

**DELEGATION ORDER**



**RETRAINEE - JOB CREATION**

**Training Proposal for:**

**Parker Diving Service LLC**

**Agreement Number: ET15-0412**

**Approval Date:** June 16, 2015

**ETP Regional Office:** North Hollywood

**Analyst:** J. Romero

**PROJECT PROFILE**

Contract Attributes:	Retrainee Priority Rate Job Creation Initiative	Industry Sector(s):	Construction Services  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles County	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Pile Divers, Bridge, Dock and Wharf Builders Local Union 2375		
Number of Employees in:	CA: 32	U.S.:76	Worldwide: 81
<u>Turnover Rate:</u>	2%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

**FUNDING DETAIL**

Program Costs	-	(Substantial Contribution)	(High Earner Reduction)	=	<b>Total ETP Funding</b>
\$36,340		\$0	\$0		\$36,340

In-Kind Contribution:	100% of Total ETP Funding Required	\$43,200
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**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; Continuous Impr	22	8-200	0	\$1,170	\$16.00
				Weighted Avg: 65			
2	Job Creation Initiative Retrainee Priority Rate	Business Skills; Commercial Skills; Computer Skills; Continuous Impr	10	8-200	0	\$1,060	\$16.00
				Weighted Avg: 53			

**Minimum Wage by County:** \$15.97 per hour for Los Angeles County.

**Health Benefits:**  Yes  No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:**  Yes  No  Maybe

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

**Wage Range by Occupation**

Occupation Titles	Wage Range	Estimated # of Trainees
Job Number 1:		
Divers		20
Administration Staff		2
Job Number 2		
Divers		9
Administration Staff		1

**INTRODUCTION**

Founded in 1945, Parker Diving Service LLC (Parker Diving) is a commercial diving operations business for underwater construction and ship repair for clients both inside and outside of California. It was recently acquired by Subsea Global Solutions, a world-wide vessel maintenance and repair company. Parker Diving has participated in major infrastructure construction projects requiring underwater construction and husbandry such as bridge, pipeline and harbor construction. Its customers include private, commercial, and military ship operators; general cargo shipping; offshore oil ships; and the cruise-line industry.

**PROJECT DETAILS**

This is Parker Diving’s second ETP Agreement. Much of the first Agreement’s Curriculum included basic training: customer relationship, basic equipment repair, practical diving skills,

beginner computer skills, and process improvement. In this proposal, incumbent staff will receive training topics in new techniques and equipment. Also, this Curriculum will provide trainees with upgrade training in the types of training provided previously. Training will be provided at Parker Diving's facility in Long Beach by a combination of in-house staff and outside vendors.

### **Retrainee – Job Creation**

In support of job creation, the Panel offers incentives to companies that commit to hiring new employees. Training for newly hired employees will be reimbursed at a higher rate and trainees will be subject to a lower post-retention wage. Retrainee- Job creation training is exclusively for newly-hired employees. Trainees must be hired within 3-months before the date of project approval, or within the term of the agreement. The Panel will consider each employer's investment in new workers, evidence of expanded or new facilities, new equipment or machinery, or other measurable investment in hiring workers and expanding their California workforce.

Parker Diving is expanding its existing business capacity and is in pursuit of new opportunities and several projects that require underwater concrete bridge pier demolition and deep water diving on outfalls and needs to hire additional manpower to work on these jobs. It has recently contracted with the Ports of Long Beach on a demolition project that will take 24 months to complete. It has also embarked on a new technology in cleaning vessel hulls following strict requirements to filter and deposit reclaimed water. These projects demand skilled workers with strict training of ocean conditions, decompression and dive table times. Parker Diving has committed to hiring 5 employees (Job Number 2) to work on these new projects. The date-of-hire for all trainees in Job Number 2 will be within the three-month period prior to contract approval or within the term of contract. These trainees will be hired into "net new jobs" as a condition of contract.

### **Union Support**

The Pile Drivers Local Union 2375, located in Wilmington, has submitted a letter in support of the training.

### **Training Plan**

Training for this proposal will differ from the previous project because of the addition of new training topics, techniques and equipment training for incumbent employees. Trainees who did not participate in the previous Agreement will receive basic training as well.

**Business Skills** - Training will be offered to all occupations. Training in customer management skills will enhance customer relationships.

**Commercial Skills** - Training will be offered to divers who constantly need training to improve and maintain their skills in all aspects of diving. Training will prepare divers to be versatile and qualified to adapt to industry changes.

**Computer Skills** - Training will be offered to all occupations. Trainees will receive InDesign, Acrobat, Maximizer, Microsoft Office and Photoshop training to enhance production planning and project management skills.

**Continuous Improvement** - Training will be offered to all occupations. Training in Team Building will provide employees with a common language and methodology to approach work.

**Commitment to Training**

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

## ➤ Training Infrastructure

Training will be provided at Parker Diving's facility in Long Beach by a combination of in-house staff and trainers by outside vendors.

**RECOMMENDATION**

Staff recommends approval of this proposal.

**PRIOR PROJECTS**

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned	
				\$	%
ET12-0421	Long Beach	06/30/2012– 06/29/2014	\$42,120	\$36,335	(86%)

**DEVELOPMENT SERVICES**

Parker Diving retained Training Funding Source (TFS) in Seal Beach to assist with development of this proposal for a flat fee of \$2,800.

**ADMINISTRATIVE SERVICES**

Parker Diving also retained TFS to provide administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

**TRAINING VENDORS**

To Be Determined

**Exhibit B: Menu Curriculum**

**Class/Lab Hours**

8 - 200

Trainees may receive any of the following:

**BUSINESS SKILLS**

- Communication Skills
- Project Management

**COMMERCIAL SKILLS**

- Boat Maintenance
- Diving Operations
- Diving Procedures
- Equipment Operation
- Hull Cleaning Operations
- Hydro Blasting
- Pile Wrapping
- Report Writing
- Ship Inspection
- Troubleshooting
- Underwater Arc Gouging

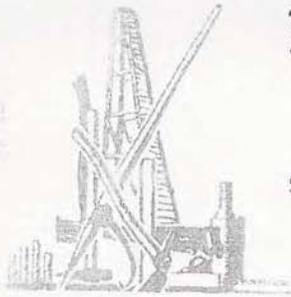
**COMPUTER SKILLS**

- Acrobat
- Indesign
- Maximizer
- Microsoft Office (Intermediate and Advanced)
- Photoshop
- Windows 8

**CONTINUOUS IMPROVEMENT**

- Team Building Skills

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



# Pile Drivers, Bridge, Dock and Wharf Builders

Local Union 2375

Affiliated with  
United Brotherhood of Carpenters & Joiners of America

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Office: 728 Lagoon Avenue • Wilmington, California 90744-5635  
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March 9, 2015

Executive Director  
The Employment Training Panel  
1100 J Street, 4<sup>th</sup> Floor  
Sacramento, CA 95814

Union Support for ETP Funding

To Whom it Concern:

This letter is to confirm support by Pile Drivers Local Union 2375 for Parker Diving Service Proposed training to be submitted to Employment Training Panel.

Sincerely,

JOHN SCHAFER  
Business Manager  
Pile Drivers Local Union 2375