

Apprenticeship Program Summary Sheet

Division of Apprenticeship Standards (DAS)

To: Eric Rood, Chief
From: Andrew Lee, Senior Consultant
Cc: Program Planning and Review
Date: May 11, 2020

Program Name: Northern California Engineering Technology Pathway

Industry(s): Advanced Manufacturing

DAS File No.: 100543

CAI Grant Awardee: Yes

ACTIONS:

- Proposed New Apprenticeship Program
 - Existing Apprenticeship Program Expanding Occupations
 - Existing Apprenticeship Program Expanding Jurisdiction
 - Existing Apprenticeship Program Changing Work Processes or Related & Supplemental Instruction on Approved Occupations
-

LABOR ORGANIZATIONS REPRESENTING ANY OF THE APPRENTICES:

None

DISCLAIMER OF INTEREST IN THE BUILDING TRADES AND DISPATCH RESTRICTION

The Northern California Engineering Technology Pathway is not intended to train in the building and construction trades within the meaning of Labor Code section 3075, and is not eligible to dispatch apprentices to projects with public works, prevailing wage, or skilled and trained workforce requirements.

Apprenticeship Program Summary Sheet

The Northern California Engineering Technology Pathway will not train or dispatch apprentices for any other employer.

COMMENTS:

Northern California Engineering Technology Pathway oversees the apprenticeship program herein and seeks approval from the Department of Industrial Relations, Division of Apprenticeship Standards for the occupation below.

The apprenticeable occupations within the program consist of not less than 144 hours of related classroom instruction for every 2040 hours of on-the-job training. Qualified instructors employed by College of Marin will provide classroom and/or online instruction. Please approve the Northern California Engineering Technology Pathway for California registered apprenticeship program status.

PROPOSED OCCUPATION(S) & WAGE RATES(S):

- Mechanical Engineering Technologists O*Net: 17-3029.07

Journeyman Wage: \$18.00/ Per Hour

Proposed Apprentices Wage(s): \$15.00/ Per Hour

Proposed No. of Apprentices: 10

LIST OF PROPOSED EMPLOYER(S):

Caltrans

Tesla, Inc.

Lam Research

Stanford Linear Accelerator (SLAC) National Accelerator Laboratory

Evolve Manufacturing

Lawrence Berkeley National Laboratory

Lawrence Livermore National Laboratory

Northern California Engineering Technology Pathway

Program Standards

Adopted on

DAS File No. 100543

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APPRENTICESHIP STANDARDS

of the

Northern California Engineering Technology Pathway

ARTICLE I Purpose and Policy

The parties hereto declare it to be their purpose and policy to establish an organized, planned system of apprenticeship, conducted as an education sponsored, employer based undertaking.

These standards have, therefore, been adopted and agreed upon under the Shelley-Maloney Apprentice Labor Standards Act of 1939, as amended, to govern the employment and training of apprentices in the trade, craft or occupation defined herein, to become effective upon their approval.

ARTICLE II Craft, Trade, Occupation

| Occupation | O*Net Code | Attachment |
|--------------------------------------|------------|------------|
| Mechanical Engineering Technologists | 17-3029.07 | B |

ARTICLE III Organization

There is hereby established the above named master apprenticeship committee. The committee shall consist of 3 members, who shall be selected by and represent the employer organization (s) signatory hereto. In addition, thereto, there shall be one (1) apprenticeship consultant representing the Division of Apprenticeship Standards and one (1) advisor from the Local Education Agency and such other advisors as the committee shall determine. Such advisors and the apprenticeship consultant shall act without vote.

ARTICLE IV Jurisdiction

These standards shall apply to the employer and employee organizations signatory hereto, their members, to other employers who subscribe hereto or who are party to a

collective bargaining agreement with an employee organization(s) signatory hereto, and to all apprentice agreements hereunder.

ARTICLE V Functions

The functions of the apprenticeship committee shall be to:

- 1) develop an efficient program of apprenticeship through systematic on-the-job training with related and supplemental instruction and periodic evaluation of each apprentice;
- 2) make periodic evaluations of the progress of each apprentice's on-the-job training related and supplemental instruction;
- 3) establish a mechanism to be used for the rotation of the apprentice from work process to work process to assure the apprentice complete training;
- 4) ensure mobility between employers and/or work processes when essential to provide exposure and training in various work processes;
- 5) serve in an advisory capacity with employers and employees in matters pertaining to these standards;
- 6) aid in the adjustment of apprenticeship disputes;
- 7) develop fair and impartial selection procedures and an affirmative action plan in accordance with existing laws and regulations and apply them uniformly in the selection of applicants for apprenticeship.

