



State of California
Employment Training Panel

Training Proposal for:
John Lopez Welding School
 Agreement Number: ET09-0195

Panel Meeting of: **July 25, 2008**

ETP Regional Office: **North Hollywood** Analyst: M. Reeves

PROJECT PROFILE

Contract Type: SET/HUA - New Hire

Industry Sector(s): Construction

Counties Served: Kern

Repeat Contractor: Yes No

Union(s): Yes No

Priority Industry: Yes No

Turnover Rate %	Manager/Supervisor %
N/A	N/A

FUNDING DETAIL

Program Costs	Support Costs	Total ETP Funding
\$187,867	\$11,997	\$199,864

In-Kind Contribution
\$0

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Average No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	SET/HUA - New Hire	Commercial Skills	43	24 - 260	0	\$4,648	\$12.00
				Weighted Avg: 257			

Minimum Wage by County: New Hire wage of \$10.51 for Kern County

Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: Yes No Maybe

Health benefits are not applicable because the employer is already paying more than the ETP Minimum Wage.

Other Benefits: Vary among participating employers

Wage Range by Occupation

Occupation Title	Wage Range
General Welder	
TIG/MIG Welder	
Pipe Welder	
Plate Welder	
Welder's Helper	

INTRODUCTION

In this proposal, John Lopez Welding School seeks funding for retraining as outlined below:

Founded in 2004, John Lopez Welding School is a training agency that provides job training and placement assistance to individuals seeking to learn the craft of welding and enter the field of fabrication and/or construction. The school also tests, retrains, and teaches additional skills to experienced welders looking to improve their proficiency in the trade. The school is eligible to contract with ETP under Title 22, California Code of Regulations (CCR), Section 4426 as a training agency approved and certified by the Bureau of Private Postsecondary and Vocational Education (BPPVE).

PROJECT DETAILS**BPPVE Certification**

The BPPVE became inoperative effective June 30, 2007. However, the Panel has been accepting certificates that were valid when BPPVE ceased to operate on June 30, 2007. John Lopez Welding School holds a BPPVE certificate that does not lapse until May 24, 2009, thus, the school is eligible for ETP funding.

Special Employment Training

This proposal has been identified for Special Employment Training (SET) funds because the school anticipates that many trainees have barriers to employment, thus will not have

established an Unemployment Insurance claim with the State. Under SET projects, trainees are not required to meet this standard eligibility criteria. This training is intended to prepare unemployed trainees to enter and/or fully participate in the labor force.

High Unemployment Area

John Lopez Welding School is located in Kern County, a High Unemployment Area (HUA). This is a region with unemployment exceeding the state average by at least 25%, using the unemployment rate set by the Labor Market Information Division of the Employment Development Department. (Title 22, CCR, Section 4429(b).) For HUA trainees, the Panel may allow a wage modification up to 25% below the ETP Minimum Wage. The ETP New Hire Minimum Wage for Kern County is \$10.51. John Lopez Welding School is not requesting a wage waiver for this project because the trainees will be making \$12.00 per hour.

Retention

Due to the nature of employment within the construction industry, retention for this project will be satisfied by employment of at least 500 hours within 180 days, with up to three employers.

Employer Demand and Need/Reason for Training

John Lopez Welding School's representative states that employer demand for skilled welders is currently exceeding supply. School representatives explained that according to industry experts, of the estimated 50,000 welding jobs opening yearly, only half of those positions are being filled. Further, according to the school's representative, there is an estimated half a million welders in the United States, including many in their mid-50s who are scheduled to retire within the next ten years.

John Lopez Welding School currently receives more employer inquiries for welders on a weekly basis than the school has available graduates. The school's core employer base consists of companies across various industries including construction, fabrication, and pipeline. Daily interaction with local area employers/contractors allows the school to gauge overall demand and industry-specific training needs.

To meet this demand, John Lopez Welding School is requesting funding to train and place approximately 43 unemployed individuals in the skills necessary to work gainfully in the welding profession.

The trainee population in this project will range from Welder's Helpers to General Welders; thus, the amount of training hours a student receives will be based on each trainee's level of experience and the point at which the student enters the program. The school's representative states that most students enroll with the intent of acquiring a particular skills set for welding. According to the school's representative, there is a direct relationship between the amount instruction provided and the student's eventual salary. Therefore, the school combines the goals of the student with the needs of prospective employers to tailor each student's path of instruction. The training identified in this proposal will ensure that trainees acquire the marketable skills needed to obtain higher-wage jobs with the greatest career potential. Training will take place at the school's training facility in Bakersfield.

