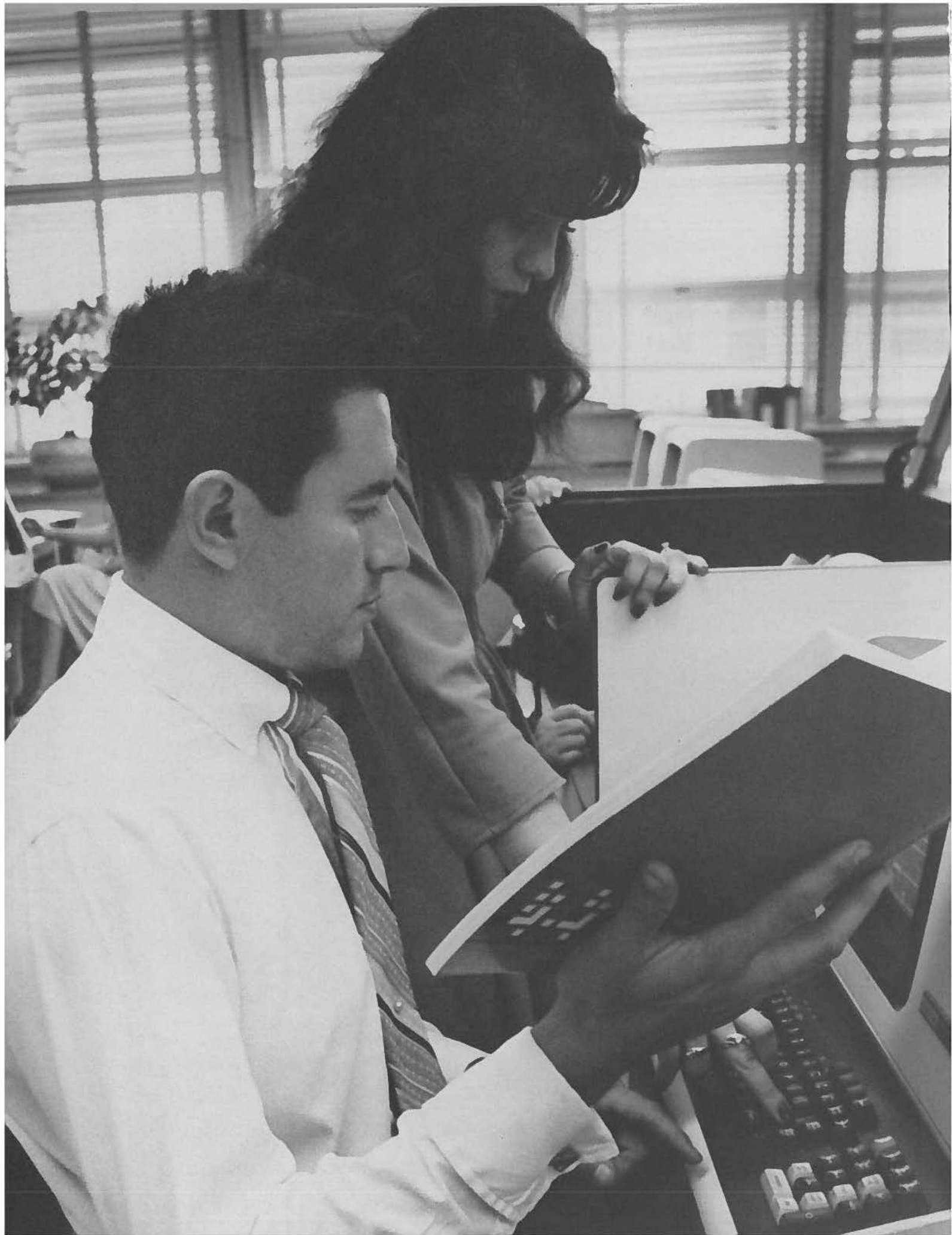
job. In two other retraining programs, both carpenters from Northern California and sheet metal workers in six California locations are learning new techniques to keep them employed for more months of the year.

The North Coast Counties' District Council of Carpenters, for example, often cannot supply the trained carpenters contractors need and has to go outside its jurisdiction of Sonoma, Lake, Mendocino, Humboldt and Del Norte Counties, to import skilled workers. The council is using Panel funds to train 65 of its member carpenters in blueprint reading, level transit and metal stud skills which they lack. At

## TRAINING BY INDUSTRY

<i>Industry Title</i>	<i>Number of ETP Projects</i>	<i>ETP Allocations</i>	<i>Percentage of ETP Allocations</i>	<i>Number of Trainees</i>	<i>Percentage of Total Trainees</i>
<b>Agriculture .....</b>	<b>5</b>	<b>\$4,036,636</b>	<b>8%</b>	<b>1,136</b>	<b>6%</b>
<b>Construction .....</b>	<b>13</b>	<b>2,105,492</b>	<b>4</b>	<b>1,060</b>	<b>6</b>
<b>Manufacturing .....</b>	<b>80</b>	<b>30,364,123</b>	<b>58</b>	<b>10,695</b>	<b>57</b>
Food .....	2	358,066	1	150	1
Apparel .....	1	487,956	1	148	1
Lumber, Wood Products .....	4	703,976	1	202	1
Paper and Allied .....	1	60,800	.1	16	.1
Printing and Publishing .....	4	509,740	1	155	1
Chemicals and Allied .....	1	47,880	.1	24	.1
Rubber and Plastic .....	1	282,826	1	120	1
Stone, Clay, Glass and Concrete	3	93,287	.2	85	.5
Fabricated Metal .....	12	1,826,485	4	747	4
Machinery except Electrical.....	9	4,564,208	9	1,084	6
Electrical and Electronic.....	24	3,986,319	8	1,588	8
Transportation Equipment .....	18	17,442,580	33	6,376	34
<b>Transportation, Utilities,</b>					
<b>Communication .....</b>	<b>6</b>	<b>1,799,766</b>	<b>3</b>	<b>644</b>	<b>3</b>
<b>Retail Trade .....</b>	<b>3</b>	<b>1,530,835</b>	<b>3</b>	<b>356</b>	<b>2</b>
<b>Finance, Insurance, Real Estate ..</b>	<b>5</b>	<b>5,536,401</b>	<b>11</b>	<b>2,511</b>	<b>13</b>
<b>Services.....</b>	<b>28</b>	<b>6,883,938</b>	<b>13</b>	<b>2,434</b>	<b>13</b>
Business Services .....	19	4,233,806	8	1,724	9
Automotive Services .....	1	305,152	1	92	.5
Misc. Repair .....	2	321,404	1	75	.4
Motion Pictures .....	1	505,800	1	100	.5
Health Services .....	1	640,000	1	160	1
Other Services .....	4	877,776	2	283	2
<b>TOTAL.....</b>	<b>140</b>	<b>\$52,257,191</b>	<b>100%</b>	<b>18,836</b>	<b>100%</b>

(Does not include projects which cannot be allocated to specific industries)



## TRAINING BY OCCUPATION

Category	Number of ETP Projects	ETP Allocations	Percentage of ETP Allocations	Number of Trainees	Percentage of Total Trainees
Professional, Technical, Managerial.....	20	\$4,180,575	8%	1,448	8%
Clerical and Sales .....	21	13,586,870	26	6,245	33
Agriculture, Fishing and Forestry .....	3	3,658,003	7	956	5
Processing .....	9	1,567,716	3	634	3
Machine Trades .....	31	8,361,151	16	2,455	13
Bench Work .....	17	6,270,863	12	2,303	12
Structural Work .....	36	14,109,441	27	4,625	25
Misc. Occupations .....	3	522,572	1	170	1
<b>TOTAL.....</b>	<b>140</b>	<b>\$52,257,191</b>	<b>100%</b>	<b>18,836</b>	<b>100%</b>

(Does not include projects that have not been allocated to a specific DOT)

the end of training, the council and the contractors will have the trained journey-level workers they need.

The sheet metal craft is undergoing change, too, largely because of new food processing methods and the demands of high technology. Like the carpenters, sheet metal workers will work more months of the year after training and thus reduce their time on unemployment insurance. With Panel funding, sheet metal workers in Sacramento, Modesto, the Santa Barbara area, San Mateo, Santa Clara, and Fresno are learning welding and other skills such as blueprint reading and minor drafting, which will make them more employable throughout the year. In some cases, where no trained workers are available and jobs go begging, contractors must go to other areas, even out of state, to find the skilled craftsmen they need.

Additionally, the skills required of electricians are changing. The International Brotherhood of Electrical Workers and the National Electrical Contractors Association are cooperating in Panel-funded projects in Santa Clara and San Mateo Counties. Workers are learning to service

***"Our new office automation equipment will be a tremendous time saver. We can bank information, reduce errors and have a faster turnaround time. It will make us more efficient and more competitive. Without the Panel training project, our people would have been really vulnerable..." Charles Friedersdorf, vice president, employee relations, Parker Hannifin, Irvine.***

programmable controllers, semiconductor devices and security systems and instrumentation. Again, the trainees will work more months of the year, unemployment costs will go down and employers will have the skilled workers they need for high technology jobs.

The service industry is the most rapidly expanding segment of the American economy and the Employment Training Panel is offering help to these California firms which are both changing and expanding. Bank of America, for example, is closing many branches and moving into electronic accounting and customer service. Rather than lay off thousands of em-

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*"I've been in the sheet metal trade 26 years and I'm learning a lot of new stuff. I didn't care if I got picked for the program at first, but now I'm glad. For the younger kids it's a real good program. If there's a choice, a shop will keep you if you can weld..." Reno Giuntoli, 53, Modesto sheet metal welding trainee.*

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ployees during its much publicized change, the bank sought funds from the Employment Training Panel to retrain potentially laid off workers for other jobs within the bank.

Chief Auto Parts is staffing a 50 store expansion in California with 90 new sales persons trained in Cerritos under an agreement with the Panel. Auto parts salespersons must understand basic automotive repair procedures, be able to help customers with service and mechanical problems, provide advice and find the correct parts. The Panel is providing this training.

Business machine and other repair shops throughout the state are using Panel funds to retrain their service personnel to work on new electronic office equipment which is replacing manual and electric machines. The repair of medical equipment is another rapidly growing area of service. A medical equipment renovation firm in Compton is using Panel funds to train 80 persons who will fuel its expansion in Southern California.

The Panel is helping companies which are changing from traditional to new technologies. Bowne of Los Angeles and

San Francisco, a financial printing firm, is retraining its employees in a conversion from outdated hot-lead printing to computerized phototypesetting. Parker Berteau of Irvine, a division of Parker-Hannifin, is retraining both drafters and clerical personnel rather than laying them off. The company is introducing a computerized drafting system. At the same time, it is automating its office systems in order to cut costs and become more productive.

Of course, not all fields of work are changing. Even so, until the Employment Training Panel came along, owners of some traditional businesses were having a hard time finding the workers they needed. Davey Tree Surgery, in the San Francisco Bay Area, couldn't find the 96 trained workers to trim trees and clear brush it needed to expand in California until it contracted for training with the Panel. Conrad Constructors in San Bernardino County, a builder of pre-fabricated parking structures, is training 20 production laborers. Stuart-Western in Merced trained 40 workers to remanufacture drum brakes. Other companies are training drafters, machinists, and machine operators in conventional methods to alleviate shortages of trained workers in those fields.

The Employment Training Panel serves a broad spectrum of industries and occupations. It has consciously moved across the span of California's economy, helping traditional industry either maintain a steady supply of the trained workers it needs or make the transition from old to new technologies. The Panel has helped workers laid off by declining businesses and industries and those in danger of lay-off due to obsolete skills.

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The Employment Training Panel, a part of the state Employment Development Department, works closely with the department's local offices to insure that qualified, unemployed persons are referred to Panel projects for retraining.

Persons interested in enrolling in a Panel training project should contact their local office of the Employment Development Department for information and referral to an appropriate local project.

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## ***The Panel or JTPA?***

### **Different Problems, Different Solutions . . .**

#### **A State Program, a Federal Program**

The Employment Training Panel and the Job Training Partnership Act are both training programs. What's the difference?

The federal JTPA program is charged with helping young people, the economically disadvantaged, and others establish themselves in the labor market for the first time. The Panel, on the other hand, is a program designed to keep people who already have a history of work at work with the up-to-date skills demanded by employers. The Panel was created out of a recognition that because of rapid changes in the economy and at the work-site, it is no longer enough to train people for jobs only when they are starting their working lives. Now people must be trained and often retrained through programs like the Employment Training Panel in order to keep working and stay productive.

A small portion of the JTPA program is devoted to programs for displaced workers; on this front the Panel coordinates closely with the JTPA system to develop complementary programs without duplication or overlap of effort.

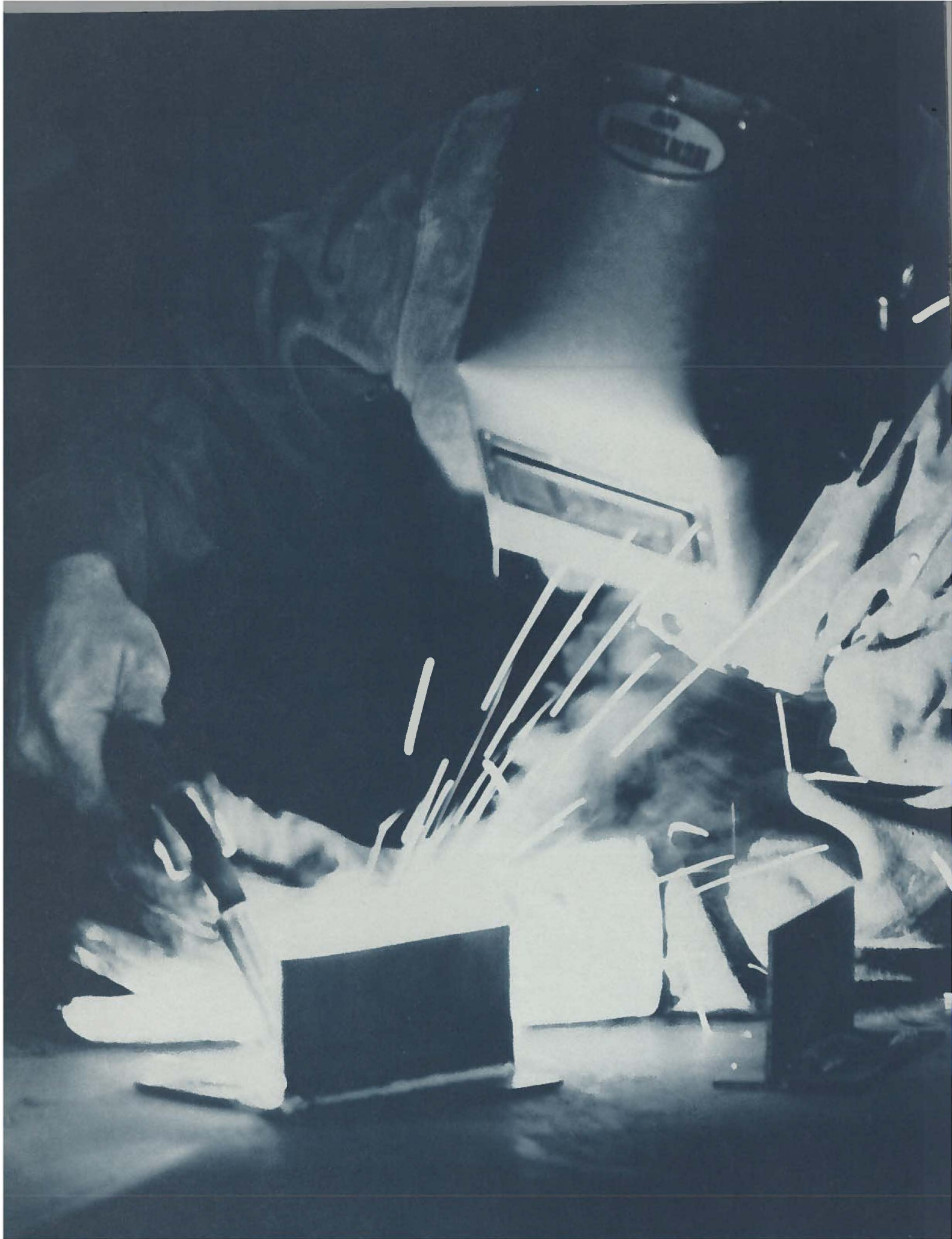
These joint projects include:

- Integrated Device Technology which is opening a new plant in Salinas for the manufacture of large-scale integrated circuits. The Monterey County Private Industry Council is providing screening and referral services for the 275 trainees and the Panel is supporting the actual training costs.
- Blue Shield, which is laying off workers from its San Francisco office. The firm sought funds from the San Francisco Private Industry Council and the Panel

to retrain its laid-off workers for other jobs. Panel funds are being used for training in office automation skills and computer repair. JTPA funds are being used to train other workers for less-skilled occupations.