ARTICLE VI Responsibilities

The responsibilities of the apprenticeship committee shall be to:

- 1) supervise the administration and enforcement of these standards;
- 2) adopt such rules and regulations as are necessary to govern the program provided, however, that the rules and regulations do not conflict with these standards;
- 3) oversee the program's ability, including financial ability, and commitment to meet and carry out its responsibilities under the federal and state law and regulations applicable to the apprenticeable occupation and for the welfare of the apprentice;
- 4) conduct orientations, workshops or other educational sessions for employers to explain the apprenticeship program's standards and the operation of the apprenticeship program;

- 5) pass upon the qualification of employers and, when appropriate, to suspend or withdraw approval;
- 6) conduct on-going evaluation of the interest and capacity of employers to participate in apprenticeship program and to train apprentices on the job;
- 7) determine if an employer has the work site facilities, skilled workers as trainers at the work site, and equipment sufficient to train apprentices;
- 8) pass upon the qualifications of apprentice applicants;
- 9) file a signed copy of each apprentice agreement with the Secretary of the California Apprenticeship Council, with copies to all parties to the agreement;
- 10) establish and maintain a record system for on-the-job training and related instruction;
- 11) use every effort to keep the apprentice employed in a reasonably continuous manner and adequately instructed;
- 12) provide disciplinary procedures for apprentices including provisions for fair hearings;
- 13) adopt changes to these standards, as necessary, subject to the approval of the parties hereto and the Chief of the Division of Apprenticeship Standards;
- 14) prepare and submit an annual Self-Assessment Review and Program Improvement Plan;
- 15) comply with meaningful representation requirements for the interests of apprentices in the management of the program;
- 16) implement a program for training and education regarding illegal discrimination and sexual harassment.

ARTICLE VII Definition of an Apprentice

An apprentice is a person at least 18 years of age, who has met the requirements for selection under the selection procedures of participating employer, who is engaged in learning a designated craft or trade and who has entered into a written apprentice agreement under the provisions of these standards.

ARTICLE VIII Duties of an Apprentice

Each apprentice shall satisfactorily perform all work and learning assignments both on the job and in related instruction and shall comply with the rules, regulations and decisions of the apprenticeship committee.

ARTICLE IX Apprentice Agreement

- 1) Each apprentice agreement shall conform to the State law governing apprentice agreements, and shall be signed by the employer and by the program sponsor and by the apprentice and must be approved by the apprenticeship committee;
- 2) Each apprentice shall be furnished a copy of or be given an opportunity to study these standards before registration. These standards shall be considered a part of the apprentice agreement as though expressly written therein;

ARTICLE X Termination and Transfer of Agreements

- 1) During the probationary period, an apprentice agreement shall be terminated by the apprenticeship committee at the request in writing of either party. After such probationary period an apprentice agreement may be terminated by the Administrator by mutual agreement of all the parties thereto or cancelled by the Administrator for good and sufficient reason;
- 2) If an employer is unable to fulfill his/her obligations to train under any apprentice agreement or in the event of a layoff, the apprenticeship committee may, with the approval of the Administrator, transfer such agreement to any other employer if the apprentice consents, and such other employer agrees to assume the obligation of said apprentice agreement.

ARTICLE XI Related and Supplemental Instruction

See Training Schedule and Working Conditions of:

| Occupation | O*Net Code | Attachment |
|--------------------------------------|-------------------|-------------------|
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ARTICLE XII Lay-off

- 1) If for any reason a lay-off of an apprentice occurs, the apprentice agreement shall remain in effect unless cancelled by the Administrator. However, credit for related instruction shall be given when the apprentice continues such instruction during the lay-off;

- 2) There shall be no liability on the part of the employer, the program, or the committee for an injury sustained by an apprentice engaged in schoolwork at a time when the apprentice is unemployed.

