



Training Proposal for:
Brickley Construction Company, Inc.
dba Brickley Environmental

Small Business ≤ \$50,000

ET16-0173

Approval Date: September 29, 2015

ETP Regional Office: North Hollywood

Analyst: M. Paccereilli

CONTRACTOR

- Type of Industry: Construction Services
Priority Industry: [X] Yes [] No
Number of Full-Time Employees: California: 47, Worldwide: 47, Number to be trained: 40
Owner [X] Yes [] No
Out-of-State Competition: No OSC
Special Employment Training (SET): [X] Yes [] No
High Unemployment Area (HUA): [X] Yes [] No
Turnover Rate: 9%
Repeat Contractor: [X] Yes [] No

FUNDING

- Requested Amount: \$49,920
In-Kind Contribution: \$39,936

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 | SET SB <100 Priority Rate | Continuous Impr, Computer Skills, OSHA 10/30, HazMat | 40 | 8-100 | 0 | \$1,248 | \$15.07 |
| | | | | Weighted Avg: 48 | | | |

- Reimbursement Rate: \$26 SB Priority
- County(ies): San Bernardino
- Occupations to be Trained: Remediation Crew, Leadman, Working Supervisor, Office Administrative Staff; Owner
- Union Representation: Yes
 No
- Health Benefits: \$2.00 per hour

SUBCONTRACTORS

- Development Services: Anderson Business Coaching (ABC) in Redlands assisted with the development of this project for a flat fee of \$1,995.
- Administrative Services: ABC will also provide administrative services for a fee not to exceed 13% of payment earned.
- Training Vendors: ABC Coaching (Redlands)
Ecologics Training Institute (Placentia)
Occutrain (Costa Mesa)

INTRODUCTION

Founded in 1983, Brickley Construction Company, Inc. dba Brickley Environmental (Brickley) (www.brickleyenv.com) is an environmental remediation contractor providing safe and cost-effective solutions for the containment, abatement, and removal of hazardous materials. Its customer base includes public buildings, hospitals, schools, military bases, and commercial and residential properties.

Brickley performs mold remediation and cleanup; microbial and particulate decontamination of building components, HVAC systems, and other air delivery systems; and filter replacement in sensitive areas such as hospital morgues, laboratories, and cleanrooms. As a licensed hauler and handler of hazardous waste, Brickley safely removes and transports all kinds of contaminants, including polychlorinated biphenyls, lead, asbestos, mold, mercury, and heavy metals. These hazardous materials require specialized packaging, manifesting, transportation, and disposal methods.

Training Demand

This will be Brickley's second ETP Agreement. This proposal is a continuation of the training completed in the previous Agreement since only a portion of the total training plan was offered due to the funding limitations placed on small businesses. This new proposal will allow Brickley to develop its workforce, accelerate field productivity and quality of service, and remain competitive. In addition, its customers in critical industries like the military and hospitals require criteria beyond State requirements. This training will enable the Company to upgrade the skills of the workforce to meet those expectations.

Training Plan

Continuous Improvement - This training be provided to all trainees and will focus on lean skills, problem-solving, team building, and field delivery process improvement.

Computer Skills - This training will provided to Office Administration Staff and Working Supervisors on the automation of some company functions.

Hazardous Materials – This training will be provided to Remediation Crew Members, Leadmen, and Working Supervisors on safe handling of hazardous materials.

OSHA 10/30

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA. Training will be delivered to Remediation Crew Members, Leadmen, and Working Supervisors to ensure safe working conditions and fulfill current mandates by OSHA.

SET/HUA

Under SET, the participating employers are not required to demonstrate out-of-state competition. To qualify under SET, trainees must be earning at least the statewide average hourly wage at the end of the retention period. However, trainees working in a High Unemployment Area qualify at the ETP Standard Minimum Wage.

➤ Wage Modification

All trainees work at the San Bernardino facility, which is a designated as a High Unemployment Area (HUA), with unemployment exceeding the state average by at least 25%. These HUA trainees qualify for a modification to the Standard Wage, a reduction of up to 25%. However, the Company is not requesting a modification.

Frontline Worker

Brickley is requesting to include 20 Working Supervisors in this training proposal. These employees supervise and do the work in conjunction with its field remediation crew members. These supervisors are frontline workers, non-exempt from overtime, and spend more than 50% of their time performing frontline work duties. Trainees meet the Panel's definition of frontline workers.

Training Hours Limitation

Brickley is requesting a waiver to the standard maximum training hours for small business retraining from 60 to 100 hours. Approximately 20 trainees will require up to 100 hours of training. These trainees are employed in occupations which may require training in the regular training plan and additional training in OSHA 10/30 and Hazardous Materials.

RECOMMENDATION

Staff recommends approval of this proposal.

PRIOR PROJECTS

The following table summarizes performance by Brickley under an ETP Agreement that was completed within the last five years:

| Agreement No. | Location (City) | Term | Approved Amount | Payment Earned \$ % |
|---------------|-----------------|---------------------------|-----------------|------------------------|
| ET14-0311 | San Bernardino | 03/03/2014– 06/02/2015 | \$49,280 | \$45,245 (92%) |

Exhibit B: Menu Curriculum

Class/Lab Hours

8-100

Trainees may receive any of the following:

CONTINUOUS IMPROVEMENT

- ✚ Office and field administrative process improvement
- ✚ Field construction process improvement
- ✚ Lean skills for Office, Warehouse, Equipment and Field
- ✚ Team Building
- ✚ Leadership Skills
- ✚ Developing Client Relationships

COMPUTER SKILLS

- ✚ MS Office (Word, Excel, Powerpoint)
- ✚ Quickbooks
- ✚ Project Management Software

HAZARDOUS MATERIALS

- ✚ Hazardous Materials Handling

OSHA 10/30 (Certified OSHA Instructor)

- ✚ OSHA 10 (requires completion of 10 hours)
- ✚ OSHA 30 (requires completion of 30 hours)

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| Note: Reimbursement for retraining is capped at 100 total hours per-trainee, regardless of method of delivery. |
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