- McDaniel Enterprises, which is refurbishing Bay Area Rapid Transit railcars. This company is training workers under a project developed by the Alameda County Private Industry Council and funded by the Panel.
- The Regional Employment and Training Consortium of San Diego, administrator of the San Diego JTPA program, was granted a setaside of Panel funds for economic development training projects in San Diego.

Additionally, the Panel has worked with the federal JTPA system in supporting training for Angel's Comprehensive Services, Inc., in Orange County; Ford Motor Company retraining in Milpitas; JTPA veterans programs; Los Rios and Yuba farm-workers retraining in Sacramento and Yuba Counties; microprocessor training in Sacramento; Rockwell International pre-employment training in Palmdale; Bowne, a printing firm in San Francisco; Fleetwood Motor Home Manufacturing in Chico; and training for the New United Motor Manufacturing, Inc. (NUMMI) plant in Fremont, Alameda County. The Panel has also reserved funds for California State University at Northridge for a cooperative retraining project involving other educational institutions, economic development groups, and the Los Angeles County Private Industry Council.



## CHAPTER 5

# California

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## A World Class Economy

There is little argument about California's place in the economies of the world. The Economist, a British publication, reported recently:

*"... California's life has been a charmed one: when the spectacular bursts of production have died down in one industry, another has always been waiting in line to take its place as the next engine of growth. This process has produced one of the world's most successful economies. Visitors to California sense quickly that they are in a well-off place; but most of them do not realize how rich it is. California's 26 million people will produce more than \$460 billion in goods and services this year, about what Britain's 56 million people will produce. That would give California, if it were an independent country, the world's sixth or seventh biggest gross domestic product . . ."*

California's economy did not reach a position of eminence through a process of benign neglect. Businesses, workers, schools, trade associations, unions, and government have all worked hard to make the state's economy strong and competitive. Yet there have been setbacks. In the early 1980s, California's economy, along with the nation's, began to falter. Older smokestack industries closed their plants in California, too. Steel and automobile plants shut down in Southern and Northern California, putting out of work thousands of mature, experienced workers bewildered by the sudden change in their lives.

Now, in mid-1984, the economy is improving and although unemployment rates remain high, they have dropped substantially. However, many of the old factories will not reopen. Some of the new factories will fall victim to intense international competition and will not stay open unless they have productive, skilled workers.

The role of the Employment Training Panel is to provide California's workers' with the skills they need to do the jobs that business needs done in order to keep California productive and prosperous.

# Alameda County

East Bay Skills Center, a division of the Peralta Community College District in Oakland, is training office automation specialists for Bay Area companies . . . 40 persons are learning to use word processors, mini- and micro-computers, and peripheral equipment for main-frame computers . . . Employers include Wang Labs; Business Computer Company; Ryerson Steel; The Westin St. Francis; Andro Analyzers, Inc.; Xerox Corp.; Bank of America; Barclay's Bank; Arnold I. Berschler, Attorney at Law; Alphonse de Roo and Assoc.; Castle and Cooke, Inc.; Gee, Rabin, and Assoc.; Giling Corp.; and Collins and Anton . . . \$120,000.

Q-tronix, a minority-owned business affiliated with the Oakland Chinese Community Council, is training 27 persons as electronic component assemblers who meet military specifications for production . . . The firm's growth has been limited by its inability to find trained workers for its defense and aerospace contracts . . . \$59,589.

Industrial maintenance technicians with experience in robot repair are being trained in Oakland by the East Bay Skills Center, a division of the Peralta Community College District . . . Women and minorities were targeted for the 30 positions with Kelsey Hayes, Scientific Manufacturing, Inc., PG&E, Shugart Industries, and Kaiser Aluminum . . . Classroom and on-site training includes hydraulics and pneumatics . . . \$131,400.

Electronics technicians specializing in computer repair are being trained at the East Bay Skills Center in Oakland, a division of the Peralta Community College District . . . 30 people are receiving instruction through a combination of classroom and on-site training . . . Participating employers include Digital Corp., Zerox, Savin, PG&E, Power Spectra, Inc., Western Avionics, and Royal Business Machines . . . Minorities and women will be targeted for training . . . \$116,550.

McDaniel Enterprises in Union City is training 24 persons to refurbish and fireproof railcars for the San Francisco Bay Area Rapid Transit District . . . All training conducted by this minority-owned firm . . . Priority given to women, minorities, and the disabled . . . \$103,944.

40 technicians for the cable television industry will be trained at the East Bay Skills Center in Oakland, a division of the Peralta Community College District . . . This project was developed in cooperation with the California Cable TV Association to train more women and minorities for the industry . . . Participating employers are Gen-

## CHAPTER 6

# Project Summaries

eral Electric, Viacom, United Cable TV, Televents, Jones Intercable, Teleprompter/Westinghouse, Concord Cable, Storer Cable, Telecommunications, Inc., and Western TV Cable . . . The Communications Workers of America and the International Brotherhood of Electrical Workers will represent the workers . . . \$194,000.

A new company formed by General Motors and Toyota to build cars at the closed GM plant in Fremont is conducting an extensive, high-quality training program to ensure this venture's success . . . New United Motor Manufacturing, Inc. (NUMMI) and the United Auto Workers Union are working in tandem to demonstrate that quality automobiles can be built efficiently in California under a collective bargaining agreement . . . This project, the first of two underwritten by the Panel for NUMMI, is training 200 displaced GM workers to oversee team construction of cars on state-of-the-art tooling and assembly line equipment; Japanese management techniques also are incorporated into the curriculum . . . Forwarded to the Panel by the Department of Economic and Business Development and developed and administered by NUMMI and UAW, this endeavor will again provide California, the single largest car market nationwide, with its only automobile assembly plant . . . \$800,000.

A second agreement with NUMMI, which will provide the company with a basic workforce, augments the first agreement to train supervisory personnel . . . Developed and administered by

***These summaries of Employment Training Panel projects include all agreements made by the Panel since its inception in the spring of 1983 through the fiscal year ending June 30, 1984.***

NUMMI and the United Auto Workers, this project was brought to the Panel in part by the Department of Economic and Business Development . . . \$3,010,000.

Svenhard's Swedish Bakery, the largest baker and distributor of pastry in California, has trained 40 new bakers through structured, on-site training . . . This expanding Oakland bakery instructed its new hires . . . Workers represented by Bakers and Confectionery Workers, Local 119 . . . \$144,000.

Polly Priest Business College in Oakland is training 40 persons to work in automated offices . . . Because of economic development and urban renewal in the area, there is a shortage of skilled office personnel, particularly those able to operate computerized equipment . . . The participating employers are Bechtel, Digital Equipment, Clorox, Stauffer Chemical, Phoenix Mutual, Consolidated Capital, Allen Building Products, and Taylor Leasing . . . \$96,000.

Merrill Lynch, a leading financial services company, will hire 18 brokers' assistants to help staff its San Francisco Bay Area offices . . . These assistants will learn accounting principles, stock market terminology, office procedures, and client relations in order to assume administrative duties previously carried out by account executives . . . Training, which is provided by the Advancement Training Center in Hayward, will help Merrill Lynch meet its affirmative action goals . . . \$37,566.

## Butte County

The Sacramento Valley Sheet Metal, Heating and Air Conditioning Apprentice and Mechanic Training Fund will retrain 45 journeyworkers who need further instruction in special welding skills to secure work in a field which has been irrevocably altered by technological advances and new building codes . . . Journeyworkers are represented by the Sheet Metal Workers International Association, Local 162, and will be employed by 25 firms in Sacramento, Chico and Redding . . . \$113,303.

Developed under the master agreement with the ETP Agricultural Training Center on behalf of the Northeastern California Higher Educational Council, this project will retrain 80 seasonally unemployed farmworkers from Butte County in new cultivation and harvesting techniques and technology . . . Butte College is providing instruction in the maintenance and repair of farm equipment, welding, supervisory skills, safety skills, and vine and tree pruning . . . Trainees, who will graduate as agricultural maintenance technicians, foremen, or farmhands, will have new skills enabling them to work year-round . . . Among the 23 growers who will hire these trainees are Hunt Farms, Merced; Lindemanns Farms, Los Banos; Newhall Land & Farming, El Nido; Morimoto Farms, Livingston; Pacific Fruit, Atwater; Upton Farms, Chowchilla; Foremost-McKesson, Gustine; and Guampaolia Farms, Le Grand . . . \$184,245.

Fleetwood Enterprises, a major manufacturer of mobile homes, motor homes and travel trailers, recently opened a new plant in Chico, its second in California, and its major production facility in the western United States. . . This company is now one of the largest private employers in Butte County. . . Needed personnel are being trained in cooperation with Butte College and the Butte County Superintendent of Schools. . . 165 unemployment insurance recipients and recent exhautees are being trained in small groups as the company expands production. . . Training is given in a variety of recreational vehicle construction processes including plumbing, wiring, upholstering, assembling and inspecting. . . \$303,096.

Industrial growth in Butte County, including the opening of the new Fleetwood recreational vehicle assembly plant, has created a need for welders who can fabricate light gauge sheet metal products . . . Following classroom instruction by Butte College staff, 15 persons will be hired by Transfer Flow, Chico, and Bartel's Welding Shop, Oroville . . . \$45,945.

# Del Norte County

Following completion of a new apprenticeship program, 65 journeylevel carpenters will be employed at major construction sites in Sonoma, Napa, Lake, Mendocino, Humboldt, and Del Norte Counties . . . . Designed to teach skilled workers about recent advances in the construction industry, this project is being overseen by the North Coast Counties District Council of Carpenters and taught by experienced carpenters at the Council's Santa Rosa training facility . . . . Workers are represented by the United Brotherhood of Carpenters and Joiners of America . . . . Among the 35 participating employers are A&M Drywall, Sonoma; Merga Construction, Santa Rosa; Petersen Builders, Windsor; Granite Construction, Watsonville; Lee Brothers, Rohnert Park; North Bay Concrete, Petaluma; Pacatte, Sebastopol; Bechtel Power, Middletown; and Meiswinkel, San Francisco . . . . \$35,100.

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***"I think a higher skill level for our employees tends to stabilize the workforce. Training like this provides a greater sense of security for our employees." Jere A. McMahon, vice president of operations, Datapower, Inc. This maker of power supply units for the electronics industry has installed a new, automated manufacturing system and used Panel funds to retrain and keep its employees.***

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# Fresno County

Due to technological changes and new building codes, contractors in the Fresno area need more journeylevel sheet metal workers skilled in residential and commercial heating, air conditioning, and fabrication service and repair . . . . 49 members of the Sheet Metal Workers' Local Union #283 will be trained by the Fresno and Vicinity Sheet Metal Industry Apprenticeship and Training Trust Fund and hired by 19 member firms of the Sheet Metal and Air Conditioning Contractors' National Association . . . . This program will decrease periods of unemployment for the workers and give them new marketable skills . . . . \$106,090.

35 people who work in business machine, television, and other repair shops in Fresno are still employed following retraining in the repair of the small computers which now operate many office machines . . . . Employers include Frank E. Wilbur Company, Valley Children's Hospital, Vincent Communications, Fresno Cable TV, Aircal of California, Inc., Kinley's Electronics, Monroe Systems, Pelco, Alert Alarm Controls, ADT/Cooks Communication, CSI, Dantel, Inc., DC Electronics, McCain Electric, Micro State Electronics, Rangor, Inc., Johnny's Mobile, Select Business Systems, Fresno Community Hospital, On-Line Computer, San Sierra and Channel 18 . . . . Basic electronics taught by Fresno City College . . . . \$55,545.

29 machinists and technicians will be hired by a Central Valley manufacturer of custom high-voltage, power conversion devices . . . . Training provided by the firm, Voltage Multipliers, Inc. in Visalia; assistance given by Proteus Training and Employment . . . . Developed by the Center for Employment Training on behalf of La Cooperativa . . . . \$58,609.

Visalia Packaging Corporation, the sole manufacturer of corrugated paper products in the Central Valley needs 16 new employees to staff its new plant in Visalia . . . . Trainee recruitment and referral handled by Proteus Training and Employment . . . . Trainees to be hired by Visalia Packaging . . . . Special consideration given to minorities and women . . . . Developed by La Cooperativa . . . . \$60,800.

Office copy machine repairers will be trained to work for National Copy Corporation, a Fresno-based firm . . . . It is one of the largest California dealers for Sharp copiers and related equipment . . . . Half of the 14 trainees are minorities, including many farmworkers . . . . Following training, new workers will be relocated to offices throughout the state . . . . Training provided through Proteus Training Employment, Inc. . . . Under the La Cooperativa master agreement . . . . \$47,404.

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## Humboldt County

73 unemployed people from economically depressed northern counties will be working in areas where their newly acquired skills in high technology are most needed . . . . The College of the Redwoods in Eureka, noted for its record of training, placing, and relocating workers primarily in the San Francisco Bay Area, is providing instruction in the operation of computerized numerical control equipment at its state-of-the art machinist training facility . . . . Among the ten participating employers are CNK Precision Machines, Inc., Petaluma; Edwards Enterprises, Inc., Menlo Park; Huntington Mechanical Laboratories, Mountain View; Metrics Manufacturing, San Carlos; Normade Machine Co., Santa Rosa; Polymold Tool Co., Sunnyvale; Pro Cut Engineering Co., Placerville; and Tri Tool, Inc., Rancho Cordova. . . . \$361,277.

Simpson Timber company in Korb, Humboldt county, needs personnel to service newly installed computerized sawmill equipment which processes second-growth lumber . . . . Employees are being retrained as mill maintenance workers thanks to

the combined efforts of Simpson Timber, the International Woodworkers Association, Local 3-98, and the College of the Redwoods . . . . \$40,190.

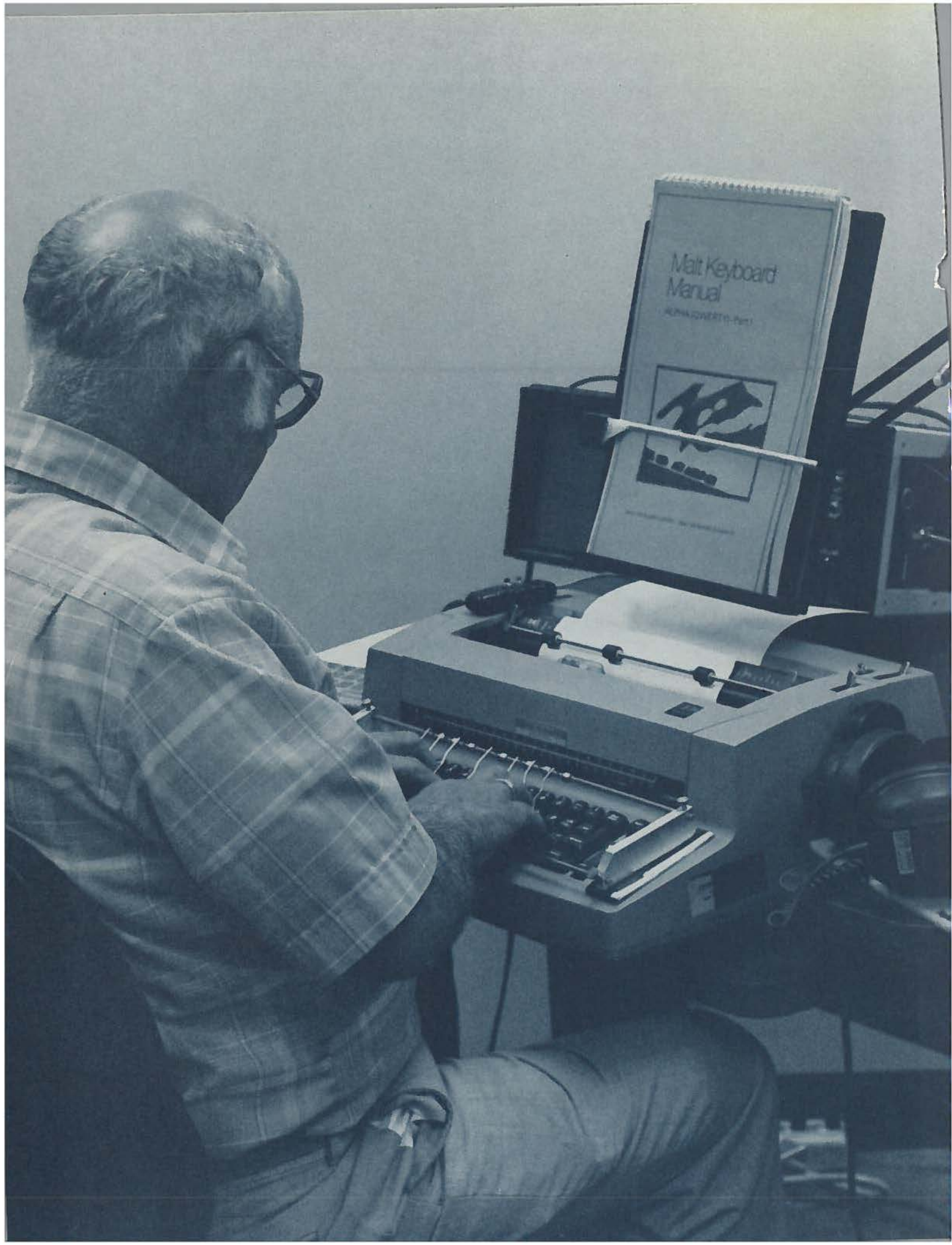
Following completion of a new apprenticeship program, 65 journeylevel carpenters will be employed at major construction sites in Sonoma, Napa, Lake, Medocino, Humboldt, and Del Norte Counties . . . . Designed to teach skilled workers about recent advances in the construction industry, this project is being overseen by the North Coast Counties District Council of Carpenters and taught by experienced carpenters at the Council's Santa Rosa training facility . . . . Workers are represented by the United Brotherhood of Carpenters and Joiners of America . . . . Among the 35 participating employers are A&M Drywall, Sonoma; Merga Construction, Santa Rosa; Petersen Builders, Windsor; Granite Construction, Watsonville; Lee Brothers, Rohnert Park; North Bay Concrete, Petaluma; Pacatte, Sebastopol; Bechtel Power, Middletown; and Meiswinkel, San Francisco. . . . \$35,100.