ARTICLE XIII Controversies

All controversies or differences concerning apprentice agreements that cannot be adjusted locally by the apprenticeship committee or otherwise shall be submitted to the Administrator for determination.

ARTICLE XIV Term of Apprenticeship

See Training Schedule and Working Conditions of:

| Occupation | O*Net Code | Attachment |
|--------------------------------------|-------------------|-------------------|
| Mechanical Engineering Technologists | 17-3029.07 | B |

ARTICLE XV Ratio

See Training Schedule and Working Conditions of:

| Occupation | O*Net Code | Attachment |
|--------------------------------------|-------------------|-------------------|
| Mechanical Engineering Technologists | 17-3029.07 | B |

ARTICLE XVI Wage Schedule

See Training Schedule and Working Conditions of:

| Occupation | O*Net Code | Attachment |
|--------------------------------------|-------------------|-------------------|
| Mechanical Engineering Technologists | 17-3029.07 | B |

ARTICLE XVII Work Training

See Training Schedule and Working Conditions of:

| Occupation | O*Net Code | Attachment |
|--------------------------------------|-------------------|-------------------|
| Mechanical Engineering Technologists | 17-3029.07 | B |

ARTICLE XVIII Safety, Health, and Recognition of Illegal Discrimination and Sexual Harassment

- 1) Each apprentice shall receive training and education in first aid, safe working practices and in the recognition of occupational health and safety hazards;
- 2) Each apprentice shall receive training in the recognition of illegal discrimination and sexual harassment;

ARTICLE XIX Certificate of Completion

- 1) Upon evidence of satisfactory completion of apprenticeship, and upon the recommendation of the apprenticeship committee, each apprentice will be issued a Certificate of Completion by the authority of the California Apprenticeship Council;
- 2) In recognition of unusual ability and progress, the apprenticeship committee may decrease the term of apprenticeship for an individual apprentice not more than twelve and one-half percent (12½%);
- 3) An apprentice may be credited time for previous experience if that experience is of an approved nature and shall have completed not less than six months as an apprentice.

ARTICLE XX California Plan for Equal Opportunity in Apprenticeship

Each subscribed employer will be responsible for complying with the California Plan for Equal Opportunity in Apprenticeship requirements. (See Attachment C)

The Northern California Engineering Technology Pathway agrees to accept electronic signatures for these Division of Apprenticeship Standards and all related Division of Apprenticeship Standards documents.

The foregoing standards are hereby agreed to and adopted on _____.

(Committee approval date)



Lori Silverman



Date

Dean of Science, Engineering, & Mathematics
Ohlone College

The foregoing apprenticeship standards, being in conformity with the rules and regulations of the California Apprenticeship Council, the California Code of Regulations, and applicable Federal Regulations are hereby approved _____.

(DAS approval date)

Eric Rood, Chief
Division of Apprenticeship Standards

Date

Attachment A

List of Committee Members

Northern California Engineering Technology Pathway
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Name: Beth McCormick
Title: Director, Strategic Workforce Development
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Alternates:

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Name: Lori Silverman, Ph.D.
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Committee Advisors

Name: Rose-Margaret Itua, Ph.D.
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Name: Sara Goldware
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Attachment B

Training Schedule and Working Conditions

Northern California Engineering Technology Pathway

OCCUPATION(S)

| Occupation | O*Net Code |
|------------|------------|
|------------|------------|

| | |
|--------------------------------------|------------|
| Mechanical Engineering Technologists | 17-3029.07 |
|--------------------------------------|------------|

ARTICLE I Term of Apprenticeship and Probation

The standard term of apprenticeship shall be 2050 on-job-training (OJT) hours, 162 hours of related and supplemental instruction (RSI) hours, and completed within 18 months.

The period of probation shall be reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of the apprenticeship, and in no event shall exceed the shorter of 25 percent of the length of the program or one year. The period of probation shall be 4.5 months.

ARTICLE II Wage Schedule

Journey Wage: \$ 18.00 per hour effective 2/1/2020.

Journey Benefits:

No other benefits

Apprentices shall be paid not less than the following:

| | | | |
|------------|----------|-----------|------------------|
| 1st period | 3 months | 500 hours | \$15.00 per hour |
| 2nd period | 9 months | 501 hours | \$18.00 per hour |

Advancement Schedule:

To advance from one period to the next, the apprentice shall have met the following requirements:

- 1) Shall have satisfactorily completed the indicated on-the-job work hours; and
- 2) Shall have satisfactorily completed the indicated months in the program; and
- 3) Shall have satisfactorily completed the indicated related and supplemental instruction school hours.

