STARTING A CANNABIS APPRENTICESHIP PROGRAM

INSTITUTIONAL ROLES & FUNDING STRUCTURE

A HIGH LEVEL VIEW OF INSTITUTIONAL ROLES THAT NEED TO BE ALIGNED TO ESTABLISH AN EQUITABLE WORKFORCE DEVELOPMENT PROGRAM.

O1 State Certification

Apprentice training is Certified by State of CA

02 Stakeholder Committee

A committee of **Labor** (cannabis workers, Union reps) and **Employers** (cannabis businesses) **03** Education Component

College courses to prepare student for hands on training

1. STATE CERTIFICATION



Division of Apprenticeship Standards (DAS)

Establishes the structure of Apprenticeship, certify standards, the rules and regulations for Employers.

<u>Provides funding</u> for the different stages of Apprenticeship program development.

2. STAKEHOLDER COMMITTEE



Joint Apprenticeship Committee(JAC)

A committee of representatives from **Labor** and **Employers** who provide direction and oversight, hold regular meetings to keep track of progress.

- There must be dedicated people in these roles: Chair, Vice Chair, Secretary, Treasurer
- JAC Employers must be on the pathway to unionizing, or must be unionized and participate/contribute financially to a *Trust*.
- JAC will coordinate and delegate duties between Labor and Management, Employers and Students, keep track of paperwork, uphold state standards (can be internal coordinators).

2A. JAC ASSOCIATED COSTS



- Year One_ Form JAC, apply for DAS funding
- Year Two_ Form a Union Contribution Trust Funds will be applied to sustain the program for Year 2 and **moving forward. ****All employers will need to bargain contracts and negotiate binding contributions to Trust
- Hiring full time Program Manager to facilitate services, relationship with JAC, Apprentices, oversight of Employer's Journeyman providing structured training, payments to Employers, etc.
- Costs needed to develop a pilot program that creates a hub locally with cannabis businesses, union, general businesses, colleges, local union rep, general operators.
- Tuition for Apprentices, JAC Insurance, State Registration for JAC, non profit status, Management of Union funded Trust and trustees.

2B. JAC MUST AGREE ON:



Proposed Occupations, Wage Rate:

- Cultivator/Nursery Specialist Clones, plants, soil, water, energy expert
- Pharmacy Technician: Retail Inventory Management, Budtender
- Manufacturing Technician Extracts
- Distribution Driver includes Delivery
- Compliance Officer hire, train, lead, delegate to managers, team, assistants, harvesting/manufacturing/retail/driving team

Occupation O*Net: Enter O*Net Code

- Journeyperson Wage: \$ Enter Proposed Wage Rate per hour
- Proposed Apprentice Wage: \$Enter Proposed 1st Period Wage Rate per hour

ID the structure of the program in terms of Hiring **Apprentices**

Will the participating Employers follow the same selection procedures when it comes to interviewing and hiring of Apprentices? Or will the Program Sponsor be responsible for the interview and hiring?

Funds for Apprenticeship Recruitment & Retention

Methods previously used for industry/team loyalty with the apprentices are: field trips, committee office hours, issuing awards to outstanding apprentices

3. EDUCATION COMPONENT



Accredited Community College(CC) Role A CC certifies the Educational Component.

The CC is responsible for the curriculum that provides the Apprentice with the necessary knowledge and skills to complete the program.

CC can receive DAS grants, facilitate program, partner with Employers.

- Can be reimbursed for tuition and costs by DAS funding.
- Need to provide a letter of intent, description of courses, hours.

FOR REFERENCE:

UFCW NATIONAL CANNABIS JOINT APPRENTICESHIP COMMITTEE



Introduction

The National Cannabis Joint Apprenticeship Training Committee (NCJATC) was established in June, 2020 by UFCW Locals and high-road Cannabis employers to develop apprenticeship programs in the rapidly growing cannabis industry.

The mission of the NCJATC to assist workers, employers and regulators by establishing industry standards and supporting efforts to recruit and develop a highly skilled cannabis workforce with access to good jobs, and increased equity, productivity, and retention, and improved employee morale. Workplaces with these attributes enable companies to expand market share, increase profits and ultimately share rewards with investors, employees and the community.

The NCJATC is a non-profit corporation registered in Washington DC. The NCJATC also established a separate ERISA Trust Fund where bargained training dollars are used to provide training funds to participating locals.

All UFCW Locals and employers with a collective bargaining agreement can access training materials and support in establishing a local apprenticeship program.

This guide is to assist in the establishing of a cannabis apprenticeship or training program.

For additional information, contact Lynne Dodson, Workforce Training and Development Coordinator at Ldodson@ufcw.org.

National Cannabis Joint Apprenticeship Committee Board Chair: Faye Guenther, UFCW 21 Vice Chair: Norbert Pickett, Cannabliss

UFCW	Locals		Employers	
5	400		Cannabliss	
21	555		Innana	
27	770		Pharmacann	
99	881		Siva	
324	1445		Union Harvest	
338	1189		Waveseer	
360	1776		Canntech	
UFCW Canada			Perfect Union	
			Sira/AYR	
			Vireo Health	
		UFCW		
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National Cannabis Joint Apprenticeship Committee Board Members

EMPLOYERS

Avis Bulbulyan Siva LLC

Amber Shimpa Vireo Health

Angelica Sanchez MWG/Perfect Union

Aaron Epstein CannTech LLC

Norbert Pickett *Vice Chair Cannabliss/DC Holistic Wellness

David Rosen Jenny's/Waveseer

Dwan Packnett AYR/Sira Naturals

Jeremy Unruh Pharmacann

Justin Eisenach Union Harvest

Raquel Origel Innana

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LOCALS

1445 - MA/NH/ME Fernando Lemus				
360 - NJ Sam Ferraino				
RW 338 - NY John Durso				
400 - MD, WV, VA, DC Mike Wilson				
27 - MD, DE Nelson Hill				
1776 - PA Leonard Purnell				
881 - IL Steve Powell				
1189 – MN Claire Van den Berghe				
555 - OR Dan Clay				
21 - WA Faye Guenther *Chair				
99 - AZ/NM Jim McLaughlin				
770 - CA John Grant				
324 – CA Joe Hernandez				
5 – CA Jim Araby				

UFCW Canada Barry Sawyer



COMMUNITY-BASED PARTICIPATORY RESEARCHER (CBPR)

U.S. Cannabis Consumer Market







CBPR is a model of research in which community members, organizational representatives, and academics work in an equitable partnership in all aspects of the research process.

- from the state directly to cannabis business entrepreneurs.
- educators investigating models of cannabis education.



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Berkeley, CA $oldsymbol{O}$

• In 2019 Laura was contracted to work with Cannabis Social Equity programs in <u>Oakland</u>, then Sacramento, Los Angeles and Long Beach to facilitate the disbursement of financial support

• She has mapped and presented on the administration of state Cannabis Equity Grants through local social equity programs and is currently in dialogue with a working group of cannabis

• In 2020, she began a multi year appointment in the College of Natural Resources, Department of Environmental Science, Policy & Management to support the Berkeley Cannabis Research <u>Center</u> as their Digital Communications Specialist and affiliated researcher.