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## Imperial County

A workforce trained in electronics production for the Department of Defense is needed by Contract Systems Associates, a minority-owned and operated company . . . . 200 electronics fabricators from the Imperial Valley will be trained and hired at the new Calexico and El Centro facilities of this rapidly expanding firm . . . . Contract Systems,

the first major employer to locate in Calexico's industrial park, was referred to the Panel by the Governor's Office of California-Mexico Affairs. . . . This training project for unemployment insurance recipients and exhautees will spur economic development in this region of high unemployment . . . . \$440,000.



## Kern County

New contracts from aerospace and energy corporations require that **Oldershaw Engineering in Bakersfield** hire 12 new employees . . . . Designed to teach computer-assisted drafting, this training program will be conducted by the company . . . . Developed by La Cooperativa . . . . \$53,258.

## Kings County

In order to adjust to changing technology and management practices, a family-owned firm in **Hanford, Kings County**, is retraining 13 employees . . . . **Brown Equipment Corporation**, which manufactures dairy equipment, is restructuring its management system, product line, and production methods . . . . Training provided by Proteus Adult Training . . . . Project developed by La Cooperativa . . . . \$56,056.

## Lake County

Following completion of a new apprenticeship program, 65 journeylevel carpenters will be employed at major construction sites in Sonoma, Napa, Lake, Mendocino, Humboldt, and Del Norte Counties . . . . Designed to teach skilled workers about recent advances in the construction industry, this project is being overseen by the North Coast Counties District Council of Carpenters and taught by experienced carpenters at the Council's Santa Rosa training facility . . . . Workers are represented by the United Brotherhood of Carpenters and Joiners of America . . . . Among the 35 participating employers are **A&M Drywall, Sonoma; Merga Construction, Santa Rosa; Petersen Builders, Windsor; Granite Construction, Watsonville; Lee Brothers, Rohnert Park; North Bay Concrete, Petaluma; Pacattle, Sebastopol; Bechtel Power, Middletown; and Meiswinkel, San Francisco**. . . . \$35,100.

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## With Assistance from the Department of Economic and Business Development

Because the Employment Training Panel and the state Department of Economic and Business Development share the goal of economic development for California, the Panel has had two agreements with this department to market Panel services to employers moving into or expanding within the state.

As a result of the two agreements, one dealing with businesses moving into or expanding in California, and the other ad-

ressing the problem of plant closures and laid-off workers, the department has brought six projects to the Panel. They include **Coachmen Industries in Riverside County; Integrated Device Technology in Salinas, Monterey County; NEC in Roseville, Placer County; New United Motor Manufacturing, Inc., in Fremont, Alameda County; Optomicronix in Mountain View, Santa Clara County; and Sonoco in Santa Maria, Santa Barbara County.**

# Los Angeles County

Due to increasing need for skilled computer repair technicians, Control Data Institute is training 135 persons to work for 60 firms in the Los Angeles and San Francisco areas . . . . Curriculum review and trainee screening, selection, and training involve an employer advisory committee . . . . The nine participating employers are Prudential Insurance Co., Quotron Systems, ITT Federal Systems, AudioTronics, Honeywell, Lanier Business Products, Blue Shield, M/A-Com Alanthus, and Appel Co. . . . \$648,000.

Sheet metal contractors in the Long Beach-Orange County area need employees to service air conditioning and refrigeration units and to perform minor drafting work . . . . The Sheet Metal International Workers Association, Local 420 represents the 73 trainees enrolled at Cypress College . . . . Among the 43 participating employers are Comfort Conditioning, Bellflower Heating and Air Conditioning, Pacific Southwest Air Conditioning, Hawaiian Air Conditioning, Solar Sheet Metal, and Sea Air Heating and Air Conditioning . . . . \$158,889.

86 technicians who repair recreational vehicles have been hired by dealers in Los Angeles, Orange, Riverside, and San Bernardino Counties . . . . Trained by Project JOVE, a non-profit training agency, these workers have found jobs with 66 Southern California dealers including Altman's RV Center, Annex RV, 5 & 40 Traveland Lane, Motor Homes of California, South Coast RV, Walnut Valley Trailers, Dependable RV Center, El Monte Rents, Bob Miller RV, West Coast RV, Young Trailer, C-R Trailer Sales, Inc., Green's, Golden Getaway, Kon's Kampers, Vacationland, Courtesy Travel Trailers and Camp America, Inc. . . . 250 technicians will be trained and employed in this project . . . . Developed in cooperation with the Southern California Recreational Vehicle Dealers Association . . . . \$1,248,708.

Instead of recruiting from out of state or pirating employees from competing firms, United Cable Television of Los Angeles will hire 252 unemployment insurance recipients who complete its training program . . . . Installers, line, service and bench technicians, and customer service rep-

resentatives will graduate from the company's Walnut and North Hollywood facilities . . . . \$690,920.

Rockwell International Corporation will hire 160 new employees at its Palmdale facility . . . . Prime contractor for production of the B-1 bomber, this manufacturer needs mechanics and electricians to inspect this advanced aircraft prior to delivery to the Air Force . . . . Instruction provided by Antelope Valley College, . . . workers represented by the UAW, Local 887 . . . . \$640,000.

72 Korean-owned businesses in Los Angeles will benefit from office automation training provided through the Mid-Wilshire Community Research Center Corporation. . . . This organization has helped new Korean-owned companies establish themselves in California and is training 124 persons in office automation skills . . . . Participating employers include Michael Kim & Associates, Ham Nam Trading Co., Hankook Market, Dr. Park's Dental Group, Shilla Travel & Tours, Inc., Dai-Ichi Kangyo Bank, Kim's Driving School, Hanil Restaurant, Hyun Dae Auto Sales, Asia Luggage, K-Construction Co., and Gee Que Trading Co. . . . \$396,800.

Displaced workers from the San Gabriel Valley will be employed by 13 companies seeking specialists in office automation and medical and com-

*"I've learned a lot here. I didn't know much math. I had a little trouble with it, but I learned. I thought of quitting but everyone encouraged me and I didn't. I'd like to go on to an apprenticeship program and get more training . . ." Colleen Millsbaugh, 25, National Tooling and Machining Association machinist trainee in Norwalk.*

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***"It worked! I'm employed!" Graduate of Project JOVE recreational vehicle technician training program, Baldwin Park.***

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puter equipment repair. . . . The Hacienda-La Puente Unified School District's Vocational Centers are offering employer-approved curricula to 280 trainees in these three technologies. . . . The project, which has reserved approximately 50 percent of its training positions for women and minorities, is being conducted in Los Angeles and the San Gabriel Valley. . . . Included among the participating employers are First Interstate Bank, Los Angeles; Clayton Industries, El Monte; ITT Corporation, City of Industry; Medical Equipment Renovators, Compton; The Genra Group, Pasadena; and other firms in Norwalk, Glendora, Long Beach, Torrance, and Hawthorne . . . . \$840,000.

Under this agreement with Rockwell International and the UAW, 1,234 assemblers and installers of advanced electrical and insular systems are being trained to produce aerospace vehicles for NASA and the Air Force . . . . Following training as electrical and structural assemblers and installers, these workers will help produce the orbital space shuttle, the global position satellite, and the B-1 bomber . . . . Represented by UAW, Local 887, the trainees will be employed at Rockwell's Palmdale and Seal Beach facilities . . . . Project administered by the United Auto Workers Union; instruction provided by CEDCORP . . . . \$3,-040,127.

In a significant cooperative effort, the Los Angeles Community College District and the Los Angeles Business Labor Council formed the Los Angeles ETP Center to serve as a focal point for Panel training. . . . Two master agreements provide for the training of 2,250 unemployed and potentially displaced people in aerospace, tele-communications, manufacturing, finance, and other industries. . . . The Business Labor Council is an organization of business and labor leaders working to improve job training. . . . The Los Angeles Community College District is the largest in the state and offers numerous vocational programs. . . . The ETP Center promotes Panel training and helps employers draft training plans. . . . Descriptions of individual training projects follow. . . . \$9 million.

106 service representatives are being trained for Pacific Telephone in Los Angeles as the company revamps its customer service and marketing divisions following divestiture. . . . Training provided by the Los Angeles Community College District. . . . Workers represented by the Communication Workers of America. . . . Developed by the Los Angeles ETP Center. . . . \$122,430.

14 Lithographers were trained for seven Los Angeles printing firms on state-of-the-art equipment at Los Angeles Harbor College. . . . The participating printers were Green's Printing and Lithography, Eastman, Inc., Queen Beach Printers, Subia, Western Lithography, R. R. Donnelly, and Seaside Printing Company. . . . The Los Angeles Printing and Trades County Council and the Graphic Artists International Union represent the workers. . . . Developed by the Los Angeles ETP Center. . . . \$74,640.

8 aerospace firms located primarily in the San Fernando Valley are helping 144 employees in danger of layoff learn computer-assisted design (CAD) and computer-assisted manufacturing (CAM). . . . Through this technology, designs traced upon a computer screen are manufactured by computer controlled equipment. . . . The CAD/CAM curriculum is employer-designed; instruction provided by Los Angeles Valley College. Some trainees are represented by the Engineers and Scientists Guild; the employers are Weber Aircraft, Menasco, Superior Industries, CADAM, Inc., Rockwell/Rocketdyne, National Utilities, Lockheed and Richcraft. . . . Developed by the Los Angeles ETP Center. . . . \$429,408.

In Los Angeles, office automation technicians skilled in word processor and microcomputer operations were trained by Los Angeles Harbor College to meet the specific needs of eight firms. . . . 27 persons were hired by Digital Equipment Corporation, American Training International, Electromedical Products, Hughes Aircraft, ITT, Matrix Science, Plotken & Rosen, and Standards Brands Paint Co. . . . Developed by the Los Angeles ETP Center. . . . \$90,639.



180 machinists at six aerospace companies in Los Angeles are being retrained to operate computerized numerical control (CNC) machines. . . . Because computerized controls now run many tools, machinists must learn new methods of operation, including rudimentary programming skills. . . . Instruction provided by the Los Angeles Community College District will be conducted in a mobile CNC laboratory that moves from plant to plant. . . . Trainees represented by the United Auto Workers and the International Association of Machinists. . . . Employers include Lockheed California Company, General Dynamics, Rockwell International, and P. L. Porter Company. . . . Developed by the Los Angeles ETP Center. . . . \$485,820.

721 journey level carpenters in Los Angeles County will work more and collect less unemployment insurance following retraining in prefabricated modular office systems. . . . These systems are replacing traditional carpentry in office building interiors. . . . Office Modular Systems Installation Contractors of Southern California and the Los Angeles County District Council of Carpenters designed the training. . . . Developed by the Los Angeles ETP Center. . . . \$128,376.

A preapprentice program in Los Angeles for beginning carpenters is teaching basic skills so that trainees become productive employees faster. . . . This program will also reduce the high attrition rate among apprentices. . . . 360 persons will be trained through the Los Angeles District Council of Carpenters and its joint apprenticeship committee. . . . Participating employers are represented by the Building Contractors Association of California, Inc., the Engineering and Grading Contractors Association, Inc., and the Associated General Contractors of America. . . . This six-week training program provided through the Los Angeles Community College District is now required of all Los Angeles carpenters apprentices. . . . Designed by the Los Angeles ETP Center. . . . \$867,600.

9 companies in the San Fernando Valley will retrain 110 employees who design their printed circuit boards. . . . conducted at Los Angeles City College, this training program is training skilled manual drafters in the use of computer-aided equipment and will enable these firms to remain competitive in the marketplace: Bendix-Oceanics, Teledyne, Eaton Corporation, Memorex, H. R. Textron, Pertec, Vector Electronics, Hughes Missile & Guidance Systems, and Ocean Technology. . . . Developed by the Los Angeles ETP Center. . . . \$374,880.

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*"Too often, if you advertise for help, the people who come just aren't qualified. But we've got a whole roomful of qualified employees now. The Panel program came at an advantageous time for us. We can offer the business community the services of a large, well-trained staff for sales and service. We can provide something our competition can't..." Rick Tenser, The Computer Terminal, Inc., Los Angeles.*

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36 computer maintenance and repair technicians are being trained for seven Los Angeles firms lacking skilled workers. . . . Instruction at Los Angeles City College includes repair of computers and devices that connect desk-top computers with one another and with mainframes. . . . Employers want workers to service their own computers as well as equipment for other firms. . . . Bunker Ramo, Computerama, Computer Equipment Services, Inc., Data General, Digital Equipment Corp., Singer Librascope and Wang Laboratories are the participating employers. . . . Developed by the Los Angeles ETP Center. . . . \$173,376.

Expecting to increase its local employment this year by 15 percent, MCI Telecommunications is training 52 unemployed persons to staff its three new Los Angeles divisions. . . . Instruction for the telecommunications technician program is being provided by Los Angeles Trade-Technical College faculty and held at a new MCI Los Angeles Training Center. . . . Developed by the Los Angeles ETP Center. . . . \$190,372.

170 Pacific Bell workers facing lay-off in the Los Angeles area are being retrained in digital electronics techniques to help this company keep pace with technological developments. . . . Trainees represented by the Communications Workers of America. . . . Developed by the Los Angeles ETP Center. . . . \$498,100.

***"I did everything! That's why I got in this program. I was getting laid off every four to five months... My unemployment insurance benefits ran out and I had to move back home again, but my parents think it's great. My dad thinks I've done two things right, join the Navy and this."***  
**Tom Conley, 27, National Tooling and Machining Association machinist trainee in Norwalk.**

173 drafters working for 46 Los Angeles County architectural firms are being retrained in computer-assisted drafting and other automated processes which cut the time required to produce architectural drawings by 50 to 75 percent. . . . Without this program, the employees would have to be laid-off. . . . Participating employers include Armet, Davis, & Newlove; Austin, Field, Fry & Barlow; Bolling and Gill; Davidson Associates; The Feolo/Deenihan Partnership; Gensler and Associates; Gruen Associates; Inslee, Senefeld, Puchlik & Associates; Kajima Associates; Kamnitzer & Cotton; Katzman Associates; T. W. Layman Associates; Matlin & Dvoretzky; Maxwell Starkam Associates; Millard Archuleta Associates; Munselle/Brown Partnership, Inc.; Herbert Nadel & Partners; O'Leary, Terasawa, Takahashi & De Chellis; Reel/Grobman & Associates; Reibsam, Nickels & Rex; Widom/Wein-Interarc; and Woodford & Bernard. . . . The drafters are receiving instruction at Los Angeles City College. . . . Developed by the Los Angeles ETP Center. . . . \$448,070.

To remain competitive with offshore industries, 15 Los Angeles apparel firms are retraining 148 employees in new procedures of apparel production. . . . As no similar training program exists in the western United States, this project will ensure that these businesses remain competitive without having to lay off workers, pirate workers from the east coast, or produce apparel overseas. . . . Using computer-aided equipment donated by Camsco-Gerber, Los Angeles Trade-Technical College is providing instruction. . . . Trainees are represented by the International Ladies Garment Workers Union, Local 482, and will be hired by Mode-O-Day, Cole of California, Catalina, Judy's, Sirena, Tobias Kotzin, L&L Manufacturing, Barco Manufacturing, Tom Boy Domino, Joni Blair, Jodi Too-tique, and Mackay/Shelley's Tall Shop. . . . Developed by the Los Angeles ETP Center. . . . \$487,956.