Overtime Provision:

All overtime shall be paid at the rate of one and one-half times the wage rate for hours worked over 8 hours per day or 40 hours per week. Time and one-half shall be paid for the first eight (8) hours worked Saturdays. All other time shall be paid at double the straight-time rate.

Hours of Work and Working Conditions:

Straight time hours per day: 8 hours; 40 hours per week.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of journeyperson(s).

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

ARTICLE III Work Training

- 1) The employer shall see that all apprentices are under the supervision of a qualified journeyperson or instructor and shall provide the necessary diversified experience and training in order to train and develop the apprentice into a skilled worker, proficient in all the work processes of the trade as outlined herein.
- 2) Each apprentice shall be trained in the use of new equipment, materials and process as they come into use in the occupation.
- 3) The major work processes in which apprentices will be trained as a (although not necessarily in the order listed) and the approximate hours (not necessarily continuous) to be spent on each are as follows:

Work Processes (2050 hours):

| Testing and Instrumentation | Hours |
|---|--------------|
| Diagnose, test, or analyze the performance of electrical components, assemblies, or systems. | 40 |
| Install or maintain electrical control systems, industrial automation systems, or electrical equipment, including control circuits, variable speed drives, or programmable logic controllers. | 40 |
| Participate in the development or testing of electrical aspects of new green technologies, such as lighting, optical data storage devices, or energy efficient televisions. | 40 |
| Supervise the construction or testing of electrical prototypes, according to general instructions and established standards | 40 |
| Test sustainable materials for their applicability to electrical engineering systems or system designs. | 35 |
| Conduct failure analyses, document results, and recommend corrective actions. | 35 |
| Set up and operate standard or specialized testing equipment | 35 |
| Inspect and test mechanical equipment. | 35 |
| Test machines, components, materials, or products to determine characteristics such as performance, strength, or response to stress. | 35 |
| Assist mechanical engineers in product testing through activities such as setting up instrumentation for automobile crash test. | 35 |
| Oversee, monitor, or inspect mechanical installations or construction projects. | 35 |
| Apply testing or monitoring apparatus to operating equipment. | 35 |
| Analyze energy requirements and distribution systems to maximize the use of intermittent or inflexible renewable energy sources, such as wind or nuclear. | 35 |
| Develop or conduct quality control tests to ensure consistent production quality. | 35 |
| Develop computerized diagnostic tools to integrate measurements in real time and reduce production costs. | 35 |
| TOTAL | 545 |

| Design and Production | Hours |
|---|--------------|
| Design or modify engineering schematics for electrical transmission and distribution systems or for electrical installation in residential, commercial, or industrial buildings, using computer-aided design (CAD) Software | 40 |
| Evaluate electrical engineering plans to determine whether they comply with applicable environmental standards | 40 |
| Assist engineers to design, develop, test, or manufacture industrial machinery, consumer products, or other equipment. | 40 |
| Design specialized or customized equipment, machines, or structures. | 40 |

| Design and Production | Hours |
|--|--------------|
| Prepare specifications, designs, or sketches for machines, components, or systems related to the generation, transmission, or use of mechanical or fluid energy. | 40 |
| Prepare layouts of machinery, tools, plants, or equipment. | 40 |
| Create or modify electrical components to be used in renewable energy generation. | 40 |
| Design molds, tools, dies, jigs, or fixtures for use in manufacturing processes. | 35 |
| Integrate high-speed loops and advanced control algorithms with graphical system designs to improve the efficiency of production operations. | 35 |
| Assist engineers to design or develop electrochemical devices, such as solid oxide membranes or other products for sustainable applications | 35 |
| Assemble or disassemble complex mechanical systems. | 35 |
| Calculate design specifications or cost, material, and resource estimates, and prepare project schedules and budgets | 35 |
| Build or test electrical components of electric-drive vehicles or prototype vehicles. | 35 |
| Compile operational data to develop cost or time estimates, schedules, or specifications. | 35 |
| Analyze material flows or supply chains to identify opportunities to improve efficiency and conserve energy. | 35 |
| Prepare cost and materials estimates or project schedules. | 35 |
| Modify equipment or processes to improve resource or cost efficiency. | 35 |
| Conduct time and motion studies to identify opportunities to improve worker efficiency. | 35 |
| Analyze, estimate, or report production costs. | 35 |
| TOTAL | 700 |

