



**Training Proposal for:
Dempsey Construction Inc.**

Small Business

ET16-0289

Approval Date: November 24, 2015

ETP Regional Office: San Diego

Analyst: J. Davey

CONTRACTOR

- Type of Industry: Construction

- Priority Industry: Yes No

- Number of Full-Time Employees
 - California: 30
 - Worldwide: 30
 - Number to be trained: 26
 - Owner Yes No

- Out-of-State Competition: No OSC
- Special Employment Training (SET): Yes No
- High Unemployment Area (HUA): Yes No
- Turnover Rate: 0%
- Repeat Contractor: Yes No

FUNDING

- Requested Amount: \$20,280
- In-Kind Contribution: \$29,250

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 SET	Commercial Skills, Computer Skills, OSHA 10/30	26	8-60	0	\$780	\$20.55
				Weighted Avg: 30			

- Reimbursement Rate: \$26 SB Priority
- County(ies): San Diego
- Occupations to be Trained: Administrative Staff, Estimator, Field Labor Staff, Superintendents
- Union Representation: Yes
 No
- Health Benefits: N/A

SUBCONTRACTORS

- Development Services: N/A
- Administrative Services: N/A
- Training Vendors: To Be Determined

OVERVIEW

Founded in 2010 and headquartered in Carlsbad, Dempsey Construction Inc. (Dempsey Construction) (www.dempsey-legacy.com) provides general contracting and construction management services to commercial property owners and tenants. Specifically, the Company provides land acquisition, pre-construction, construction, remodeling, and renovation services primarily in the greater San Diego and Southern California area.

Need for Training

Construction opportunities in Southern California have increased recently, and the market is competitive. Dempsey Construction is poised to grow, given the increase in the number of jobs for bid. In order to grow, the Company must be able to compete and win more bids. The Company must train its employees in processes and bid software. Training in processes will allow the Company to run more efficiently. In addition, trainees will receive training in construction regulations to keep trainees up-to-date. Training in bid software will allow the Company to create competitive estimates for bid submission. OSHA certified training will also be offered to most trainees.

Training Plan

Commercial Skills – Training will be offered to all occupations in estimating process (Takeoff), pricing, Bid Day Process, and Storm Water Pollution Planning Process (SWPPP). Training will better equip trainees to bid for new jobs and manage current ones.

Computer Skills – Training will be offered to all occupations in Takeoff estimating software, Procore construction management software, Excel and Sage. Training will provide skills necessary to effectively use bidding and database software.

Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom 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 offered to all Field Labor Staff, Superintendents, and Estimators and select Administrative Staff in construction related OSHA certified courses. Trainees will receive either 10 or 30 hours as determined by occupation. Each trainee will receive a certification upon completion of class/lab training.

Special Employment Training

Dempsey Construction is eligible for funding under the Special Employment Training (SET) funds targeting frontline workers. 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, for trainees working in a Priority Industry, the requirement is reduced by 25%. Therefore, the post-retention wage requirement for the Company has been reduced from \$27.40 to \$20.55 per hour.

RECOMMENDATION

Staff recommends approval of this proposal.

Exhibit B: Menu Curriculum

Class/Lab Hours

8-60 Trainees may receive any of the following:

COMMERCIAL SKILLS

- Takeoff Process (Business Process)
- Pricing
- Bid Day Process
- SWPPP Regulations (Storm Water Pollution Preparation Plan)

COMPUTER SKILLS

- Takeoff (Estimating Software)
- Procore (Construction Project Management Software)
- Excel
- Sage

OSHA 10/30 (OSHA Certified Instructor)

- OSHA 10 (requires completion of 10-hour course)
- OSHA 30 (requires completion of 30-hour course)

Safety Training will be limited to 10% of total training hours per-trainee. This cap does not apply to OSHA 10/30.

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