A nonprofit training agency founded by minority professionals in the entertainment industry will train 100 persons for behind-the-camera jobs in Hollywood. . . . Maga Link, Inc., in Los Angeles will provide training on state-of-the-art broadcast equipment. . . . Special consideration given to minorities, women, and the disabled. . . . The 17 participating employers are CommuniCom, Whit Thomas Productions, Ruxton Limited, Compton Cable TV, Music Design Group, Teri Allen Productions, Media Learning Systems, Capricorn Entertainment, California Communications, Action Video, Gaynes Productions, Premore, Inc., Television Tape and Film, Montage Communications, Rock Solid Productions, Total Communications, and RT Limited. . . . \$505,800.

Economic development in the Los Angeles area will be enhanced by a project generated by the California State University Foundation at Northridge. . . . Under this agreement 1,000 people will be trained in various high-demand occupations and hired by 20 firms. . . . Participants include the Los Angeles County Private Industry Council, the Los Angeles County Department of Community Services, the Los Angeles Community College District, and other state and community colleges. . . . American Sunroof Company in Compton, which specializes in customizing automobiles for major auto manufacturers, is the participating employer in the first project under this Letter of Intention. . . . \$4,000,000.

Qual-Tronics Inc. in Gardena, will train and hire 36 persons as electronic equipment technicians, operators, and inspectors. . . . This minority-owned firm's manufacturing standards have been certified by the federal government as meeting military specifications. . . . Women and minorities given priority consideration. . . . \$90,553.

22 persons have been trained as operators of screw machine lathes for six San Fernando Valley firms. . . . Companies cannot find and keep enough operators of these specialized machines. . . . The screw machine lathe takes items such as brass rods or metal stock and creates a finished product by using a series of turning, boring, threading and facing operations. . . . Price Pfister, a manufacturer of bathroom and kitchen fixtures, was chosen by the participating employers to help select trainees and provide instruction. . . . Other employers are P. L. Porter, Co., Standard Fasteners, De King Screw Products, Inc., Lusk Quality Machine Products and Voi Shan. . . . The Los Angeles Unified School District administered training which took place at Price Pfister. . . . \$46,552.



**MICOM Systems, Inc.**, which fabricates and distributes microcomputer-based data communications products, will soon be the largest industrial employer in the Simi Valley. . . . As part of its expansion, MICOM is training and hiring 120 persons skilled in the manufacture of electronic components and systems. . . . Instruction conducted by Simi Valley Adult School staff. . . . \$210,120.

The National Tooling and Machining Association, a trade group of small and medium-sized machine shops, is training 210 new machinists and tool and die makers who will be hired by 24 member firms. . . . The association set up and operates its own school in Los Angeles. . . . Machine shops often are reluctant to hire new apprentices without this sort of training because of the high cost of training people who have no familiarity with the trade. . . . \$1,063,440.

55 currently and potentially unemployed persons will find positions as numerical control programmers with the **Northrop Corporation** in El Segundo . . . . Following 13 weeks of classroom and structured, on-site training provided by teachers and businessmen, these new employees will be hired at a base salary of \$11.88 per hour . . . . Fluent in mathematical, computer, and automated machine languages, graduates will help supply this expanding aerospace company with needed skills. . . . \$176,814.

In order to maintain its overseas market, **Price Pfister** in Pacoima must retrain 300 employees to operate its new computerized management and scheduling system . . . . This system, which schedules and monitors production of plumbing fixtures to ensure they are assembled and ready to ship on time, will enable Price Pfister to better compete with Asian and European firms which offer similar products at lower prices . . . . The company will offset training on this state-of-the-art system to prevent layoffs, reduce costly inventory build-up, and remain a major employer in the San Fernando Valley . . . . \$479,948.

Hispanics and the disabled are being targeted for jobs in office automation for aerospace and finance industries through training by **Chavez & Associates Institute** in Los Angeles . . . . 210 trainees will work for Rockwell, Northrop, Data Science Services, Security Collection Bureau, Financial Collection Agencies, Intercol Custom Collection Designs, and Garrett AiResearch . . . . \$433,314.

**American Sunroof Company**, which specializes in custom conversions for major auto manufacturers, will train and hire 93 persons as custom spe-

cialists . . . . The firm is expanding its operations and opening its first California facility in **Compton**. . . . Developed by California State University at Northridge in cooperation with the Los Angeles County Private Industry Council and the Los Angeles Community Services Department. . . . \$305,152.

**TRW of Redondo Beach**, a research and development firm in aerospace and defense, is training 100 new employees as plant protection specialists and computer maintenance and repair technicians . . . . El Camino College and TRW are providing the training. . . . Curricula were developed by California Polytechnic College of San Luis Obispo, TRW, Los Angeles City College, and El Camino College. . . . Developed by the California Manufacturers Association. . . . \$314,700.

Like its sister firm in San Francisco, **Bowne of Los Angeles** is retraining 53 of its employees in phototypesetting skills. . . . This company's conversion from traditional typesetting to high technology will enable it to remain competitive with other printers. . . . Training provided by Bowne, the Applied Learning Corporation, and the Digital Equipment Corporation. . . . \$143,100.

20 unemployment insurance recipients were trained by **The Computer Terminal, Inc.**, a minority-owned business, as microcomputer specialists to sell and repair computers and to train operators of the equipment. . . . Instruction took place at The Computer Terminal's facility in Los Angeles . . . . This small company anticipates doubling its sales during 1984. . . . \$77,500.

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*"I was sure glad to learn about this program. You have to sacrifice a little, but it's a turning point for me because of my age. I'll make a better salary now. Before I was laid off, the agency I worked for was sending me out on minimum wage. The young girls they sent out were making much more than I was, me with 30 years of experience . . ." Moraima Quinn, 53, Los Angeles Employment Training Panel Center, office automation trainee.*

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# Madera County

14 employees of Madera Glass Company in Madera are being taught various techniques of fashioning molten glass . . . These workers' new expertise in producing wine bottles will enable the firm to meet the needs of 50 vintners. . .

Trainees represented by the Glass, Pottery, Plastics, and Allied Workers International Union, AFL-CIO, Local 254. . . Developed by the California Manufacturers Association. . . \$23,866.

# Mendocino County

Following completion of a new apprenticeship program, 65 journeylevel carpenters will be employed at major construction sites in Sonoma, Napa, Lake, Mendocino, Humboldt, and Del Norte Counties. . . Designed to teach skilled workers about recent advances in the construction industry, this project is being overseen by the North Coast Counties District Council of Carpenters and taught by experienced carpenters at the Council's Santa Rosa training facility. . . Workers are

represented by the United Brotherhood of Carpenters and Joiners of America. . . Among the 35 participating employers are A&M Drywall, Sonoma; Merga Construction, Santa Rosa; Petersen Builders, Windsor; Granite Construction, Watsonville; Lee Brothers, Rohnert Park; North Bay Concrete, Petaluma; Pacatte, Sebastopol; Bechtel Power, Middletown; and Meiswinkel, San Francisco. . . \$35,100

# Merced County

This second project developed under the master agreement with the ETP Agricultural Center on behalf of the Northeastern California Higher Educational Council will retrain 168 farmworkers from Merced County in new cultivation and harvesting techniques and technology. . . Four programs offered by Merced College will graduate agricultural maintenance technicians, foremen, and farmhands specializing in vine or tree pruning. . . This instruction, which will cover welding, hydraulics, equipment operation and servicing, and chemical safety as well as cultivating and harvesting winter crops, will reduce or eliminate the workers' periodic unemployment. . . In addition to some of the following 19 employers who will hire these trainees, there is a waiting list of growers eager to employ future graduates: Decker Orchards, Chico; Frank Enos & Sons, Artois; Millar Farms, Glenn; Price Ranch, Sacramento; Pro-Ag North, Inc., Gridley; Walker Wyandotte Apiary, Oroville; Frank Limacher, Orland; Tony M. Martinez, Durham; and John Fenn, Live Oak. . . \$285,030.

50 persons, mainly Hispanics, have been trained to rebuild brakes for Stuart-Western, Inc., in Merced. . . This rebuilder of auto parts hired all trainees who completed instruction at the Central Valley Opportunity Center. . . Workers are represented by Operating Engineers Local 3. . . Project developed by La Cooperativa. . . \$65,560.

Product Development Corporation, an expanding company that distributes telephone books, has hired and trained 36 new workers to operate an automated order filling system at its new Merced facility. . . \$74,448.

## Monterey County

This training is helping establish a new lumber mill in Monterey County, an area recently hard-hit by plant closures. . . . 40 lumber mill workers are being trained for hire by Western Forest Products in Soledad. . . . Developed in partnership with the State Department of Economic and Business Development. . . . \$98,000.

Planning to triple its current workforce by 1986, Integrated Device Technology is training 275 persons to fabricate components for large-scale integrated circuits. . . . IDT's decision to locate in California rather than Idaho and to invest \$20 million in state-of-the-art wafer fabrication equipment was due significantly to the availability of Panel training funds. . . . Training provided by IDT at its new plant in Salinas, a high unemployment area. . . . Developed in cooperation with the Department of Economic and Business Development, office of Local Economic Development. . . . \$825,000.

## Napa County

Following completion of a new apprenticeship program, 65 journeylevel carpenters will be employed at major construction sites in Sonoma, Napa, Lake, Mendocino, Humboldt, and Del Norte Counties. . . . Designed to teach skilled workers about recent advances in the construction industry, this project is being overseen by the North Coast Counties District council of Carpenters and taught by experienced carpenters at the Council's Santa Rosa training facility. . . . Workers are represented by the United Brotherhood of Carpenters and Joiners of America. . . . Among the 35 participating employers are A&M Drywall, Sonoma; Merga Construction, Santa Rosa; Petersen Builders, Windsor; Granite Construction, Watsonville; Lee Brothers, Rohnert Park; North Bay Concrete, Petaluma; Pacatte, Sebastopol; Bechtel Power, Middletown; and Meiswinkel, San Francisco. . . . \$35,100

## Orange County

Sheet metal contractors in the Long Beach-Orange County area need employees to service air conditioning and refrigeration units and to perform minor drafting work. . . . The Sheet Metal International Workers Association, Local 420, represents the 73 trainees enrolled at Cypress College. . . . Among the 43 participating employers are Comfort Conditioning, Bellflower Heating and Air Conditioning, Pacific Southwest Air Conditioning, Hawaiian Air Conditioning, Solar Sheet Metal, and Sea Air Heating and Air Conditioning. . . . \$158,889.

86 technicians who repair recreational vehicles have been hired by dealers in Los Angeles, Orange, Riverside, and San Bernardino Counties. . . . Trained by Project JOVE, a non-profit training agency, these workers have found jobs with 66 Southern California dealers including Altman's RV Center, Annex RV, 5 & 40 Traveland Lane, Motor Homes of California, South Coast RV, Walnut Valley Trailers, Dependable RV Center, El Monte Rents, Bob Miller RV, West Coast RV, Young Trailer, C-R Trailer Sales, Inc., Green's, Golden Getaway, Kon's Kampers, Vacationland, Courtesy Travel Trailers, and Camp America, Inc. . . . 250 technicians will be trained and employed in this project. . . . Developed in cooperation with the Southern California Recreational Vehicle Dealers Association. . . . \$1,248,708.

The Technology Exchange Center, Inc., a broker for job training among business, labor and the public schools in Orange County, is developing training programs for 2,400 people. . . . The center markets the Panel program to local business and helps develop training. . . . 33 firms will hire all trainees graduating from the proposed programs. . . . Summaries of individual projects approved through TEC's Letter of Intention with the Panel are listed. . . . \$8 million.

Angel's Comprehensive Services, Inc., a minority-owned subcontracting company in telecommunications in Santa Ana, is training and hiring 100 persons as telephone cable splicing technicians. . . . This project is enabling the company to fulfill its contracts with Group W Westinghouse, Burnsworth Cable Construction Company, Burnup & Sims, and Times-Mirror. . . . Developed by the Technology Exchange Center. . . . \$230,500.

5 employees of A&G Engineering, a small, minority-owned firm in Anaheim, have been retrained to operate new automated bookkeeping and inventory control equipment. . . . A&G designs, manufactures, and markets nuts, bolts, and fasteners for use in the United States and Japan. . . . The North Orange County Community College District provided classroom instruction. . . . Developed by the Technology Exchange Center, Inc., of Orange County. . . . \$12,402.

Hughes Aircraft Company, California's single largest employer, is training 990 persons—both current employees and new hires—to operate its new, highly sophisticated manufacturing system. . . . Hughes' extensive retraining effort includes specialized instruction by senior staff members in production management and automated storage and retrieval systems. . . . Represented by the Electronics and Space Technicians Union AFL-CIO, Local 1553, trainees are receiving instruction at the Grounds Systems Group's training center in Brea and will be employed at Hughes' Fullerton plant. . . . Developed by the Technology Exchange Center. . . . \$2,376,000.

13 assemblers and testers for Elpac Electronics in Orange County are being retrained to operate automated equipment. . . . Formerly manual equipment operators, these trainees are enrolled in an advanced electronics program to help them keep pace with Elpac's transition from low to high technology. . . . Elpac Electronics manufactures products for such companies as Fairchild, Able Computer, MCI, and Sprint. . . . Developed by the Technology Exchange Center. . . . \$28,418.

In business since 1954, El Torito, Inc. in Irvine, expects to open up to 10 new restaurants in California this year. . . . Because of this expansion, El Torito will hire 16 persons enrolled in its on-site restaurant manager training program. . . . Developed through the Technology Exchange Center in Orange County. . . . \$57,307.

72 employees are being retained to operate state-of-the-art automatic manufacturing equipment at Datapower, Inc., a Santa Ana firm. . . . Datapower manufactures power supplies for use in

computers, telecommunication systems, and industrial robotics. . . . To remain competitive, the company needs experienced workers capable of handling its newly acquired automated equipment. . . . Classroom instruction provided by Rancho Santiago Community College District. . . . Developed through the Technology Exchange Center in Orange County. . . . \$81,679.

Parker Berteau Aerospace of Irvine, a division of Parker Hannifin, is retraining 35 employees who would otherwise be laid off. . . . The company has purchased new computer-assisted design equipment in order to remain competitive, but needs trained workers to operate it. . . . Saddleback Community College assisted with recruitment and assessment. . . . Developed by the Technology Exchange Center in Orange County. . . . \$121,800.

Because of its rapid expansion, Alltime, Inc. is training 62 watch repairers in Santa Ana to provide service in numerous department stores . . . . Developed in conjunction with the Technology Exchange Center of Orange County . . . . \$274,000.

To remain competitive with other international companies, FMC is automating its plant in Brea, Orange County, which manufactures oil drilling and petroleum-related equipment. . . . This program will enable 92 employees to be retained by FMC following training in computer-assisted drafting and robotics. . . . Developed by the Technology Exchange Center. . . . \$256,929.

Drafting on a computer screen instead of a drafting board is being taught to 50 drafters in Orange County who are in danger of layoff. . . . Computer-assisted drafting is replacing old-fashioned drafting boards at many firms. . . . The two participating employers are Holmes & Narver, an architectural engineering firm, and Data Power, a manufacturer of computer power supply systems. . . . Instruction conducted by the Rancho Santiago Community College District is taking place at Holmes & Narver on the company's equipment. . . . Developed through the Technology Exchange Center in Orange County. . . . \$167,650.



# Placer County

In a project that will keep its Roseville expansion plans on schedule, 100 workers are being trained for NEC Electronics, Inc., the world's second largest producer of integrated circuits. . . . NEC has invested \$100 million in a state-of-the-art semiconductor fabrication plant and plans an additional \$400 million investment before 1990. . . . Hired at the start of training, trainees will become wafer fabrication operators, test technicians, and line maintenance technicians. . . . Developed in partnership with the State Department of Business and Economic Development. . . . NEC is one of the first major firms to move into the Roseville area, expected to be a center of electronics industry growth. . . . In-plant instruction combines classroom, lecture, lab, and on-site training. . . . \$398,800.

*"A lot of our people started with us as unskilled assembly workers. We trained them through the buddy system and they were all as good as their buddies. But we thought that they needed a more formal kind of training to operate our new robotics equipment. The Employment Training Panel seemed to be a perfect fit. This way, our workers will be much better trained . . ." Delores Annala, senior employee relations representative, FMC, Brea.*

# Riverside County

40 businesses in the rapidly growing San Bernardino-Riverside area will employ 100 workers newly retrained as office automation specialists, electronics technicians, computer operators, and computer-assisted drafters. . . . Operation Second Chance, a nonprofit training agency, has designed curricula for four technical classes which are being held at its San Bernardino School of Opportunities. . . . Among the participating employers are RCR General Contractors, Fontana; Xerox Corporation, El Monte; Data Design, Cucamonga; Paul Rigano (Architect), Redlands; Zeus Service Corporation, Victorville; and Loral, Pomona. . . . \$352,500.