| Drafting and Blueprint Reading | Hours |
|--|--------------|
| Review electrical engineering plans to ensure adherence to design specifications and compliance with applicable electrical codes and standards | 35 |
| Interpret engineering sketches, specifications, or drawings. | 35 |
| Prepare layouts of machinery or equipment, using dragging equipment or computer-aided design (CAD) | 35 |
| Interpret engineering drawings, sketches, or diagrams. | 35 |
| TOTAL | 140 |

| Technical Report Writing/Reporting/Record Keeping | Hours |
|---|--------------|
| Review, develop, and prepare maintenance standards. | 35 |
| Compile and maintain records documenting engineering schematics, installed equipment, installation or operational problems, resources used, repairs, or corrective action performed | 35 |
| Prepare reports regarding inventories of raw materials or finished products. | 35 |
| Conduct statistical studies to analyze or compare production costs for sustainable or nonsustainable designs | 35 |
| Assist engineers and scientists in conducting applied research in electrical engineering. | 35 |
| TOTAL | 175 |

| Quality Assurance/Maintenance | Hours |
|--|--------------|
| Construct and evaluate electrical components for consumer electronics applications such as fuel cells for consumer electronic devices, power saving devices for computers or televisions, or energy efficient power chargers | 35 |
| Provide technical support to other employees regarding mechanical design, fabrication, testing, or documentation. | 35 |
| Analyze or estimate production costs, such as labor, equipment, or plant space. | 35 |
| Prepare equipment inspection schedules, reliability schedules, work plans, or other records. | 35 |
| Perform routine maintenance on equipment, such as leak detectors, glove boxes, or mechanical pumps. | 35 |
| Oversee or inspect production processes. | 35 |
| Monitor and control inventory. | 35 |
| Supervise production workers. | 35 |
| Participate in training or continuing education activities to stay abreast of engineering or industry advances | 35 |
| Develop or implement programs to address problems related to production, materials, safety, or quality | 35 |
| Analyze operational, production, economic, or other data, using statistical procedures. | 35 |
| Collect and analyze data related to quality or industrial health and safety programs. | 35 |
| Review installation or quality assurance documentation. | 35 |
| Prepare schedules for equipment use or routine maintenance. | 35 |
| TOTAL | 490 |

ARTICLE IV Related Instruction

Apprentices shall satisfactorily complete prescribed courses of related and supplemental instruction, which will not be less than 162 hours per year. Related and supplemental instruction will be provided by Ohlone College.

Time spent in related and supplemental instruction may not be compensated.

Engineering Graphics 54 hours

Manufacturing Processes 54 hours

Advanced Manufacturing Coursework 54 hours

162 Total Hours

ARTICLE V Ratio

A qualified employer may employ two (2) apprentice(s) when at least one (1) journeyman is regularly employed, and two (2) additional apprentice(s) for each one (1) journeyman is employed.

Attachment C

California Plan for Equal Opportunity

Northern California Engineering Technology Pathway

Occupations:

| Occupation | O*Net Code | Attachment |
|--------------------------------------|------------|------------|
| Mechanical Engineering Technologists | 17-3029.07 | B |

Area Covered by Standards: Alameda and Santa Clara Counties

Approved Statistical Area for Recruitment: Alameda and Santa Clara Counties

The Northern California Engineering Technology Pathway in accordance with the California Plan for Equal Opportunity in Apprenticeship declares the following selection procedures:

I. Pledge:

The recruitment, selection, employment, and training of apprentices during their apprenticeship shall be without discrimination because of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age for individuals over forty years of age, military or veteran status, or sexual orientation. The employer-sponsor will take affirmative action to provide equal opportunity in apprenticeship for both minorities and women and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, Part 30, and equal opportunity regulation of the State of California.