Apprenticeable Occupations

Title 22, CCR, Section 4403.1(a) states that the Panel shall not fund training projects that replace, parallel, supplant, compete with or duplicate existing apprenticeship programs. ETP staff contacted the Division of Apprenticeship Standards (DAS) regarding approved

apprenticeship programs for welders. DAS staff informed ETP that welding is not considered an apprenticeable trade, although it is a skill to be learned prior to entering an apprenticeable trade. Since trainees participating in John Lopez Welding School's project will be learning general industrial skills, ETP funding will not replace, compete with, or duplicate any existing approved apprenticeship programs.

Marketing and Recruitment

John Lopez Welding School has been actively training and placing welders with construction and fabrication employers for the past three years. During this time, the school has established a well-regarded reputation in the community. Word-of-mouth referrals contribute significantly to the school's recruitment efforts. In addition, the school's marketing strategy consists of yellow pages advertising, strategic billboard placement, and an internet web site.

According to John Lopez Welding School's representative, the school does not have a formal advisory board; however, the school's owners and administrative staff meet regularly to evaluate training standards and discuss potential program enhancements.

Curriculum Development

The school's founder, John Lopez, developed the core elements the curriculum through years of experience as a welding contractor. John Lopez Welding School is a member of both the American Welding Society and the National Center for Construction Education and Research. Through its membership in these organizations, coupled with long-standing relationships with industry employers, the school has access to state-of-the-art training materials and receives ongoing updates regarding new developments in the welding field. The school receives continuous feedback from participating employers regarding specific training needs and curriculum recommendations/modifications. Upon successful placement of trainees, the school maintains communication with employers to monitor the new worker's progress and evaluate the effectiveness of training.

Commercial Skills training in welding will prepare trainees for successful entry into the workforce as skilled welding professionals. Trainees will become familiar with the safe use of industry tools and equipment. Training will include the Welder set-up, non-destructive testing, low hydrogen electrode procedures, oxy-fuel processes, welding procedures and positions, and weld troubleshooting.

RECOMMENDATION

For the reasons set forth above, staff recommends approval of this proposal. This project will provide unemployed individuals located in an HUA with the opportunity to gain skills that will lead them into high wage jobs with career potential and the likelihood of long-term employment.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

Exhibit B: Menu Curriculum

Class/Lab Hours

24 – 260 Trainees will receive any of the following:

COMMERCIAL SKILLS

Welder's Helpers Skills

- Crane – Crane Safety, Perform Hand Signals, Hook Up Slings
- Personal Protective Equipment (PPE), Grinding, Buffing, Hook Up Oxygen and Acetylene Torch, Using a Torch
- Setting Up Welder – Different Rods Used Daily, Making a Bevel From a Hand Cut, Squaring, Fitting to the Pipe, Tools of the Trade, Setting a Welding Machine, Center Head, Promag
- Soft Skills - Area Awareness

Plate Welding Skills

- Certification and Qualification Test Training
- Discussion of Electrodes: Advantages, Limitations, and Vertical-Up Versus Vertical-Down
- Discussion of Non-destructive Testing, Fillet Gauge Use, and Weld Size Determination
- Discussion of Power Source: Types, Selection and Duty Cycle, Cable Sizing, Arc Blow, and Welding Symbols
- Fillet Welds – Shielded Metal Arc Welding (SMAW) – 6010 and 7018
- Introduction to Oxy-fuel Safety and Processes: Cutting
- Introduction to Welding Safety and Electrodes: Types, Selection, Classification and Qualification
- Practice of All Manipulative Arc Welding Techniques Learned in Class
- Prep Work – Hand Cutting – Beveling Machines
- Review of Low Hydrogen Electrode Procedures and Techniques
- Safety instruction – Oxy Acetylene – Arc Weld Safety Classification and Qualification
- Welding Positions – Flat – Vertical – Overhead

Pipe Welding Skills

- Comparative Techniques: Whip Vs. Drag Root Pass, Testing Procedures, and Grading
- Discuss 6G and Weld Troubleshooting
- Explanations of American Weld Society (AWS), ASME, and American Petroleum Institute (API) Codes
- Fundamentals of American Society of Mechanical Engineers (ASME) Pipe Welding, Includes: 2G, Proper Fit-Up, Joint Preparation, Tacking, and Electrode Selection in Vertical-Up Welding
- Pipe Welding Joints Positioned at 45 Degree Angle Using Vertical-Down Techniques
- Review 5G, Proper Fit-Up Joint Preparation, Tacking and Electrode Selection in Vertical-Up Welding. Review Techniques in the Vertical-Up Position. Review Test Procedures

TIG/MIG (Tungsten Inert Gas/Metal Inert Gas) Welding Skills

- Fundamentals of Gas Tungsten Arc Welding (GTAW)/TIG for Steel, Stainless, and Aluminum
- Welding Carbon with E70S2 and Stainless with 309 Wire on a 6G Position
- Welding of Edge, Corner, Lap, and Fillet Welds in All Positions
- Welding Procedures for Aluminum, Carbon, and Stainless Steels