To remain competitive with other domestic and international aerospace firms, Rohr Industries is installing computerized manufacturing systems at its Chula Vista and Riverside plants. . . . 1,000 employees will be retained by Rohr following training in various production and inventory control occupations. . . . Trainees represented by I.A.M. and A.W. District Lodge #50. . . . Developed by the Regional Employment and Training Consortium in San Diego. . . . \$2,200,000.

86 technicians who repair recreational vehicles have been hired by dealers in Los Angeles, Orange, Riverside, and San Bernardino Counties. . . . Trained by Project JOVE, a non-profit training agency, these workers have found jobs with 66

Southern California dealers including Altman's RV Center, Annex RV, 5 & 40 Traveland Lane, Motor Homes of California, South Coast RV, Walnut Valley Trailers, Dependable RV Center, El Monte Rents, Bob Miller RV, West Coast RV, Young Trailer, C-R Trailer Sales, Inc., Green's, Golden Getaway, Kon's Kampers, Vacationland, Courtesy Travel Trailers, and Camp America, Inc. . . . 250 technicians will be trained and employed in this project. . . . Developed in cooperation with the Southern California Recreational Vehicle Dealers Association. . . . \$1,248,708.

Five years after closing its last California plant, Coachmen Industries is opening two new assembly plants in Perris, Riverside County. . . . 175 new employees are being trained by this manufacturer of recreational vehicles, which is the second largest firm in the industry. . . . Developed in conjunction with the Department of Economic and Business Development's Office of Business and Industrial Development. . . . \$498,750.

Luxfer, a manufacturer of aluminum high-pressure gas cylinders, will train and hire 10 persons in Riverside to help build its products. . . . Trainees represented by the United Steelworkers of America AFL-CIO, Local 6730. . . . Developed in coordination with the California Manufacturers Association. . . . \$37,700.

# Sacramento County

The Sacramento Valley Sheet Metal, Heating and Air Conditioning Apprentice and Mechanic Training Fund will retrain 45 journeylevel workers who need further instruction in special welding skills to secure work in a field which has been irrevocably altered by technological advances and new building codes. . . . Journeylevel workers are represented by the Sheet Metal Workers International Association, Local 162, and will be employed by 25 firms in Sacramento, Chico and Redding. . . \$113,303

90 farmworkers in the Sacramento area are being trained as mechanics and supervisors so they can work more and spend less time being unemployed. . . . Persons experienced as tractor drivers, irrigators, and field laborers will learn welding, agricultural mechanics, agricultural science, supervision, labor laws, safety and record keeping. . . . The 17 participating growers are Harry Hiromoto, H. Ishimoto, Masuhara Farms, Inc., Shenandoah Vineyards, Rooney Brothers, Inc., Dairyland Seed Company, Heringer Ranches, Inc., Hunn & Merwin, Inc., Merwin Farms, Inc., Kubo Farms, Yokoyama Farms, Inc., K. B. Morris Farms, Inc., Dixon and Ferriera, Kimura Farms, Amisted Ranches, Hertog Company and Tamano Farms, Inc.. . . Classroom instruction provided by the Los Rios Community College District. . . . Project administered by the Yolo County Community Partnership Agency. . . . \$294,615.

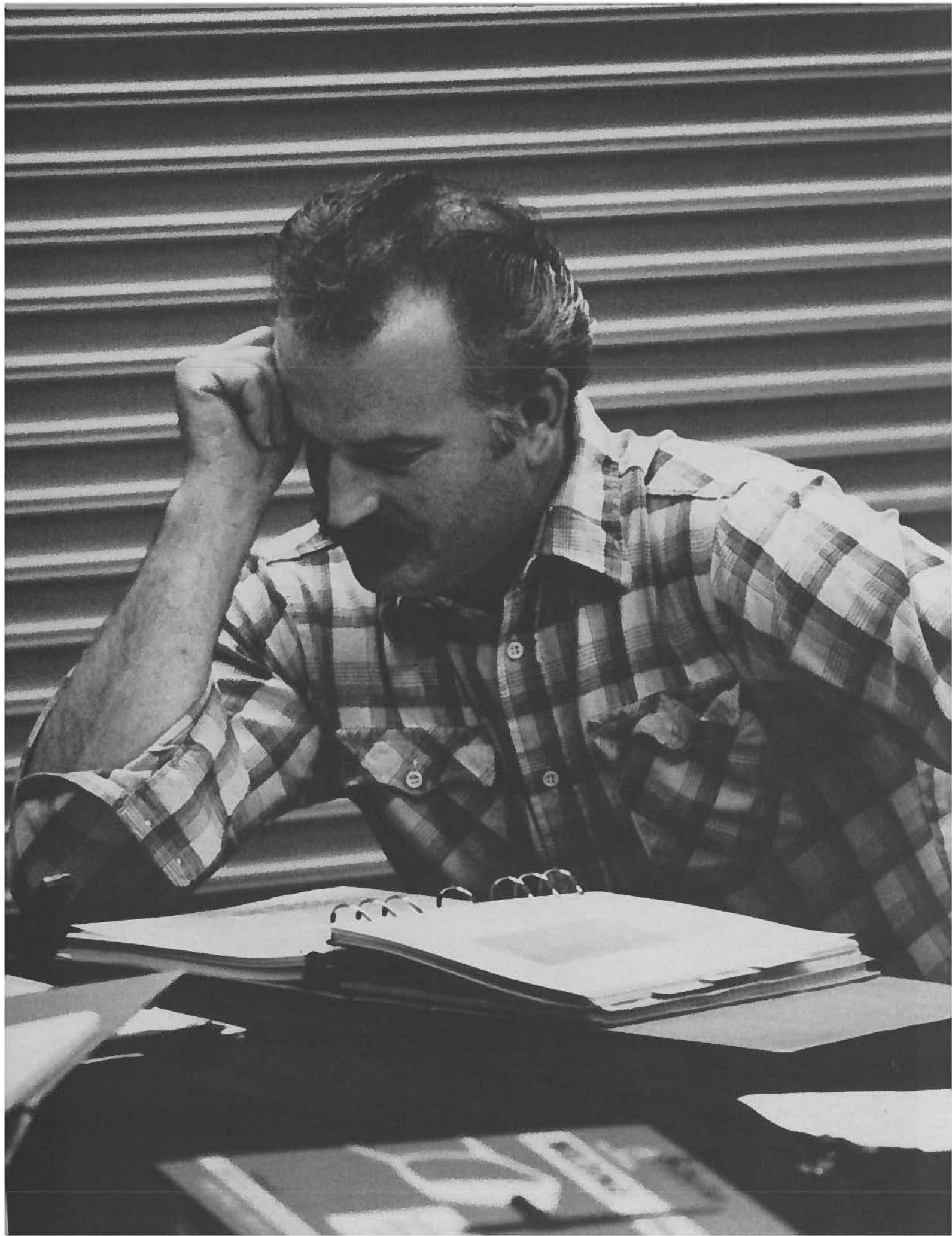
30 individuals skilled in microprocessor service and repair will retain their jobs following a re-training program developed by the Los Rios Community College District. . . . Sacramento City College is the site of this employer-approved project which will provide practiced technicians to ten small electronic and broadcasting firms in Sacramento and Yolo counties: AB Dick Co., ECR Systems, Hatcher Inc., Karlstad's Appliance, KAHI Radio, KROY FM 97 Rock Radio, KXOA AM-FM Radio, Mairs TV and Appliance, TRW, Inc., and Vern's Refrigeration. . . . The Yolo County Community Partnership Agency is overseeing recruitment of trainees, coordination of the employer advisory committee, and financial controls. . . . \$82,230.

*James Frahm, vice president for personnel at Coachmen Industries, a manufacturer of travel trailers and motor homes, told the Panel that Coachmen closed its last California plant in 1979 and left the state because:*

*"The climate in California at that time didn't appear to us to be really conducive to business expansion. When we decided to return to the western states to better serve the recreational vehicle market, one of the reasons we chose California is because of the more positive business climate we now see in this state. We like the approach of the Panel because it is relatively simple. It gives us a lot of flexibility. We can do our own hiring. We can do our own training on the site, which is what we are used to doing. . . ." Coachmen is using Panel funding to train workers for two new assembly plants in Perris, Riverside County.*

# San Benito County

Under an agreement with the labor-management apprenticeship committee of Santa Clara, San Benito, and Santa Cruz Counties, 48 sheet metal workers are being trained in welding and blueprint reading. . . . This program is providing journeylevel workers with skills to enable them to work more often and thereby reduce the drain on the unemployment insurance system. . . . Included among the 71 participating employers are Airco Sheet Metal, Fuller Air Conditioning, P. G. Plumbing, Inc., and Thermal Design Systems. . . . Developed by Sheet Metal Workers International Association, Local 309. . . . \$57,600.



# San Bernardino County

40 businesses in the rapidly growing San Bernardino-Riverside area will employ 100 workers newly retrained as office automation specialists, electronics technicians, computer operators, and computer-assisted drafters. . . . Operation Second Chance, a nonprofit training agency, has designed curricula for four technical classes which are being held at its San Bernardino School of Opportunities. . . . Among the participating employers are RCR General Contractors, Fontana; Xerox Corporation, El Monte; Data Design, Cucamonga; Paul Rigano (Architect), Redlands; Zeus Service Corporation, Victorville; and Loral, Pomona. . . . \$352,500.

86 technicians who repair recreational vehicles have been hired by dealers in Los Angeles, Orange, Riverside, and San Bernardino Counties.

. . . Trained by Project JOVE, a non-profit training agency, these workers have found jobs with 66 Southern California dealers including Altman's RV Center, Annex RV, 5 & 40 Traveland Lane, Motor Homes of California, South Coast RV, Walnut Valley Trailers, Dependable RV Center, El Monte Rents, Bob Miller RV, West Coast RV, Young Trailer, C-R Trailer Sales, Inc., Green's, Golden Getaway, Kon's Kampers, Vacationland, Courtesy Travel Trailers, and Camp America, Inc. . . . 250 technicians will be trained and employed in this project. . . . Developed in cooperation with the Southern California Recreational Vehicle Dealers Association. . . . \$1,248,708.

Wheat Motor Company, a new firm locating in Cucamonga, needs 376 persons to staff its manu-

# San Diego County

To remain competitive with other domestic and international aerospace firms, Rohr Industries is installing computerized manufacturing systems at its Chula Vista and Riverside plants. . . . 1,000 employees will be retained by Rohr following training in various production and inventory control occupations. . . . Trainees represented by I.A.M. and A.W. District Lodge #50. . . . Developed by the Regional Employment and Training Consortium in San Diego. . . . \$2,200,000.

200 people will be trained and hired by RMI, Inc., in National City to build advanced marine vehicles. . . . Employing skilled aluminum welders and shipfitters will enable RMI to procure crucial military and commercial contracts. . . . developed by the Regional Employment and Training Consortium of San Diego. . . . \$620,000.

Workers versed in the fabrication of silicon chips are needed by Northern Telecom, the second largest manufacturer of telecommunications equipment in the United States. . . . Following training developed by Burr Brown, 135 persons will be

hired by Northern Telecom at its San Diego plant. . . . \$405,000.

260 drafters, tool designers, programmers, and tool and operations planners who will be laid off unless they learn new computer-aided drafting are being retrained at General Dynamics Convair Division in San Diego. . . . The new drafting technology, which takes place on a computer screen instead of on a drawing board, permits better integration of design and manufacturing operations. . . . On-site training provided by General Dynamics which is making a major contribution of equipment to the program. . . . Employees represented by the Engineering and Architects Association. . . . \$272,272.

Workers laid off by the shutdown of San Diego tuna canneries, migrant and seasonal farmworkers and women, will be targeted for training for Spin Physics, a division of Eastman Kodak in San Diego. . . . Spin Physics manufactures magnetic heads for Kodak camera equipment. . . . Training will be provided by the Center for Employment Training, a community training agency. . . . 67

facturing plant. . . . Wheat will train its future workforce in numerous recreational vehicle production skills and distribute its products through GM dealerships . . . Developed by the California Manufacturers Association with assistance from the Department of Economic and Business Development. . . . \$1,031,000.

Conrad Constructors, builder of modular, precast concrete parking structures, in Rialto, San Bernardino County, has not been able to find the trained employees it needs. . . . Under this project developed by the California Manufacturers Association, Conrad will train and hire 20 persons as production laborers. . . . \$50,696.

trainees will be employed as precision instrument makers and lapping machine operators. . . . Developed through the Panel agreement with La Cooperativa. . . . \$187,600.

Funds to train approximately 1,500 people over three years for new and expanding businesses in San Diego have been set aside by the Panel under a letter of understanding. . . . The San Diego Regional Employment and Training Consortium, a joint city-county agency that administers the Job Training Partnership Act program, will help employers develop training plans in cooperation with the San Diego Economic Development Corporation and the Southeast Development Corporation. . . . \$5,000,000.

Metro Enterprises in San Diego, a minority-owned firm which trains office automation specialists, is instructing 390 persons in the use of automated business systems. . . . Cubic Corporation; Solar Turbines, Inc.; Datagraphic, Inc.; Data Electronics, Inc.; Science Applications, Inc.; and Great American Federal Savings and Loan, all in San Diego, will hire the trainees. . . . \$487,500.

*"I think the program is great. I like the idea of being able to hire someone I've trained to do the job and not having to take on somebody with a lot of bad habits they learned on another job . . . I had my doubts about the program because I wasn't sure what kind of applicants I'd get, but they've all been good. They really want to work." John Groom, general manager, United Cable TV, Los Angeles, training installers and customer service technicians.*

**Talk about community service . . .**

## **Davey Trims Trees for Free in Training Project**

You can't teach tree trimming in a classroom. Because tree surgeons need trees to practice on, the Employment Training Panel's project with Davey Tree Surgery is benefiting several communities in the San Francisco Bay Area.

Fourteen different training groups will be trimming trees and clearing brush in Union City, San Mateo, Sunnyvale, Tilden Regional Park, and other locations at no charge to the participating city or park. Each training group will do \$15,000 to \$20,000 worth of work for these communities.

# San Francisco County

Due to increasing need for skilled computer repair technicians, Control Data Institute is training 135 persons to work for 60 firms in the Los Angeles and San Francisco areas. . . . Curriculum review and trainee screening, selection, and training involve an employer advisory committee. . . . The nine participating employers are Prudential Insurance Co., Quotron Systems, ITT Federal Systems, AudioTronics, Honeywell, Lanier Business Products, Blue Shield, M/A-Com Alanthus, and Appel Co. . . . \$648,000.

Prospective home-buyers can now view videotapes in a broker's office instead of going from house to house. . . . Firms that produce these videotapes, as well as promotional and training films for business, will train and hire 45 audio-visual technicians in the San Francisco Bay Area. . . . Classroom and laboratory training will be provided by Video Preview, one of the employers. . . . The two other employers participating are Hollywood Connections and Home video. . . . \$148,500.

23 businesses in the San Francisco Bay Area will take on 150 persons now being trained to operate automated office equipment. . . . Instruction for these currently unemployed workers is provided at the College of San Mateo's new, high-technology laboratory. . . . Employers are Addison-Wesley, Ampex, Bank of America, Beckman Instruments, Boise Cascade, Dalmo Victor, First Interstate Bank, Fluor Mining and Metals, Foremost-McKesson, Founders Title, Glendale Federal Savings, Hewlett-Packard, Hilton Hotel, J.C. Penney, Pacific Telephone, Quantex, Saga Foods, Security Pacific Bank, S.P. Communications, Standard Oil, United Airlines, Varian Eimac, and Wells Fargo. . . . \$200,100.

Minorities and women will be targeted for training and jobs as drafters and engineering technicians by a corporation sponsored by 12 professional organizations of engineers and architects in the San Francisco area. . . . The Bay Area Engineering Societies' Committee for Manpower Training, which trains workers familiar with the fundamentals of drafting will train 48 persons under this agreement. . . . The committee's major goal is to bring women and minorities into the engineering profession. . . . This seven-month training program includes classroom and on-site training. . . .

Some of the 25 participating employers are Jefferson & Associates, Rutherford Chekene, Turdor Engineering, Keller & Gannon, International Engineers, ROMA, Marquis & Associates, Testing Engineers, and Anshen & Allen. . . . \$208,000.

Brush cleaners and tree trimmers are being trained in the San Francisco Bay Area to work for Davey Environmental Services, a nationwide company that specializes in clearing tree limbs from power lines. . . . Business is growing rapidly because of population growth and environmental protection laws that prohibit the use of growth retardant chemicals. . . . 96 persons will be trained by the end of 1984. . . . Davey has developed its own training plan and trained workers in other states. . . . This project will assist in a significant expansion of the firm's business. . . . IBEW Local 1245 represents Davey workers. . . . \$314,496.

