



**Training Proposal for:
Maricopa Orchards, LLC**

Small Business

ET16-0315

Approval Date: December 23, 2015

ETP Regional Office: Sacramento

Analyst: M. Jones

CONTRACTOR

- Type of Industry: Agriculture
- Priority Industry: Yes No
- Number of Full-Time Employees
 - California: 47
 - Worldwide: 47
 - Number to be trained: 47
- Owner Yes No
- Competitors Outside CA
- Out-of-State Competition:
- Special Employment Training (SET): Yes No
- High Unemployment Area (HUA): Yes No
- Turnover Rate: 1%
- Repeat Contractor: Yes No

FUNDING

- Requested Amount: \$36,660
- In-Kind Contribution: \$145,528

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, Cont. Imp., Commercial Skills, Literacy Skills	47	8-60	0-19	\$780	\$16.13
				Weighted Avg: 30			

- Reimbursement Rate: \$26 SB Priority
- County(ies): Fresno, Kern
- Occupations to be Trained: Administrative Staff, Manager, Supervisor, Compliance Staff, Accounting Staff, Research Business Analyst
- Union Representation: Yes
 No
- Health Benefits: N/A

SUBCONTRACTORS

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

INTRODUCTION

Maricopa Orchards, LLC (Maricopa) was established in 2003 in Fresno. It is a Central Valley grower that has a diversified mature crop portfolio that includes: almonds, pistachios, blueberries, and walnuts. These foods are shipped both domestically and internationally through handlers such as Sierra Valley, Paramount Farms, Dole and Sunkist. The Company has three locations in Fresno and Bakersfield.

Need for Training

Maricopa has plans to make changes companywide due to the current drought conditions and a competitive market. Maricopa will train staff in a diverse array of skills to ensure sustainability. New skills will allow staff to increase harvesting and reduce water usage by increasing efficiency.

To remain competitive, staff will train in new irrigation techniques, monitoring systems coupled with Deficit Irrigation Techniques/Best Practices. Maricopa also developed a custom software program Meter Database. The modules within the database tracks water usage, acreage information, and harvest information to create reports. It is an intricate part of the business as it is needed to forecast water usage per acreage and best harvesting times.

In addition, staff will need training as the company transitioned from Quickbooks to Famous software. This new software is more specific to the agricultural industry as well as connected to the implementation of Data Streamline software (ECM) organization wide. Staff will also receive skills to improve interactions with customers. Training will include Storm 21, Fixed Assets CS, Leadership Training, Effective Communications, Risk Management and Deficit Irrigation Techniques.

Training Plan

Staff will receive up to 60 hours training via Classroom/laboratory and Computer-Based Training in the following:

Business Skills: Training will be offered to all occupations to increase marketing strategies, cost controlling and water resources planning. Training topics will include Water Resource Management, Information Workflow, and Data Report Generation and Interpretation.

Literacy Skills: Training will be offered to Field Managers. The vocational course will build communication, reading and comprehension skills that are specific to the job.

Commercial Skills: Training will be offered to Field Supervisor to enhance skill set in equipment use. Training topics will include Harvest Equipment, Irrigation Equipment and Chemical Tracking Systems.

Computer Skills: Training will be offered to all occupations to increase efficiency, communication and organization throughout the Company. Training topics include CAD, Data Streamline Software and Storm 21.

Continuous Improvement: Training will be offered to all occupations to ensure the Company's ongoing effort to improve products and processes. Training topics will include Leadership training, Teambuilding training, Project Management and Effective Communications.

High Unemployment Area

All trainees work in a High Unemployment Area (HUA), with unemployment exceeding the state average by at least 25%. The Company's locations in Fresno and Kern counties qualify for HUA status under these standards. However, Maricopa is not asking for a wage modification.

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

- Water Resource Management
- Drought
 - Deficit Irrigation Techniques
 - Best Practices
- Risk Management
- Utilities Permits, Applications, Approval Processes
- Information Workflow
- Data Report Generation and Interpretation
- Advanced AG Accounting
- Advanced 1031 Exchange

COMPUTER SKILLS

- Famous
- QuickBooks
- Fixed Assets CS
- CAD Training
- GIS Mapping Software
- Storm 21
- Data Streamline Software (ECM)
- Intermediate/Advanced Microsoft Suite

CONTINUOUS IMPROVEMENT

- Leadership Training
- Teambuilding
- Financial Statement Preparation
- Control Systems
- Project Management
- Effective Communications
- Meter

COMMERCIAL SKILLS

- Harvest Equipment
- Irrigation Systems
- Chemical Tracking Systems

LITERACY SKILLS

- Vocation English as Second Language: Basic English Language Skills/Reading/Comprehension

Literacy Training cannot exceed 45% of total training hours per-trainee.

CBT Hours

0-19

COMPUTER SKILLS

- Famous (2 hrs)
- QuickBooks (1 hr)
- Fixed Assets CS (1 hr)
- CAD Training (2 hrs)
- GIS Mapping Software (1 hr)
- Storm 21 (2 hrs)
- Data Streamline Software (ECM) (2.5 hrs)
- Intermediate/Advanced Microsoft Suite (2.5 hrs)

BUSINESS SKILLS

- Water Resource Management (2 hrs)
- Risk Management (1 hr)
- Advanced AG Accounting (1 hr)
- Advanced 1031 Exchange (1 hr)

Note: Reimbursement for retraining is capped at 60 total hours per-trainee, regardless of method of delivery. CBT is capped at 50% of total training hours per-trainee.