II. Dissemination of Information:

Recruitment information shall be disseminated statewide to the following agencies and organizations:

- 1) U.S. Department of Labor, Bureau of Apprenticeship and Training
- 2) California Division of Apprenticeship Standards

- 3) California Employment Development Department (EDD)
- 4) California Community Colleges
- 5) California County Superintendent of Schools
- 6) Other: Outreach to minority organizations (including veterans and women's groups) used to recruit and refer applicants to help meet program sponsor's goals and timetables.

A list of agency/organization addresses is available from DAS upon request. The apprentice program shall provide DAS the program's dissemination list upon request.

III. Affirmative Action Program:

The program will engage in outreach and positive recruitment activities for the purpose of increasing minority, veteran, women, and youth participation in our area as follows:

- 1) Participate in two or more career fairs or workshops each year to encourage minorities, veterans, females, youth to apply for apprenticeship opportunities;
- 2) Cooperate and counsel with secondary and vocational school administrators concerning the needs of the industry and the transition of minority, veteran, female, and youth from school to the industry through apprenticeship;
- 3) Disseminate information within the industry including sponsors and other industry representatives to acquaint all involved with the goals of the apprenticeship program and to effect cooperation, as new applicants are needed;
- 4) Disseminate information with various outreach programs that represent underserved individuals primarily in rural and urban areas, as new applicants are needed.

IV. Written Applications:

Apprentice applications will be available at:

43600 Mission Blvd.

Fremont, CA 94539

V. Selection of Apprentice Applicants:

Applicants will be selected by Method Number four (4).

- A. Minimum age of all applicants shall be 18 years. No maximum age.

- B. Educational prerequisites for entry: None required
- C. Physical requirements for entry: (at no cost to applicant)
No physical test required.
- D. Test (name and administered by whom), if any:

No written examination.
- E. Oral Interview and subjects considered, if any, and ratings:
 - Attitude: 20%
 - Confidence 20%
 - Oral Response 20%
 - Stability 20%
 - Motivation 20%
- F. Relative Weight given in overall evaluation:

| | |
|-----------------------------------|------|
| Relative weight of written test | 0 % |
| Relative weight of oral interview | 100% |
| Total | 100% |
| Minimum overall passing score | 70% |

All applicants will be notified in writing of acceptance or rejection. If rejected, reasons for rejection will be stated.

G. Apprentices meeting the minimum Oral Interview score will be placed on a list, ranked by their interview score, and subject to selection for two (2) years.

Files will be maintained electronically and paper files at:
Northern California Engineering Technology Pathway
43600 Mission Boulevard, Fremont, CA 94539

Apprentices shall be placed through industry partnerships.

VI. Goals and Timetables:

Total population in area covered is 3,126,326 as of 2000 census.

WOMEN:

| | |
|--------------------------------------|-------|
| Percent of females in the workforce: | 45.0% |
| Goals for intake of females: | 22.5% |

MINORITIES (Men & Women):

| | |
|--|-------|
| Percent of minorities in the workforce: | 55.2% |
| Goals for intake of minorities by ethnic group | |
| Black (not Hispanic): | 8.5% |
| Asian & Pacific Islander: | 18.1% |
| American India & Alaskan Native: | 0.6% |
| Filipino: | 6.4% |
| Hispanic: | 21.7% |

VII. Records:

Cal Plan and all other records will be maintained for five years and kept at:

Northern California Engineering Technology Pathway
43600 Mission Boulevard, Fremont, CA 94539

VII. Annual Compliance:

Northern California Engineering Technology Pathway will submit an annual compliance report to the Division of Apprenticeship Standards at such time as requested by the Division.

SIGNED FOR THE PROGRAM SPONSOR:

| | |
|---|-------|
| _____ | _____ |
| Lori Silverman | Date |
| Dean of Science, Engineering, & Mathematics | |
| Ohlone College | |

SIGNED FOR DIVISION OF APPRENTICESHIP STANDARDS:

The foregoing apprenticeship standards, being in conformity with the rules and regulations of the California Apprenticeship Council, the California Code of Regulations, and applicable Federal Regulations are hereby approved

_____.

(DAS approval date)

| | |
|--------------------------------------|-------|
| _____ | _____ |
| Eric Rood, Chief | Date |
| Division of Apprenticeship Standards | |

Attachment D

Local Education Agency Letter(s)

Northern California Engineering Technology Pathway