



**Retrainee – Job Creation
Training Proposal for:
Fusco Engineering, Inc.
ET15-0206**

Panel Meeting of: July 25, 2014

ETP Regional Office: San Diego

Analyst: M. Ray

CONTRACTOR

- Type of Industry: Engineering Services
Priority Industry: Yes No

- Number of Full-Time Employees
California: 145
Worldwide: 145
Number to be trained: 131
Owner Yes No
Mgr/Supr 26
Frontline 105

- Out-of-State Competition: NAICS Code Eligible
- Special Employment Training: Yes No
- High Unemployment Area: Yes No
- Turnover Rate: 16%
- Repeat Contractor: Yes No
- Substantial Contribution: Yes No

FUNDING

- Requested Amount: \$89,580
- In-Kind Contribution: \$183,483

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 Priority Rate | Business Skills, Commercial Skills, Computer Skills | 116 | 8-200 | 0 | \$630 | \$20.00 |
| | | | | Weighted Avg: 35 | | | |
| 2 | Retrainee Priority Rate Job Creation Initiative | Business Skills, Commercial Skills, Computer Skills | 15 | 8-200 | 0 | \$1,100 | \$24.00 |
| | | | | Weighted Avg: 55 | | | |

- Reimbursement Rate: Job #1: \$18 Priority Retraining
 Job #2: \$20 Job Creation/Retrainee
- County(ies): Orange, San Diego, San Bernardino, Los Angeles,
 Contra Costa
- Occupations to be Trained: Administrative Support, Engineer, Senior Engineer,
 Manager, Senior Manager
- Union Representation: Yes
 No
- Health Benefits: N/A
- Electronic Recordkeeping: N/A

SUBCONTRACTORS

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

OVERVIEW

Founded in 1981, Fuscoe Engineering, Inc. (Fusco) (www.fusco.com) provides a full spectrum of civil engineering services for land development and public infrastructure using an *eco-daptive*® (environmentally responsible and economical) approach. The Company's services include survey and mapping; stormwater management; sustainable site design; and Geographic Information Systems & 3D visualization.

Headquartered in Irvine, the Company is comprised of 145 employees with six offices throughout Southern California and the Bay Area. Its customers include private developers; builders and architects; and city, county, state, and federal agencies. The Company's bandwidth spans commercial, retail, hospitality, mixed-use and residential developments as well as public buildings, schools, streets, parks, and renewable energy projects.

Fusco representatives report that the Company has experienced steady growth over the past two years (21% in 2012 and an additional 29% in 2013). As the land development industry continues to grow, Fusco must be able to support complex codes and standards and anticipate changes in customer demands. To prepare, the Company has determined that it must improve its product and service offerings by moving toward advancements in technology from 2D drafting to dynamic modeling using a more visualized 3D method.

The Company recently transitioned from Autodesk Land Desktop, a conventional 2D drafting software, to the new AutoDesk Civil 3D, a more visualized modeling software. The use of this software will assist staff in understanding project performance, maintaining consistent data and processes, and responding quickly to changes. Training is also needed in Building Information Modeling (BIM) to reduce the time it takes to design, analyze, and implement changes. Fusco has also migrated to Virtual Design and Construction Models which are used to shorten construction time and reduce plan changes in the field.

With an increase in demand for green building expertise, staff must maintain or gain accreditation by the U. S. Green Building Council for Leadership in Energy and Environmental Design (LEED). The commitment to green, sustainable construction will allow Fusco to retain existing clients and gain new customers to remain competitive in the marketplace.

Retrainee – Job Creation

In order to address the steady growth and expected increase in energy-efficient construction, the Company has committed to hiring 15 new employees (Job Number 2): 9 Engineers and 6 Senior Engineers. To be eligible for reimbursement under this Job Number, the trainees must be hired within the three-month period prior to Panel approval or during the term of contract.

Training Plan

ETP funding will enable Fusco to provide in-depth training to its workforce to upgrade worker job skills and keep up with technological advances to improve operational efficiencies throughout the facilities. Upgraded skills and improved technological capabilities are crucial for meeting changes in technology, green construction, and energy-efficiency to meet new business challenges, maintain standard requirements, and most importantly, transition to a high performance workplace.

Business Skills – Training will be provided to all occupations specific to their job functions. Training topics in Proposal Writing, Managing Projects, Planning, Budgeting, Scheduling, and Technical Writing will enable staff to effectively manage, coordinate, and control all aspects of project development in the best interest of the client and serve all its customers. Quality Control and Assurance training are needed to successfully identify best practices and ensure project success.

Commercial Skills – Training will be offered to all occupations according to their job duties. LEED, Stormwater Pollution, Prevention Plan, Water Quality Management Plan, and Grading Plan training will provide staff with sustainable design and construction skills necessary to minimize environmental impact and enhance economic prosperity, supporting the Company's commitment to the green-sustainable market.

Computer Skills – Training will be offered to all occupations according to their job duties. Training in software systems such as Autodesk Civil 3D, Revit, BIM, and various CAD systems are necessary to provide staff with the most current versions of applications to meet client's needs and remain competitive.

RECOMMENDATION

Staff recommends approval of this proposal.

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

8-200

Trainees may receive any of the following:

BUSINESS SKILLS

- ✚ Proposal Writing
- ✚ Technical Writing
- ✚ Managing Projects
- ✚ Managing Meeting
- ✚ Identifying Potential Clients
- ✚ Planning
- ✚ Budgeting
- ✚ Scheduling
- ✚ Goal Setting
- ✚ Leadership
- ✚ Team Building
- ✚ Quality Control
- ✚ Quality Assurance
- ✚ Human Resources Process Improvements

COMPUTER SKILLS

- ✚ Intermediate/Advanced Microsoft Office
- ✚ Autodesk Civil 3D
- ✚ Building Information Modeling
- ✚ Revit
- ✚ Infracore 360
- ✚ Navisworks
- ✚ Water Surface Pressure Gradient
- ✚ WaterCAD
- ✚ SewerCAD
- ✚ StormCAD
- ✚ Audio Engineering Society
- ✚ Transsoft Autoturn
- ✚ Detention Modeling
- ✚ Vision Deltek
- ✚ Newforma
- ✚ ShoreTel
- ✚ ADP Software

COMMERCIAL SKILLS

- ✚ Stormwater Pollution Prevention Plan
- ✚ Water Quality Management Plan
- ✚ Grading Plan
- ✚ Construction Administration
- ✚ Entitlement and Permitting
- ✚ Leadership Energy Environmental Design (LEED)
- ✚ Improvement Plans
- ✚ Federal Emergency Management Agency
- ✚ Low Impact Development
- ✚ Plans, Specs, and Bid Documents

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