Employees of 10 San Francisco area business machine repair shops were retrained to fix the electronic components now in most office machines. . . . 54 persons in danger of layoff were retrained in the new technology. . . . Instruction was provided by San Francisco Renaissance, a community training agency. . . . The participating employers were Guarranty Office Equipment, Leshner Office Machines, B&S Systems Ltd., California Typewriter Service, Bay Area Office Equipment, Verdugo Typewriter Service, Mission Business Machines, General Office Equipment, San Francisco Business Machines, and ITRA. . . . \$64,800.

The Computer Learning Center in San Francisco is providing instruction in computer operation and programming for 85 Bay Area residents. . . . Graduates of this training program will be placed with 40 businesses including Pacific Bell, San Francisco; Altos Computers, San Jose; HBO Hospital Systems, San Mateo; National Semiconductor, Santa Clara; Perfect Software, Berkeley; American Management Systems, Redwood City; Consilium, Palo Alto; American Druggist Blue Book Data Center, Burlingame; Argonaut Information, Menlo Park; Bay Area Systems Engineering, Sausalito; Equitec, Oakland; and Creative Learning, Petaluma. . . . \$386,750

Unwilling to typecast its employees as obsolete, a San Francisco subsidiary of Bowne and Com-

pany, Inc., is retraining 32 printers in computerized phototypesetting. . . . This firm's conversion from traditional typesetting to high technology will enable it to remain competitive with other printers. . . . Training provided by Bowne in conjunction with the Applied Learning Corporation and the Digital Equipment Corporation. . . . The Bay Area Typographical Union, Local 21, represents the employees. . . . A second agreement with Bowne is providing identical retraining for its employees in Los Angeles. . . . \$112,000.

65 employees of Blue Shield, which is closing its claims processing operation in San Francisco and laying off 400 workers, are being retrained as microcomputer operator specialists to work in automated offices. . . . Most of the Blue Shield workers are minority women, many of whom are older and heads of households. . . . The retraining project was developed by the company and by the Office and Professional Employees International Union, Local 3 which represents Blue Shield workers. . . . Classroom training provided by Control Data Institute. . . . Funds to retrain other Blue Shield workers come from the Job Training Partnership Act and a special fund negotiated by the union and Blue Shield. . . . Retrained workers will go to work for 18 employers including Bay View Federal, Crocker National Bank, Rand McNally, Equitable Life, and Standard Oil Company of California. . . . \$202,225.

The Bank of America will retrain 2,000 employees throughout the state to operate its massive, new office automation systems. . . . To retain its competitive edge in a rapidly changing industry, the bank has reorganized, streamlined, and automated its operations; among the firm's recent ventures are the construction of a new data processing center, the installation of a home computer banking system and 1,300 automated tellers, and the purchase of Charles Schwab & Co., a stock-brokerage firm. . . . To ease its transition to high technology and to prevent lay-offs, Bank of America will retrain tellers, operations assistants, and clerical workers as computer operators, commercial loan officers, personal banking officers, and computer banking assistants. . . . Personnel at the managerial level must also be trained to operate computerized systems in order to remain employed. . . . \$5,000,000.

## San Joaquin County

20 business machine repairers recently retrained in servicing electronic components are now employed in Stockton. . . . Had these persons not received training at the Woodruff Regional Occupational Center, they would have lost their jobs. . . . All are currently employed by the nine following firms: Business Machine Specialist, Inc., California Copy, Inc., Data Communication Business, Lloyd Copy Equipment, Monroe Business Machines, San Joaquin Business Machines, SCOSCH Corporation, Stockton Business Machines, and Stockton Typewriter Company. . . . \$31,680.

## San Luis Obispo County

431 sheet metal workers experienced in residential construction will be retrained in commercial and industrial construction in Ventura, Santa Barbara, and San Luis Obispo counties. . . . The Tri-Counties Sheet Metal and Air Conditioning Joint Apprenticeship Committee is training members recruited from Local 273 of the Sheet Metal Workers International Association. . . . Among the 12 participating employers are Oxnard Plumbing and Heating, Oxnard; Kummer and Adams, Santa Barbara; Smee's Inc., San Luis Obispo; and firms in Paso Robles, Camarillo, Avila Beach, Santa Maria, Thousand Oaks, Atascadero, Ventura, Morro Bay, and Santa Ynez. . . . \$43,000.

# San Mateo County

**Federal Envelope in San Mateo**, a division of Champion International Corporation, is training 15 new apprentices and retraining 35 employees who would have been laid off unless they learned to operate new, highly automated equipment. . . . Instruction is being provided by company employees at the envelope manufacturing plant. . . . Workers represented by Printing Specialties and Paper Product workers, Local 362. . . . Women have been targeted for these nontraditional occupations. . . . \$180,000.

Because of the recent increase in housing and industrial construction, **South San Francisco Bay Area** contractors need more painters and tapers. . . . A program established by the Joint Training Committee of District Council 33, Five Counties Area will graduate 24 workers to help meet this demand. . . . Curriculum developed and trainees represented by the International Brotherhood of Painters and Allied Trades. . . . The 15 participating employers are members of the Central Coast Counties Painters and Decorators Contractors Association and the Northern California Drywall Contractors Association. . . . \$49,320.

Because it is converting into a research and development operation, a **Menlo Park**, San Mateo County, firm is retraining 24 employees to master more phases of its plastics manufacturing process. . . . In conjunction with the College of San Mateo and the South County Industrial Emergency Council, **Raychem** is providing up-to-date instruction in the handling, processing, and shipping of chemicals. . . . Safety procedures currently mandated by law for cleaning up toxic spills, leakage, and waste will also be covered during training. . . . \$47,880.

The International Association of Machinists and the California Metal Trades Association developed retraining for 56 machinists in danger of layoff in **San Mateo County** because they cannot operate new computerized numerical control machines. . . . Machinists now must act as computer operators

and most do not have the skills to do it. . . . The College of San Mateo will provide the instruction for journeylevel machinists in cooperation with a joint apprenticeship committee. . . . The six participating employers are **Schlage Lock**, **R. J. Lo-baugh, Inc.**, **Toby Enterprises**, **B & J Precision**, **California Saw and Knife**, and **Diamond Tool and Die**. . . . \$196,000.

A joint labor-management project is training electricians in **San Mateo County** in new high technology specialties including programmable controllers, semi-conductor devices and security systems, and instrumentation. . . . Training developed by the International Brotherhood of Electrical Workers and the National Electrical Contractors Association. . . . 70 journeylevel workers and apprentices are being taught by engineers from electrical and electronics industries and by teachers from the local apprenticeship committee. . . . Training will reduce periods of unemployment for these electricians. . . . 25 member firms of the Santa Clara Chapter of NECA will hire all trainees. . . . \$81,130.

**San Mateo County** sheet metal workers will get specialized training in welding and blueprint reading to enable journeylevel workers to work more of the year and collect less unemployment. . . . A new preapprenticeship program for persons new to the trade, including women and minorities, also will be offered. . . . a total of 72 will be trained. . .

Developed by the Sheet Metal Workers International Association, the Sheet Metal and Air Conditioning Contractors National Association (SMACNA) and the Sheet Metal Joint Apprenticeship Committee of San Mateo County. . . . Contractors report more demand for workers skilled in blueprint reading, minor drafting and welding because of technological change, new building code requirements and new materials used in the electronics industry. . . . Trainees represented by SMWIA, Local 104; The 35 participating employers are members of the San Mateo County Chapter of SMACNA. . . . \$120,312.



# Santa Barbara County

431 sheet metal workers experienced in residential construction will be retrained in commercial and industrial construction in Ventura, Santa Barbara, and San Luis Obispo counties. . . . The Tri-Counties Sheet Metal and Air Conditioning Joint Apprenticeship Committee is training members recruited from Local 273 of the Sheet Metal Workers International Association. . . . Among the 12 participating employers are Oxnard Plumbing and Heating, Oxnard; Kummer and Adams, Santa Barbara; Smee's Inc., San Luis Obispo; and firms in Paso Robles, Camarillo, Avila Beach, Santa Maria, Thousand Oaks, Atascadero, Ventura, Morro Bay, and Santa Ynez. . . . \$43,000.

Machine operators are being trained for Sonoco Products, a firm that chose a California location over sites in Oregon and Nevada in part because Panel training funds were available. . . . 120 people will be hired by this manufacturer of plastic grocery bags for Safeway, Lucky's, Ralph's, and other major chains. . . . A new plant has recently opened in Santa Maria, in Santa Barbara County, an area economically depressed by the shutdown of two major employers, Piper Aircraft and CBS Records. . . . Developed by the Department of Economic and Business Development's Office of Business and Industrial Development. . . . \$282,826.

***"The Employment Training Panel's job is to help workers learn the new skills needed to make California's diverse economy the most productive in the world. Companies like Lockheed, General Dynamics, Rockwell, and smaller companies all around the state don't want to lay off workers, but they need employees with the skills required by new technologies. The Employment Training Panel helps retool the existing workforce . . . " Robert C. Thierry, Chairman of the Employment Training Panel and owner of a computer sales firm.***

# Santa Clara County

Under an agreement with the labor-management apprenticeship committee of Santa Clara, San Benito, and Santa Cruz Counties, 48 sheet metal workers are being trained in welding and blueprint reading. . . . This program is providing journeylevel workers with skills to enable them to work more often and thereby reduce the drain on the unemployment insurance system. . . . Included among the 71 participating employers are Airco Sheet Metal, Fuller Air Conditioning, P.G. Plumbing, Inc., and Thermal Design Systems. . . . Developed by Sheet Metal Workers International Association, Local 309. . . . \$57,600.

9 Silicon Valley manufacturers need 100 new employees to construct metal cabinets for computers and other electronic equipment. . . . The Center for Employment Training in San Jose will provide the following nine firms with workers accomplished in high quality sheet metal fabrication: A & M Precision, Bendal Research, Peninsula Metal, Spaceonics, Sausedo Metals, RSP Tool, Advanced Sheet Metal, Precision Sheet Metal, and Avanti Manufacturing. . . . Developed by La Cooperativa. . . . \$485,900.

Laid-off auto workers from Ford's Milpitas assembly plant have been trained as microwave technicians to work for nearby Silicon Valley firms. . . . Demand for this high tech specialty is strong. . . . Training for these 26 auto workers was provided by the College of San Mateo. . . . Ford and United Auto Workers helped develop training. . . . Among the 15 employers who have hired trainees are Watkins Johnson, Teledyne Microwave, Zeta Laboratories, and Varian Associates. . . . \$135,800.

The largest metal fabricating firm in the Santa Clara Valley is retraining 80 persons to operate and service newly purchased equipment. . . . Noel J. Brown Manufacturing in Campbell is currently conducting two programs designed to graduate robotics specialists and precision sheet metal operators. . . . 60 of the trainees are Brown employees previously faced with layoff; 20 are former unemployment insurance recipients. . . . \$216,000.

Ford Motor Company is administering on-site training contracts with employers near Ford's shut-down San Jose assembly plant. . . . In cooperation with the United Auto Workers, the company has arranged to retrain at least 550 laid-off Ford workers in a variety of occupations, primarily with small and medium-sized companies. . . . Be-

cause occupations are varied and the number of persons trained at each firm is small, training is taking place on the job. . . . Ford has exceeded its projected goals for getting people into training and back to work. . . . \$1,184,980.

Expanding at its current location in San Jose, AvanteK is training 43 persons as electronics testers and microwave technicians. . . . Training provided by the Center for Employment Training. . . . Migrant and seasonal farmworkers, laid-off cannery workers, and women given priority. . . . Developed by La Cooperativa. . . . \$126,600.

Due to the introduction of several new communications systems, ROLM Corporation in the Santa Clara Valley needs 10 technicians to install and service their products. . . . This international supplier of computer-controlled business communications systems and military-specific computers will provide training in the servicing and repair of terminals, digital telephones, voice messaging systems, and central communications controllers. . . . Training administered by the Center for Employment Training; priority given to laid-off farmworkers, cannery workers, and women. . . . Developed by La Cooperativa. . . . \$39,217.

Optomicronix, Inc., a small, growing electronics firm in Mountain View, Santa Clara County, will hire and train 37 new operators, inspectors, and quality control technicians. . . . This firm manufactures opto-electronic switches and assemblies for computers. . . . Products include a new type of "joystick" controller and a "mouse" for business computers that allows the operator to instantly move the cursor to any point on the screen. . . . Training will be on-site and given by Optomicronix employees. . . . Project developed by the Department of Economic and Business Development Office of Business and Industrial Development. . . . \$86,321.

The United Auto Workers Union training department is retraining 250 workers from the Ford Motor Company assembly plant in San Jose and others as machine operators. . . . The ten participating employers are Tri-Delta Machinery, NP Machining, A&J Model Shop, Proto Specs, T. Dow Machine, Lutronics, Sapere, Serra Corporation, and Taylor Machining. . . . \$1,266,750.

Like other high technology areas, the Santa Clara Valley lacks electricians able to service state-of-the-art equipment. . . . This program will provide the region's businesses with technicians skilled in cable splicing, electronics, process con-

trol and instrumentation and programmable control. . . . 125 members of the International Brotherhood of Electrical Workers, Local 332, are being trained by the Santa Clara County Electrical Contractors Association . . . 60 member firms of which will hire all trainees. . . . Without such instruction, these journeylevel and fourth-year apprentice electricians would be excluded from numerous jobs involving new technologies. . . . \$210,000.

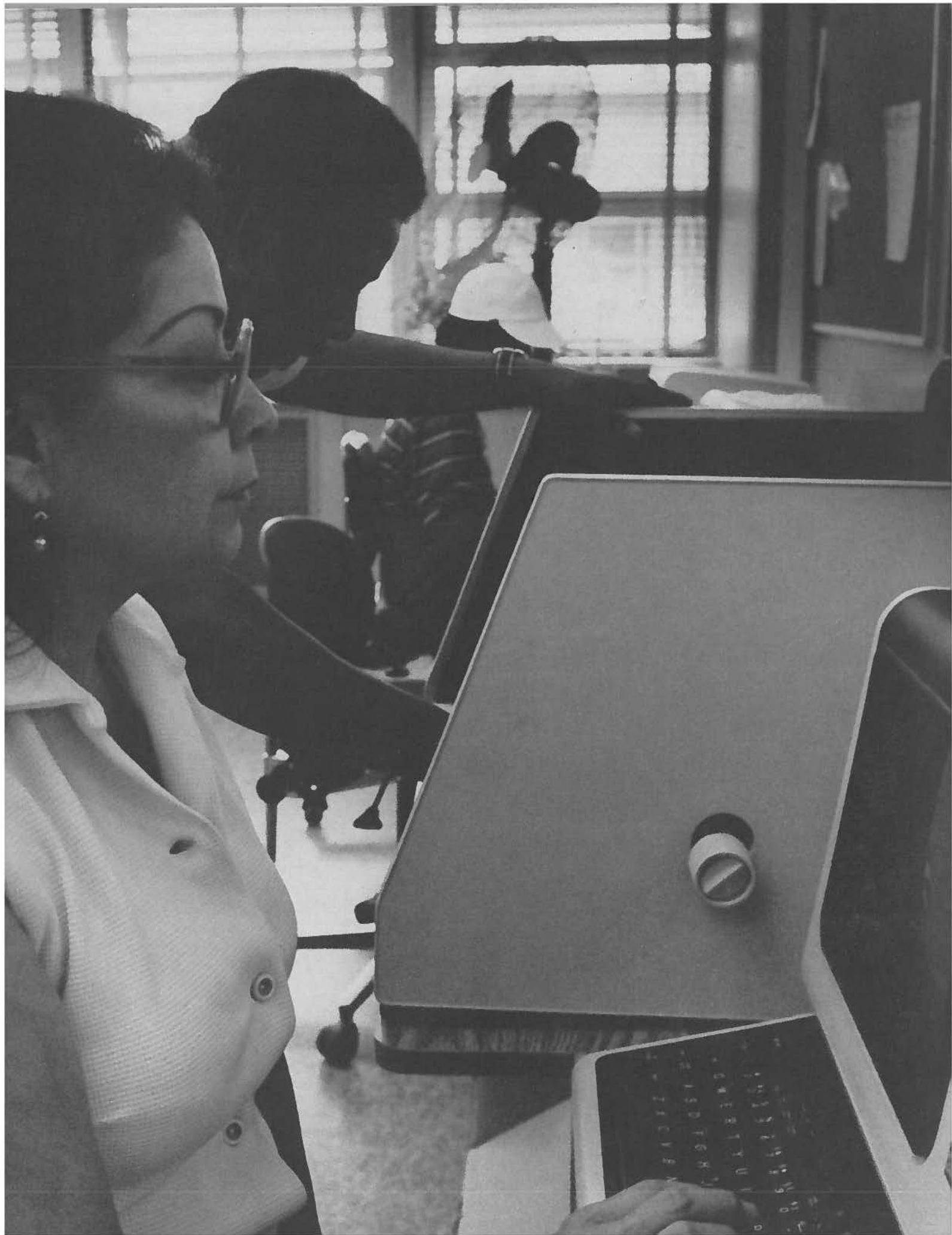
The College of San Mateo has retrained 20 laid-off auto workers from Ford's San Jose assembly plant as general welders. . . . New welders were hired by seven firms including J. Dole Corporation, Tonks Corporation, CHA Industries, and Puett Bayshore. . . . Program developed in cooperation with Ford and United Auto Workers. . . . \$83,260.

