



**Retrainee – Job Creation
Training Proposal for:
Peterson Brothers Construction, Inc. dba PBC
Companies, Inc.
ET15-0238**

Panel Meeting of: July 25, 2014

ETP Regional Office: North Hollywood

Analyst: M. Paccerelli

CONTRACTOR

- Type of Industry: Construction

- Priority Industry: Yes No

- Number of Full-Time Employees
 - California: 445
 - Worldwide: 445
 - Number to be trained: 110
 - Owner Yes No
 - Mgr/Supr 0
 - Frontline 110

- Out-of-State Competition: No OSC
- Special Employment Training: Yes No
- High Unemployment Area: Yes No
- Turnover Rate: 10%
- Repeat Contractor: Yes No
- Substantial Contribution: Yes No

FUNDING

- Requested Amount: \$82,400
- In-Kind Contribution: \$93,020

OVERVIEW

Founded in 1983, Peterson Brothers Construction, Inc. dba PBC Companies, Inc. (PBC) (www.pbccompanies.com) is a concrete, masonry, paving, and architectural stonework subcontractor for commercial and residential builder/developers. Clients include Snyder Langstrom, Standard Pacific, Whiting Turner, John Laing, R.D. Olsen, William Lyons and other residential and commercial contractors.

In the Company's last ETP Agreement, which ended four years ago, training focused on commercial construction. Since then, the market has shifted from commercial to residential construction. As such, training is required in various field tasks; job cost management; and computer programs focusing on residential construction.

Training will also concentrate on the integration and streamlining of PBC's contract process, which is very complicated with more than 21 essential steps. The new process will reduce processing delays and increase customer satisfaction.

Retrainee - Job Creation

In support of job creation, the Panel offers incentives to companies that commit to hiring new employees. Under the Retrainee-Job Creation program, training for newly hired employees will be reimbursed at a higher rate, and trainees will be subject to a lower post-retention wage.

PBC recently obtained several new construction projects, which requires hiring new employees. This growth will require trained staff to meet the demand. As a result, the Company has committed in hiring 40 new Field Installers and Administrative Staff over the next two years. To be eligible for reimbursement, trainees must be hired within the three-month period prior to Panel approval or during the term of contract.

Training Plan

Commercial Skills (40%) – Training will be provided to Field Installers on how to operate tools & equipment like scaffolding, forms, petti bone, etc.

Business Skills (10%) – Training will be provided to all trainees on how to read plans, calculate material, man hours, equipment usage and job cost budgeting.

Computer Skills (20%) – Training will be provided to all occupations. Technology has become an intricate part of construction; therefore, PBC has developed various training programs such as Project Scheduler, Timberline, Time Tracking (Abouttime), On Center Software (on screen take off), ABRA and Prelien 2.

Continuous Improvement Skills (20%) – Training will be provided to all occupations and focus on process improvement, quality systems and team building.

OSHA 10 (5%) – Training will be provided to Field Installers. Based on the industry trends, clients require field staff to be certified for 10 hours of OSHA training.

Hazardous Materials (5%) – Training will be provided to Field Installers to meet clients' requirements of being certified in hazardous materials handling.

Computer-Based Training (CBT) – Training will serve as an introduction/prerequisite to the class/lab training in Computer, Commercial and Business Skills.

Productive Laboratory – Commercial Skills

In addition to the class/lab training, Productive Lab (PL) will be offered to Field Installers. The trainer-to-trainee ratio will be 1:2 with each trainee receiving up to 35 PL hours particularly for newly hired employees who have no prior construction experience.

Training in PBC processes are too costly to replicate in a simulated setting which covers the following tasks: grading & compacting, stripping forms, digging proper key ways and doweling, proper installation of reinforcements, lay and tie rebar, protection with walls and other areas, use of power tools, rodding and finishing concrete, use of the blueprints and elevations, snapping lanes, and driveway specification. PBC provided a Checklist of Task and Competencies, which supports the need for PL training and overall business objectives.

The trainers are in-house subject matter experts who are exclusively dedicated to instruction for the entire reported training time.

SET - Wage Modification

Under Special Employment Training (SET), trainees must earn at least the statewide average hourly wage of \$26.71. Trainees employed in a priority industry may qualify for a SET wage modification up to 25% below the statewide average hourly wage to \$20.32 per hour. PBC requests the wage modification for trainees in Job Number 1.

RECOMMENDATION

Staff recommends approval of this proposal.

