



**Training Proposal for:  
Del Amo Construction, Inc.**

<b>Small Business</b>
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**ET16-0419**

**Approval Date:** March 29, 2016

**ETP Regional Office:** North Hollywood      **Analyst:** E. Wadzinski

**CONTRACTOR**

- Type of Industry: Construction
  
- Priority Industry:  Yes  No
  
- Number of Full-Time Employees
  - California: 90
  - Worldwide: 90
  - Number to be trained: 82
  - Owner  Yes  No
  
- Out-of-State Competition: No OSC
- Special Employment Training (SET):  Yes  No
- High Unemployment Area (HUA):  Yes  No
- Turnover Rate: 19%
- Repeat Contractor:  Yes  No

**FUNDING**

- Requested Amount: \$44,772
- In-Kind Contribution: \$89,421

**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	Business Skills, Commercial Skills, Computer Skills, Continuous Impr	82	8-200	0	\$546	\$21.28
				Weighted Avg: 21			

- Reimbursement Rate: \$26 SB Priority
- County(ies): Los Angeles
- Occupations to be Trained: Owner, Project Engineers, Assistant Project Manager, Project Manager, Project Accountant, Superintendent, Estimator, Administrative Staff
- Union Representation:  Yes  
 No
- Health Benefits: \$2.38 per hour

**SUBCONTRACTORS**

- Development Services: N/A
- Administrative Services: N/A
- Training Vendors: N/A

**OVERVIEW**

Del Amo Construction, Inc. (DAC) ([www.delamoconstruction.com](http://www.delamoconstruction.com)) was founded in 1968 by Jerry Donahue. The Company provides general construction contracting services for commercial, industrial, and institutional projects. The Company is focused on solutions to fit each client’s specific needs and goals during all phases of the construction process. Services include preconstruction, construction management, sustainable building, and general contracting.

**Training Plan**

This is DAC’s third ETP proposal. The Company’s prior project concentrated mainly on estimating techniques; new building standards; Building Information Management (BIM); and LEED (Leadership in Energy and Environmental Design). This proposal will focus on moving from a server-based to a cloud-based project management system, Procore. This will allow employees access to documents and information on any device with an internet connection. Employees need to be trained on how to use this system and implement new procedures enabled by it.

**Business Skills (10%)** – This training will primarily be provided to Estimators, Project Engineers, Superintendents and Project Managers to provide them with tools needed to excel in project management.

**Commercial Skills (5%)** – This training will be provided to Estimators, Project Engineers, Superintendents and Project Managers. Trainees will receive skills to help them take on more varied and advanced construction projects. Trainees will also receive LEED and Green building standards.

**Computer Skills (80%)** - Training will be offered to all occupations. This will be the bulk of DAC's training plan. Training will provide skills and knowledge to help the Company transition to a new project management system, Procore. Training will also include systems that will automate company functions.

**Continuous Improvement (5%)** - This training will be provided to all occupations. Training will support Project Engineers, Assistant Project Managers and Project Managers as they become more familiar with Procore. Estimators will be trained on recent changes and updates to help improve bidding techniques. Project Accountants and Administrative Staff training will include the integration of Procore with existing accounting software and reports.

### **Special Employment Training/Wage Modification**

Under Special Employment Training (SET), the participating employer is not required to demonstrate out-of-state competition. To qualify under SET, trainees in non-priority industries must be earning at least the statewide average hourly wage (\$28.37 per hour) at the end of the retention period. Trainees employed in a Priority Industry qualify for a SET wage modification up to 25% below the statewide average hourly wage (\$21.28 per hour). DAC is a Priority Industry, and qualifies for this wage modification.

### **RECOMMENDATION**

Staff recommends approval of this proposal.

### **PRIOR PROJECTS**

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET11-0162	Torrance	05/13/11 – 05/12/13	\$30,888	\$30,428 (99%)

**Exhibit B: Menu Curriculum**

**Class/Lab Hours**

8-200 Trainees may receive any of the following:

**BUSINESS SKILLS**

- + Utilize Bid Tabulation Analysis
- + Understanding the Scope of Subcontract Agreements
- + Generate Scope of Work Narratives
- + Evaluate Subcontractor Pricing
- + Subcontractor Interpretations/Explanations
- + Architect & Engineering Interpretations/Explanations
- + Content and Value Comparisons/Evaluations

**COMMERCIAL SKILLS**

- + Steps to Attaining LEED Certification
- + BIM (Building Information Management)
- + IPD (Integrated Project Delivery)
- + Green Building Standards
- + Complexities of Historic Building Preservation & Restoration
- + Current Industry Means and Methods
- + Subcontractor Negotiation Techniques
- + Technical Communication for the Industry

**COMPUTER SKILLS**

- + Procore- Project Management Software
- + Bluebeam Software for Blueprint Plans
- + Accounting Software

**CONTINUOUS IMPROVEMENT**

- + Process Improvement
- + Project Management
- + Estimating Processes and Techniques

Note: Reimbursement for retraining is capped at 200 total hours per-trainee, regardless of method of delivery.