



**Training Proposal for:
5th Planet Games Inc.**

Small Business ≤ \$50,000

ET15-0414

Approval Date: April 6, 2015

ETP Regional Office: Sacramento

Analyst: M. Mazzone

CONTRACTOR

- Type of Industry: Technology/Other
 - Number of Full-Time Employees
 - California: 70
 - Worldwide: 70
 - Number to be trained: 42
 - Out-of-State Competition: NAICS Code Eligible
 - Special Employment Training (SET): Yes No
 - High Unemployment Area (HUA): Yes No
 - Turnover Rate: 16%
 - Repeat Contractor: Yes No
- Priority Industry: Yes No
- Owner Yes No

FUNDING

- Requested Amount: \$39,312
- In-Kind Contribution: \$45,528

TRAINING PLAN TABLE

| Job No. | Job Description | Type of Training | Estimated No. of Trainees | Range of Hours | | Average Cost per Trainee | Post-Retention Wage |
|---------|---------------------------------------|--|---------------------------|---------------------|-----|--------------------------|---------------------|
| | | | | Class / Lab | CBT | | |
| 1 | Retrainee SB <100 Priority Rate | Business Skills, Computer Skills, Continuous Improvement, Management Skills | 42 | 8-60 | 0 | \$936 | \$15.07 |
| | | | | Weighted Avg: 36 | | | |

- Reimbursement Rate: \$26 SB Priority
- County(ies): Placer
- Occupations to be Trained: Technology Developer, Production Staff, Product Game Designer, Creative Game Designer, Quality Assurance, Marketing Representative, Customer Service Representative, Manager, Owner
- Union Representation: Yes
 No
- Health Benefits: N/A

SUBCONTRACTORS

- Development Services: Sierra Consulting Services in Cameron Park assisted with the development for a flat fee of \$3,770.
- Administrative Services: Sierra Consulting Services will also provide administrative services for a fee not to exceed 13% of payment earned.
- Training Vendors: To Be Determined

Introduction

5th Planet Games Inc. (5th Planet), a software developer, was founded in 2009 in Rocklin. When 5th Planet opened there were only 4 employees and in less than 6 years the Company has expanded to a total of 70 employees. The Company develops content rich video games for mobile and web platforms. 5th Planet games can be played on iOS (Apple) and Android (Google) devices, and web platforms such as Armor Games, Facebook, Kongregate and Kabam. All applications are developed and monitored in-house by 5th Planet. The customer base of 5th Planet is comprised mainly of US-based mobile and web browser video game players; however, the Company's games can be purchased worldwide.

Need for Training

During the past year the video game industry has undergone significant technological changes. A new cross-platform game creation system called Unity has replaced the previously used Adobe Flash software. The cross-platform game creation system will allow 5th Planet to develop

applications for multiple operating systems simultaneously. Previously, 5th Planet would have to develop the software for iOS and Android separately.

Businesses within the video game industry will be using Unity to develop video games as the software is more advanced and works across platforms. To stay competitive and grow, 5th Planet must master the use of the Unity software platform for game creation. Staff will also receive training on Scrum, a software program that manages product development. With the use of Scrum, 5th Planet will be able to increase the speed to market for games development.

In addition, a formalized training plan has been developed to provide staff with the skills to improve customer service and efficiency. 5th Planet's training plan will include training in customer service, managerial, communication, and planning and execution skills.

Training Plan

Business Skills – Training will be provided to all occupations and will focus on improvement of organizational efficiencies, product development velocity, unit cohesiveness, and customer service. Training topics will include Business Communication, Customer Service, Planning and Organization, Project Management and Methodology, Communication Styles, and Time Management.

Computer Skills – Training will be provided to Tech Developers, Production Staff, Creative Game Designers, Product Game Designers, Quality Assurance and Managers. To remain competitive in the video game industry 5th Planet must train staff on new video game development and project management software. Training topics will include courses in Unity and Scrum software programs.

Continuous Improvement – Training will be provided to all occupations to improve product development and production velocity. Training topics will include Planning and Execution, and Project Management and Methodology.

Management Skills – Training will be provided to Owner and Managers to improve efficiencies, market competitiveness, and employee enthusiasm. Training topics will include Leadership, Motivation, Team Building, Coaching, Mentoring, and Change Management.

Modification

5th Planet is requesting a 2 year contract term due to an anticipated new game launch this year. High workloads are expected and the demands of the job may cause 5th Planet to be unable to complete the training within the standard 1 year term for Small Business. With an extended contract term, 5th Planet will be able to deliver all planned training.

RECOMMENDATION

Staff recommends approval of this proposal.

Exhibit B: Menu Curriculum**Class/Lab Hours**

8-60

Trainees may receive any of the following:

BUSINESS SKILLS

- ❖ Business Communication Skills
- ❖ Communication Styles
- ❖ Customer Service Skills
- ❖ Customer Relationship Management Skills
- ❖ Planning and Organization
- ❖ Project Management Skills
- ❖ Project Requirements Analysis and Specifications
- ❖ Time Management

COMPUTER SKILLS

- ❖ Unity Software
- ❖ Scrum Software

CONTINUOUS IMPROVEMENT

- ❖ Planning and Execution
- ❖ Project Management and Methodology
- ❖ Leadership and Mentoring Skills

MANAGEMENT SKILLS (Management Only)

- ❖ Leadership Skills
- ❖ Motivation Skills
- ❖ Teambuilding Skills
- ❖ Coaching Skills
- ❖ Mentoring Skills
- ❖ Change Management

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| Note: Reimbursement for retraining is capped at 60 total hours per-trainee, regardless of method of delivery. |
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