## Santa Cruz County

Under an agreement with the labor-management apprenticeship committee of Santa Clara, San Benito, and Santa Cruz Counties, 48 sheet metal workers are being trained in welding and blueprint reading. . . . This program is providing journeylevel workers with skills to enable them to work more often and thereby reduce the drain on the unemployment insurance system. . . . Included among the 71 participating employers are Airco Sheet Metal, Fuller Air Conditioning, P.G. Plumbing, Inc., and Thermal Design Systems. . . . Developed by Sheet Metal Workers International Association, Local 309. . . . \$57,600.

## Shasta County

The Sacramento Valley Sheet Metal, Heating and Air Conditioning Apprentice and Mechanic Training Fund will retrain 45 journeyworkers who need further instruction in special welding skills to secure work in a field which has been irrevocably altered by technological advances and new building codes. . . . Journeylevel workers are represented by the Sheet Metal Workers International Association, Local 162, and will be employed by 25 firms in Sacramento, Chico and Redding. . . . \$113,303



## Siskiyou County

Lumber mill workers are being trained for a retooled mill at Mount Shasta in Siskiyou County. . . . Roseburg Lumber, an Oregon firm expanding into California, has reopened the mill. . . . 52 people will receive on-the-job instruction by company supervisors. . . . The International Woodworkers of America Local 3-64 represents the workers. . . . This training encourages development in a severely economically depressed area of the state. . . . \$186,316.

Following a one-year closure, a retooled, modernized plywood plant is reopening in Weed, Siskiyou County. . . . Roseburg Lumber is training 100 persons to manufacture plywood in an area hard hit by the lumber industry's recent slump. . . . All training is on-site and conducted by company personnel. . . . Developed in coordination with the state Health and Welfare, Business, Transportation and Housing Agencies. . . . \$379,470.

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## Solano County

Gallaty Trailer Manufacturing needs 24 machinists to produce bottom dump trailers. . . . Gallaty, which is expanding its operations in Ceres and Rio Vista, is conducting on-site training; trainee screening, testing, and follow-up provided by the Central Valley Opportunity Center. . . . Priority given to seasonal farmworkers and laid-off cannery workers. . . . Developed by the Center for Employment Training on behalf of La Cooperativa. . . . \$84,000.

Insolair Industries, a small, expanding glass tempering and window fabrication manufacturer in Vacaville, will get the skilled employees it needs to operate a second shift. . . . Trainees are learning glass-cutting, frame-welding, and custom fabrication of panels used in modern skyscrapers. . . . The Center for Employment Training and Insolair are providing training for 21 persons. . . . Developed by La Cooperativa. . . . \$29,421.

## Sonoma County

Following completion of a new apprenticeship program, 65 journeylevel carpenters will be employed at major construction sites in Sonoma, Napa, Lake, Mendocino, Humboldt, and Del Norte Counties . . . . Designed to teach skilled workers about recent advances in the construction industry, this project is being overseen by the North Coast Counties District Council of Carpenters and taught by experienced carpenters at the Council's Santa Rosa training facility . . . . Workers are represented by the United Brotherhood of Carpenters and Joiners of America . . . . Among the 35 participating employers are A&M Drywall, Sonoma; Merga Construction, Santa Rosa; Petersen Builders, Windsor; Granite Construction, Watsonville; Lee Brothers, Rohnert Park; North Bay Concrete, Petaluma; Pacatte, Sebastopol; Bechtel Power, Middletown; and Meiswinkel, San Francisco. . . . \$35,100.

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## Stanislaus County

36 sheet metal workers lacking specialty welding skills are being trained in the Modesto area primarily to meet the needs of the food processing industry. . . . Sheet metal contractors in Stanislaus County have not been able to win contracts because they do not have enough qualified welders. . . . Training developed by the Sheet Metal Workers' International Association, the contractors' association, and the joint apprenticeship committee. . . . Among the 20 participating employers are Brown Sheet Metal & Mechanical, Inc., George Schular, Inc., Champion Industrial Contractors, Lang's Enterprises, Inc., and H. M. Grinostatt & Sons, Inc. . . . This venture will extend the working year of the trainees and reduce unemployment costs. . . . \$55,018.

Gallaty Trailer Manufacturing needs 24 machinists to produce bottom trailers. . . . Gallaty, which is expanding its operations in Ceres and Rio Vista, is conducting on-site training; trainee screening, testing, and follow-up provided by the Central Valley Opportunity Center. . . . Priority given to seasonal farmworkers and laid-off cannery workers. . . . Developed by the Center for Employment Training on behalf of La Cooperativa . . . . \$84,000.



# Tulare County

70 persons are needed by Flex Multilayers, a Dinuba-based electronics firm, to manufacture miniature, flexible, multilayered circuit boards. . . . These intricate components of electronic equipment are in high demand due to the industry's need for more compact and efficient circuitry. . . . Trainees, who will be unemployment recipients or recent exhaustees, will be recruited by regional EDD offices and community organizations, and trained and hired by Flex Multilayers. . . . \$175,000.

70 workers are being trained for Joy Manufacturing, an expanding firm in Woodlake, Tulare County. . . . Joy produces pipe, couplings, and connecting pieces necessary for oil, gas, steam, and water transmission. . . . Training developed in cooperation with the Tulare County Economic Development Corporation. . . . All training is on-site and conducted by company employees. . . . \$117,040.

With the Panel's assistance, Poppy Food, a poultry processing firm in Dinuba, Tulare County, is once again in business. . . . This major employer in the area closed its turkey killing plant in February 1983 but recently reopened it to produce cooked and processed turkey specialties. Laid-off workers needed retraining for the new jobs. . . . All training is on-site and provided by Poppy employees. . . . The 110 workers are represented by the United Food and Commercial Workers Union. . . . Developed in conjunction with the Tulare County Economic and Business Development. . . . \$214,060.

In order to remain competitive with foreign and domestic growers, Agricultural Producers, an association of citrus and avocado producers and packers founded in 1930, is training 60 farmworkers in new harvesting techniques . . . . This effort, designed to trim the unemployment rolls in the Lindsay-Visalia area, is enabling cyclically displaced workers to operate sophisticated pruning, harvesting, and pesticide equipment . . . . All trainees will be hired by 30 grower members of Agricultural Producers . . . . \$81,910.

# Ventura County

431 sheet metal workers experienced in residential construction will be retrained in commercial and industrial construction in Ventura, Santa Barbara, and San Luis Obispo counties. . . . The Tri-Counties Sheet Metal and Air Conditioning Joint Apprenticeship Committee is training members recruited from Local 273 of the Sheet Metal Workers International Association. . . . Among the 12 participating employers are Oxnard Plumbing and Heating, Oxnard; Kummer and Adams, Santa Barbara; Smee's Inc., San Luis Obispo; and firms in Paso Robles, Camarillo, Avila Beach, Santa Maria, Thousand Oaks, Atascadero, Ventura, Morro Bay, and Santa Ynez. . . . \$43,000.

16 people will be trained as production and numerical control machine operators by the Center for Employment Training in Oxnard. . . . The four participating employers are Symetrics, Ronlo Engineering, Ltd., International Tool and Stamping and Kilovac. . . . Minorities, especially migrant and seasonal farmworkers and women, will be targeted for training. . . . Developed by La Cooperativa. . . . \$68,686.

First Interstate Bancard is expanding and relocating its credit card accounting and billing system in Simi Valley, Ventura County. . . . 208 workers are being trained to operate this advanced system. . . . Simi Valley Adult School is providing most of the training. . . . This firm handles credit card transactions for First Interstate Banks in 11 western states. . . . \$296,610.

# Yolo County

Cyclical, seasonal unemployment for 90 farmworkers will be reduced and growers will get the skilled mechanics and foremen they need through a farmworker training project in Yolo County. . . . The farmworkers are being trained as farm equipment maintenance mechanics and foremen for these 15 growers: Anderson Farms, Y. Aoki, Inc., Dan Best Ranch, Button and Turkovich Ranch, Harlan & Dumars, Kimura & Sons, Stan Lester Farms, Joe F. Muller and Sons, A. H. Rominger & Sons, Tadlock Farms, R. M. Timothy & Sons, J. V. Vickrey, Frank Dakai, Severaz Farms, Inc., and Cuquet Farms. . . . Classroom instruction provided by the Yuba Community College District. . . . The Yolo County Community Partnership Agency is administering training. . . . \$294,615.



# Statewide

The Panel has administratively reserved funds for statewide training for at least 224 veterans. . . . Funds are available for training agencies that serve veterans and for employers who train and hire veterans. . . . These monies can be used to match funds under Title IVc of the Federal Job Training Partnership Act which provides employment and training services to disabled veterans, Vietnam-era veterans, and those recently separated from military service. . . . \$762,000.

Chief Auto Parts, the largest retail auto parts chain in the nation, is seeking 90 qualified counter salespeople to staff 50 new stores slated to open this year throughout the state. . . . Both structured, on-site instruction and classroom training at Cerritos College in automotive technology and business practices will be provided. . . . \$224,820.

Under this master agreement with the ETP Agricultural Training Center, 800 unemployed or potentially unemployed farmworkers will be retrained in various agricultural occupations statewide. On behalf of the Center, the Northeastern California Higher Education Council (a consortium of six community colleges and California State University at Chico) will provide seasonal workers with training to broaden their range of skills and will place them with 250 growers. . . . Two projects now underway in Butte and Merced counties are training 248 persons in cultivation and harvesting techniques and technology which will reduce or eliminate their need to periodically collect unemployment insurance. . . . Summaries of these programs are listed by region elsewhere in this section. . . . \$3,051,000.

La Cooperativa Campesina de California, a group of four non-profit training agencies, is training 750 persons, mostly migrant and seasonal farmworkers and cannery workers in numerous statewide, high-demand occupations. . . . Currently, these persons are a significant drain on the unemployment insurance system because of their regular, annual periods of unemployment. . . . La Cooperativa includes the Center for Employment Training, the California Human Development Corporation, the Central Valley Opportunity Center, and Proteus Training and Development, Inc. . . . These groups have a track record of serving employers and putting people to work. . . . Individual training projects are described elsewhere in this report. . . . \$2,514,000.

The California Manufacturers Association, talking business to business, is developing training for member and non-member firms. . . . 1,000 per-

sons will be trained statewide for these companies. . . . This master agreement tests use of a major statewide business organization as a working partner with the Panel. . . . CMA staff markets Panel training and develops individual training subcontracts for review by the Panel. . . . Projects developed to date are listed by county in this report. . . . \$3,000,000.

The Bank of America will retrain 2,000 employees throughout the state to operate its massive, new office automation systems. . . . To retain its competitive edge in a rapidly changing industry, the bank has reorganized, streamlined, and automated its operations; among the firm's recent ventures are the construction of a new data processing center, the installation of a home computer banking system and 1,300 automated tellers, and the purchase of Charles Schwab & Co., a stock-brokerage firm. . . . To ease its transition to high technology and to prevent lay-offs, Bank of America will retrain tellers, operations assistants, and clerical workers as computer operators, commercial loan officers, personal banking officers, and computer banking assistants. . . . Personnel at the managerial level must also be trained to operate computerized systems in order to remain employed. . . . \$5,000,000.

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*"This program has helped us not only by giving us new skills but also by restoring our confidence in ourselves . . . We wish to thank you . . ." Letter from Los Angeles office automation trainees to the Los Angeles Community College District.*

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# **The Employment Training Panel—California's Retraining Council**

These are policy statements adopted by the Panel to guide the development, evaluation and approval processes for training projects.

## **POLICIES**

It is the policy of the Employment Training Panel to help unemployment insurance claimants, recent exhaustees of unemployment insurance who have remained unemployed, and potentially displaced workers who would otherwise become unemployment insurance claimants to find work in new careers.

As people are retrained to work in skilled jobs, individual businesses and the economy as a whole gain through reduced costs of unemployment and through higher productivity from a better trained work force.

Specifically, it is the policy of the Panel:

1. To help people retrain to get a good job and keep it.
2. To promote the economic vitality of California by providing employers the skilled workers they need to successfully compete around the world.

3. To train skilled workers to help bring new business to California.
4. To operate a training program, not a social work or welfare program.
5. To train only when there are jobs for those who successfully complete training.
6. To eliminate bureaucratic interference and keep paperwork to a minimum.
7. To let funds entrusted to it remain unspent rather than spend them for any purpose other than training that puts people to work in good jobs that lead to a more productive California.
8. To measure all proposals brought before the Panel against the need of workers for jobs and the demand of employers for a skilled workforce.
9. To seek the aid and assistance of all individuals and organizations that share these goals.

Specific policy statements follow:

## **Expenditure of Funds**

Funds entrusted to the panel shall be expended only:

1. To help people learn the skills that will put them to work; or
2. To help people learn the skills that will keep them from losing their jobs.

It is further the policy of the Panel that it is better that funds remain unspent rather than to spend funds for any purpose other than practical training that puts people to work in good jobs that lead to a more productive California.

## **No Job, No Training**

Money from the Employment Training Fund shall be spent only for training for employers or groups of employers who assure that those who successfully complete the training will be employed.

The Panel recognizes that occasional unanticipated economic or business changes may occur once people have entered training that may make it dif-

ficult for an employer or group of employers to fully meet commitments. However, with sound and realistic planning, the Panel expects such occasions to be rare.

## **Training for Good Jobs**

Training will be supported only when it helps people move into careers with long-term job security. Training for deadend, minimum wage jobs is not appropriate. Nor is it appropriate to train for short term or high turnover jobs. The Panel intends to help train people for good jobs that provide a decent living in stable or expanding occupations.

## **An Employer-Employee Program**

The Panel shall serve employers and employees, business and labor. This policy shall guide relations between the Panel and schools, training agencies, and other governmental entities.

## The Limits of Training

All activities of the Panel shall be directed at helping workers learn the skills needed by employers and thereby help to stimulate and revitalize the California economy.

The Panel cannot provide a substitute for the basic education that is the responsibility of the public schools. But it may support limited basic skills training and counseling that is directly related to a program of skills training that leads to a job.

The Panel recognizes its limitations. Training does not create jobs and cannot solve all the problems of all the unemployed. Training supported by the Panel will help only if there are jobs that business wants to train people to fill.

## Staff Operations

1. The first obligation of the staff of the Employment Training Panel is to serve business and labor in carrying out the purposes of Chapter 1074.
2. Paperwork will be limited to the minimum required by law to assure necessary fiscal and programmatic review.
3. The staff of the Employment Training Panel shall be available to assist in completing any required paperwork.
4. Training costs shall be reimbursed expeditiously.
5. Potential contractors shall receive prompt and clear responses from the Panel and its staff when training proposals are submitted. After the potential contractor and the Panel staff have discussed in detail a proposed training plan, a brief contract proposal will be prepared which outlines the training and its costs. The Panel will review the outline, make any necessary changes and, if approved, direct the staff to complete an agreement forthwith in accordance with the Panel's direction. Initially, final contracts will be returned to the Panel for final approval.

Potential contractors may appeal staff decisions to the full panel by a written request. A Panel member may request reconsideration of a Panel action at any time.

6. The Panel will allocate funds only for reimbursement of actual training costs incurred by employers and training agencies and for reasonable administrative costs. No funds may be spent to subsidize wages paid to trainees or to pay stipends.

## The Panel in State Government

The Panel shall exercise the specific independent authority granted to it by the Legislature. It is the Panel's policy to control its own staff and its own budget. However, the Panel intends to work closely with other state departments which share the Panel's goals, including the Department of Economic and Business Development, the Employment Development Department and the Department of Industrial Relations.

## Evaluation

The primary measures of the effectiveness of the Panel shall be its success in:

1. Satisfying the demands of business for well-trained skilled workers.
2. Putting the maximum number of eligible participants to work by ensuring efficient operation of training programs and the availability of jobs for all those who successfully complete training.

The Panel shall establish a system of evaluation and monitoring of training programs to ensure that these goals are met.