PRIOR PROJECTS

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET09-0189	Brea	07/28/08 – 07/27/10	\$129,600	\$113,032 (87%)

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

8-200

Trainees may receive any of the following:

BUSINESS SKILLS

- ✚ Change Management
- ✚ Budget
- ✚ Coaching Skills
- ✚ Collaboration
- ✚ Communication
- ✚ Conflict Management
- ✚ Construction Finance
- ✚ Construction Procedures
- ✚ Customer Application for Payment
- ✚ Customer Satisfaction
- ✚ Developing New Opportunities
- ✚ Leadership
- ✚ Planning
- ✚ Performance Management
- ✚ Product Knowledge
- ✚ Risk Management

COMMERCIAL SKILLS

- ✚ Competent Person, Trenching
- ✚ Competent Person, Excavation
- ✚ Concrete and Masonry
- ✚ Equipment Operations
- ✚ Field Operational Procedures
- ✚ Installation Procedures
- ✚ Job Cost
- ✚ Materials Handling and Storage
- ✚ Petti Bone
- ✚ Power Tool Use and Guarding
- ✚ Ramset
- ✚ Scaffold Erection Guidelines
- ✚ Scaffold Awareness
- ✚ Signs, Signals and Barricades
- ✚ Site Logistics
- ✚ Storm Water Pollution Prevention Program
- ✚ Trenching and Excavation Awareness
- ✚ Underground Utility
- ✚ Walk Through Procedures
- ✚ Workzone Traffic Control

COMPUTER SKILLS

- ✚ ABRA
- ✚ Microsoft Office
- ✚ Omni-Form
- ✚ On Center (on screen take off)
- ✚ Prelien 2 Lien
- ✚ Project Scheduler
- ✚ Timberline
- ✚ Time Tracking (AboutTime)

CONTINUOUS IMPROVEMENT

- ✚ Process Improvement
- ✚ Productivity improvement
- ✚ Quality Systems and Procedures
- ✚ Team Building
- ✚ Problem Solving
- ✚ Decision-Making

HAZARDOUS MATERIALS

- ✚ Explosives
- ✚ Flammable Liquids
- ✚ Gases
- ✚ Hazard Communication
- ✚ Material Safety Data Sheet
- ✚ Toxic and Infectious Substances

Safety Training is capped at 10% of a trainee's total training hours

OSHA 10 (Certified OSHA Instructor)

- ✚ OSHA 10 (requires 10 hours completion)

Productive Lab

0 – 35

COMMERCIAL SKILLS (Ratio 1:2)

- ✚ Competent Person, Trenching
- ✚ Competent Person, Excavation
- ✚ Concrete and Masonry
- ✚ Equipment Operations
- ✚ Field Operational Procedures
- ✚ Installation Procedures
- ✚ Materials Handling and Storage
- ✚ Petti Bone
- ✚ Power Tool Use and Guarding
- ✚ Ramset
- ✚ Scaffold Erection Guidelines
- ✚ Scaffold Awareness
- ✚ Signs, Signals and Barricades
- ✚ Site Logistics
- ✚ Storm Water Pollution Prevention Program
- ✚ Trenching and Excavation Awareness
- ✚ Underground Utility

- ✚ Walk Through Procedures
- ✚ Workzone Traffic Control

CBT Hours

0 – 24

BUSINESS SKILLS

- ✚ Managing Subcontractors 1 (20 minutes)
- ✚ Managing Subcontractors 2 (30 minutes)
- ✚ Planning (30 minutes)
- ✚ Productivity (30 minutes)
- ✚ Project Startup (45 minutes)
- ✚ Records Management (20 minutes)
- ✚ Shared Folders (30 minutes)
- ✚ Timekeeping (1 hour, 10 minutes)

COMMERCIAL SKILLS

- ✚ Change Orders 1 (1 hour)
- ✚ Change Orders 2 (45 minutes)
- ✚ Change Orders 3 (45 minutes)
- ✚ Defensive Driver Awareness (30 minutes)
- ✚ Documentation 2 (15 minutes)
- ✚ Excavation Safety (2 hours)
- ✚ Excavation/Trenching (8 hours)
- ✚ Scaffolding Competent Person (8 hours)
- ✚ Hazardous Communication (2 hours)
- ✚ Hand and Power Tools (1 hour)
- ✚ Job Cost 1 (30 minutes)
- ✚ Job Cost 2 (45 minutes)
- ✚ Job Cost 3 (1 hour)
- ✚ Labor Cost and Productivity 1 (30 minutes)
- ✚ Labor Cost and Productivity 2 (45 minutes)
- ✚ Scheduling 3 (30 minutes)

COMPUTER SKILLS

- ✚ BIM Awareness (Building Information Modeling) (30 minutes)
- ✚ Email Archive (20 minutes)
- ✚ Email Etiquette (30 minutes)

Note: Reimbursement for retraining is capped at 200 hours total per-trainee, regardless of method of delivery. CBT is capped at 50% of total training hours, per-trainee.