## Collective Bargaining Agreements

In the development of training for employment covered by a collective bargaining agreement with a single employer or group of employers or an industry-wide agreement, the labor organization involved shall have an opportunity to participate and must agree in writing to the training.

It is further the policy of the Panel to assure employers that training for employment not already covered by a collective bargaining agreement need not involve a labor organization.

## Priorities

The Panel shall promote and support training for new and expanding businesses in the State and for employers in industries with critical skills shortages.

The Panel will encourage the retraining of people who have worked in declining industries for these new jobs.

It is further the policy of the Panel to promote and support registered apprenticeship and similar training.

## **Working With Other Organizations**

The Panel shall seek the aid and assistance of all individuals and organizations that share the Panel's goals. To the extent possible, consistent with these policies, the Panel shall seek the advice and participation of appropriate organizations particularly when reviewing proposed training contracts. It is the policy of the Panel to learn from the experience of other organizations and rely upon them when appropriate.

## **Opportunities for Minorities, Women, the Disabled, and Veterans**

The Panel shall encourage employers to use training to further affirmative action goals and to further the employment of veterans. Training can be a significant tool to help employers increase the representation of minorities, women, and veterans in jobs with definite career potential and long-term job security. The Panel will give special consideration in the evaluation of projects for funding to those that provide special opportunities to minorities, women, the disabled and veterans.

## **Business Locations**

The Panel shall encourage economic development when it adds jobs or preserves existing jobs in California. The Panel shall not use its funds to encourage business relocations from one California location to another.

## **Retraining to Prevent Unemployment**

The Panel shall seek to prevent unemployment by retraining workers who are likely to be displaced and, therefore, claiming unemployment insurance benefits because of changes in technology, business trends or the overall economy. Such changes are occurring throughout the economy and pose imminent threats to both the jobs of workers and the financial well being of business. By law, the Panel cannot fund upgrade training for persons who are not in real danger of layoff or whose jobs are not being eliminated.

# ENABLING LEGISLATION

## CHAPTER 1074

As Amended by SB 13, Chapter 39 of 1983, AB 828, Chapter 1134 of 1983, AB 1426, Chapter 41 of 1984, and SB 1662, Chapter 604 of 1984

An act to add and repeal Chapter 3.5 (commencing with Section 10200) of Part 1 of Division 3 of the Unemployment Insurance Code, relating to the Employment Training Panel.

[Approved by Governor September 14, 1982. Filed with Secretary of State September 15, 1982.]

### LEGISLATIVE COUNSEL'S DIGEST

AB 3461, Johnston. Employment Training Panel.

Existing law does not provide for an Employment Training Panel or an Employment Training Fund.

This bill would establish the Employment Training Panel in the Employment Development Department consisting of 7 members appointed by the Speaker of the Assembly, the President pro Tempore of the Senate, and the Governor, for 2-year staggered terms. The panel would allocate money in the Employment Training Fund, which would be appropriated annually in the Budget Act for the purposes of this bill.

This bill would permit the panel to meet as necessary and designate local review panels to review and recommend proposals to the panel for final approval, would require the panel to perform specified duties, and would specify the purposes for which the panel would be permitted to allocate money from the fund.

This bill would permit the panel to employ necessary personnel, and would require the Employment Development Department to develop and maintain a specified history of program participants and unemployment insurance claimants, and to cooperate with the panel by offering necessary technical assistance. It would require the Department of Economic and Business Development to provide specified technical assistance to the panel.

This bill would require the Legislative Analyst to report to the Legislature not later than May 1, 1984, and each May 1 thereafter, on the performance and the cost effectiveness of the program provided by the bill.

This bill would remain in effect only until January 1, 1987, unless a later enacted statute deletes or extends that date.

This bill would not become operative unless AB 3154 is enacted and becomes operative on or before January 1, 1983.

*The people of the State of California do enact as follows:*

SECTION 1. Chapter 3.5 (commencing with Section 10200) is added to Part 1 of Division 3 of the Unemployment Insurance Code, to read:

CHAPTER 3.5. EMPLOYMENT TRAINING PANEL  
10200. The Legislature declares as follows:

(a) There are an inadequate number of jobs in

this state to meet the needs of those seeking employment.

(b) Despite the large number of unemployed job seekers, many employers in new and expanding industries are having difficulty finding the skilled workers they need. A similar problem exists in industries where overall employment may not be expanding but where there is an acute need for skilled workers in particular occupations.

(c) Under existing law, all employer taxes paid into the unemployment insurance system compensate unemployment insurance recipients for being out of work. The intent of this chapter is to use a small portion of employer taxes to put unemployment insurance recipients to work by encouraging employers to locate and expand facilities in this state and training unemployment insurance recipients in skills needed by employers.

(d) The purpose of this chapter is to establish an employment training program which shall foster job creation, minimize employers' unemployment costs, and meet employers' needs for skilled workers by providing skills training to unemployment insurance claimants, recent exhaustees of unemployment insurance who have remained unemployed, and potentially displaced workers who would otherwise become unemployment insurance claimants. It is the intent of the Legislature that all training funded through this chapter result in jobs for those who successfully complete the training.

(e) The funds made available by this chapter shall supplement but not displace funds available through existing programs conducted by employers themselves and public programs such as the California Worksite Education and Training Act, the Youth Employment and Development Act, or apportionment funds allocated to the community colleges, regional occupational centers and programs, or other local educational agencies. In addition, it is further the intention of the Legislature that programs developed pursuant to this chapter shall not replace, parallel, supplant, compete with, or duplicate in any way already existing approved apprenticeship programs.

10201. As used in this chapter:

(a) "Employer" means any employer subject to Part 1 (commencing with Section 100) of Division 1, except any public entity, as defined by paragraph (3) of subdivision (a) of Section 135, and any nonprofit organization, as described in Section 608.

(b) "Eligible participant" means any person who, prior to beginning training or employment pursuant to this chapter, was either (1) unemployed and either receiving unemployment insurance benefits, or had exhausted eligibility for unemployment insurance benefits within the previous 52 weeks, or (2) is employed but is determined by the panel to be likely

to be displaced and therefore claiming unemployment insurance benefits.

(c) "Panel" means the Employment Training Panel created by Section 10202.

(d) "Fund" means the Employment Training Fund created by Section 1610.

(e) "Department" means the Employment Development Department.

(f) "Training agency" means any private training entity or local educational agency.

10202. (a) There is hereby established in the department the Employment Training Panel consisting of seven persons with experience and a demonstrated interest in business management and employment relations.

(b) Two members of the panel shall be appointed by the Speaker of the Assembly, two members of the panel shall be appointed by the President pro Tempore of the Senate, and three members of the panel shall be appointed by the Governor. The Governor shall designate a member to chair the panel, and the person so designated shall serve as the chair of the panel at the pleasure of the Governor.

(c) The members of the panel shall serve for two-year terms, except that of the initial members of the panel, one initial appointee of each appointing power shall serve for a one-year term.

(d) Members of the panel shall receive their necessary expenses, and per diem of one hundred dollars (\$100).

10203. The panel may meet as necessary at locations throughout the state. The panel shall maintain a minimum of two regional offices. The central office shall be located in Sacramento. One regional office shall be located in the southern part of the state.

10204. The panel may designate local review panels to review and recommend proposals to the panel for final approval. Recommendations shall be based on the following:

(a) Local labor market demand.

(b) The capabilities and past performance of local training agencies and employers.

(c) In-kind contributions by employers, including, but not limited to, equipment, instructors, and training facilities.

(d) The priorities established in subdivision (b) of Section 10205.

The panel shall have the authority to withdraw its designation from those local review panels which do not meet these standards.

10205. The panel shall do all of the following:

(a) Solicit proposals and write contracts on the basis of proposals made directly to it and on the basis of the recommendations of the local review panels. Contracts may be written with any employer or any group of employers acting jointly or any training agency for the purpose of providing employment training. These contracts shall be in the form of fixed-fee performance contracts. Notwithstanding any provision of law to the contrary, contracts entered

into pursuant to this chapter shall not be subject to competitive bidding procedures. No trainee shall receive employment training under this chapter for a period of more than 18 months. Contracts for training may be written for a period not to exceed 24 months for the purpose of administration by the panel and the contracting employer or any group of employers acting jointly or any training agency for the purpose of providing employment training.

(b) Allocate the Employment Training Fund. In doing so, the panel shall seek to facilitate the employment of the maximum number of eligible participants in jobs with definite career potential and long-term job security. In no case shall the statewide allocation be based solely on population. Nothing in this chapter shall be construed to preclude the panel from entering into contracts with employers, groups of employers, or training agencies for the provision of training in multijurisdictional areas of the state. In writing contracts, priority shall be given to employers and training for employers who are expanding their business enterprises in this state, to employers and training for employers who are establishing enterprises in areas targeted for economic development by the Department of Economic and Business Development, and to employers and training for employers in industries in which there are critical skills shortages. Preference shall be given to apprenticeship and similar training in which a person is employed at the commencement of training.

(c) Establish minimum standards for the consideration of proposals, which shall include, but not be limited to, the identification of employers who will employ successful trainees, the number of jobs available, the skill requirements for the identified jobs, the projected cost per trainee, and the wage level of the available jobs. No proposal shall be considered which proposes training for employment covered by a collective bargaining agreement unless the signatory labor organization agrees in writing.

(d) Ensure the provision of adequate fiscal and accounting controls for, monitoring and auditing of, and other appropriate technical and administrative assistance to, projects funded by this chapter.

(e) Provide for evaluation of projects funded by this chapter. Individual project evaluations shall contain a summary description of the project, the number of persons entering training, the number of persons completing training, the number of persons employed at the end of the project, the number of persons still employed three months after the end of the project, the wages paid, the total costs of the project, and the total reimbursement received from the Employment Training Fund.

(f) Report annually to the Legislature, by September 30, on projects operating during the previous state fiscal year. These annual reports shall provide separate summaries of (1) projects completed during the year, including their individual and aggregate performance and cost; and (2) projects not

completed during the year, briefly describing each project and identifying approved contract amounts by contract and for this category as a whole. The first annual report is due September 30, 1984.

(g) Expedite the processing of contracts for firms considering locating or expanding businesses in the state, as determined by the Department of Economic and Business Development.

10206. The panel may allocate money in the fund for any of the following purposes:

(a) Reimbursement of actual training costs incurred by employers and training agencies and for reasonable administrative costs.

(b) Costs of program administration incurred under this chapter. These costs shall be reviewed annually by the Department of Finance and the Legislature and determined through the normal budgetary process.

The panel's administrative costs exclusive of the cost of administering Section 976.6 shall not exceed more than 15 percent of the amount collected pursuant to Section 976.6. Expenditures for marketing and research provided under contract to the Panel under subsection (a) which otherwise would have been provided directly by the Panel shall be included in this limitation.

(c) Costs of the Legislative Analyst's program evaluation conducted pursuant to Section 15395.

10207. Programs approved under Chapter 2.7 (commencing with Section 9900) of Division 3 of the Unemployment Insurance Code may apply to the panel for funding for programs that further the purposes of this chapter.

10208. Nothing in this chapter shall be construed to preclude any employer from contracting with any public or private training entity for services, subject to the approval of the panel.

10209. (a) Contracts shall only be made with employers, groups of employers, or training agencies for job-linked training which provides specific skills for career advancement or which is preparatory for, and leads directly to, jobs with definite career potential and long-term job security.

(b) Payments shall be made in accordance with a performance contract under which partial payments may be made during training, a partial payment may be made on placement or retention of each trainee, and not less than 25 percent of the negotiated fee is withheld until the trainee has been retained in employment for 90 days after the end of training with a single employer, except for those occupations in which it is not customary for a worker to be employed 90 consecutive days with a single employer. In these latter cases, the panel may substitute a period similar to the probationary period customary to the occupation. In no case shall the probationary period amount to less than 500 work hours. In no case shall any payment be considered to have been earned until the trainee has been retained in employment for 90 days or the equivalent probationary

period for an occupation in which it is not customary for a worker to be employed 90 consecutive days with a single employer.

10210. Contracts shall be made with training agencies only if the training agency can demonstrate all of the following:

(a) The training agency has a satisfactory record of past performance in the placement and retention of former trainees and employer satisfaction with former trainees.

(b) The training agency can demonstrate labor market demand for the proposed training. Proof shall include, but not be limited to, the documented need of specific employers for the workers proposed to be trained in the skills proposed by the training agency.

(c) The training agency can demonstrate that the training prepares trainees in a manner satisfactory to employers.

(d) The training agency can demonstrate that its accounting systems include controls adequate to check the accuracy and reliability of accounting data, promote operating efficiency, and assure compliance with government requirements and generally accepted accounting principles. The panel shall have full access at any time to these accounting systems to assure compliance with these standards.

10211. A trainee or employee participating in a training program pursuant to this chapter shall be considered to be in a training program having the approval of the director under the provisions of Section 1274.1 of the Unemployment Insurance Code.

10212. The panel may employ personnel necessary to carry out the purposes of this chapter. All personnel shall be appointed pursuant to the State Civil Service Act (Part 1 (commencing with Section 18000) of Division 5 of Title 2 of the Government Code), except for an executive director, who shall be exempt. After consultation with the panel, the Governor shall appoint two assistant directors who shall be exempt from state civil service and who shall serve at the pleasure of the panel.

10212.1. All personnel of the panel shall be appointed, directed, and controlled only by the panel or its authorized deputies or agents to whom it may delegate its powers.

10212.2. (a) The panel shall prepare a budget covering necessary administrative costs of the panel. The budget shall not be subject to change by the director except as agreed to by the panel. In the event that agreement cannot be reached, the Secretary of Health and Welfare shall attempt to reach a mutual agreement. In the event a mutual agreement cannot be reached, the final decision shall rest with the Governor.

(b) The director shall furnish at the request of the panel equipment, supplies, and housing unless specified otherwise in this code, and nonpersonal and housekeeping services required by the panel and shall perform any other mechanics of administration

as the panel and the director may agree upon.

10213. The Employment Development Department shall cooperate with the panel by offering necessary technical assistance, which may include, but is not limited to, labor market information, projections of occupational demand, and information and advice on alternative training strategies.

10213.5 (a) The Department of Economic and Business Development shall determine those firms considering locating or expanding businesses in the state in order to enable the Employment Training Panel to expedite the processing of contracts for these firms pursuant to subdivision (g) of Section 10205. The Department of Economic and Business Development shall also provide technical assistance by marketing the Employment Training Fund to newly locating or expanding businesses in the state and by assisting in the packaging of employer contracts for training of eligible participants from the Employment Training Fund.

(b) The panel and the Department of Economic and Business Development shall agree within 60 days of the enactment of this subdivision to a statement of coordination and purpose relating to the mutual assistance to be provided by the panel and the Department of Economic and Business Development pursuant to this chapter.

10214. To assist the panel and the Legislature in assessing the impact of this chapter over an extended period of time, the Employment Development Department shall develop and maintain a continuous employment, wage, and benefit history of participants in projects authorized pursuant to this chapter and of a random sample of unemployment insurance claimants. The design of this history shall be subject to the review and approval of the panel and the review and recommendations of the Legislative Analyst.

10215. The funding of individual project grants by the panel may take the form of either direct grants to the employer or training agency, or credits to the employer's liability for unemployment insur-

ance contributions or reimbursements. Credits to the employer's liability for unemployment insurance contributions or reimbursements shall be drawn from the Employment Training Fund.

10216. The Legislative Analyst shall report to the Legislature by May 1, 1984, and each May 1 thereafter, on the performance and the cost effectiveness of the program operated under this chapter. The Legislative Analyst's report shall recommend any appropriate improvements to be made if the program is extended beyond January 1, 1987. Recommendations shall include statutory changes and other sources of funding which are from existing programs and not employer-financed.

10217. Funds in the Employment Training Fund created by Section 1610 shall be appropriated annually in the Budget Act by the Legislature for allocation by the panel for the purposes of this chapter, except those funds determined by the Legislature to be necessary to administer Section 976.6 and Article 6 (commencing with Section 1610) of Chapter 6 of Part 1 of Division 1 shall be appropriated to the department.

10218. This chapter shall remain in effect only until January 1, 1987, and as of that date is repealed, unless a later enacted statute, which is chaptered before January 1, 1987, deletes or extends that date.

SEC. 2. Nothing in this act shall be construed to create any liability or authorize any sanctions against an employer who provides assurances of employment for trainees and is unable to employ trainees as anticipated due to circumstances beyond the control of the employer.

SEC. 3. The Department of Business and Economic Development shall discharge its new responsibilities under this act relating to the Employment Training Fund within the existing staff positions authorized for the 1982-83 budget year.

SEC. 4. This act shall not become operative unless Assembly Bill No. 3154 of the 1981-82 Regular Session of the Legislature is enacted and becomes operative on or before January 1, 1983.