



**Amendment Proposal #1 for:
 Professionals In Human Resources Association
 Agreement Number: ET16-0166**

Amendment Effective Date: September 29, 2015

Panel Meeting of: March 25, 2016

ETP Regional Office: North Hollywood

Analyst: L. Vuong

CURRENT PROJECT PROFILE

| | | | |
|------------------|---|---------------------|---|
| Contract Type: | Priority/Retrainee SB<100 SET/HUA | Industry Sector(s): | Manufacturing Transportation/Logistics Technology/Other |
| Counties Served: | Statewide | Repeat Contractor: | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| Union(s): | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | Priority Industry: | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |

Current Contract Term: September 28, 2015 to September 27, 2017

| | |
|------------------------|-----------------------------|
| Current Funding | In-Kind Contribution |
| \$239,852 | \$215,500 |

AMENDMENT FUNDING

| | | | |
|--------------------------|----------------------|--------------------------|-----------------------------|
| Requested Funding | Support Costs | Amendment Funding | In-Kind Contribution |
| +\$220,800 | +\$15,400 | +\$236,200 | +\$194,500 |

| |
|----------------------|
| Total Funding |
| \$476,052 |

AMENDMENT 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 | Priority/Retrainee | Business Skills, Computer Skills, Cont. Imp., Mgmt. Skills, Mfg. Skills, OSHA 10/30 | 200 | 8-200 | 0 | \$1,155 | \$15.07 |
| | | | | Weighted Avg: 60 | | | |
| 2 | Retrainee | Business Skills, Computer Skills, Cont. Imp., Mgmt. Skills, Mfg. Skills, OSHA 10/30 | 50 | 8-200 | 0 | \$433 | \$15.07 |
| | | | | Weighted Avg: 27 | | | |
| 3 | Retrainee Priority Rate SB<100 | Business Skills, Computer Skills, Cont. Imp., Mgmt. Skills, Mfg. Skills, OSHA 10/30 | 100 | 8-200 | 0 | \$1,946 | \$15.07 |
| | | | | Weighted Avg: 70 | | | |
| 4 | Retrainee SB<100 | Business Skills, Computer Skills, Cont. Imp., Mgmt. Skills, Mfg. Skills, OSHA 10/30 | 20 | 8-200 | 0 | \$658 | \$15.07 |
| | | | | Weighted Avg: 28 | | | |
| 5 | Retrainee SET HUA | Business Skills, Computer Skills, Cont. Imp., Mgmt. Skills, Mfg. Skills, OSHA 10/30 | 18 | 8-200 | 0 | \$352 | \$11.30 |
| | | | | Weighted Avg: 22 | | | |
| 6 | Retrainee SB<100 SET HUA | Business Skills, Computer Skills, Cont. Imp., Mgmt. Skills, Mfg. Skills, OSHA 10/30 | 18 | 8-200 | 0 | \$517 | \$11.30 |
| | | | | Weighted Avg: 22 | | | |

Minimum Wage by County: Job Numbers 1, 2, 3 & 4: \$16.44 per hour for Alameda, Contra Costa, Marin, San Francisco, San Mateo, and Santa Clara Counties; \$15.97 per hour for Los Angeles County; \$16.02 per hour for Orange County; \$15.93 per hour for San Diego County; \$15.75 per hour for Sacramento County; \$15.56 per hour for Alpine County; and \$15.07 per hour for all other counties

Job Numbers 5 and 6 (SET-HUA): \$12.33 per hour for Alameda, Contra Costa, Marin, San Francisco, San Mateo, and Santa Clara Counties; \$11.98 per hour for Los Angeles County; \$12.02 per hour for Orange County; \$11.95 per hour for San Diego County; \$11.81 per hour for Sacramento County; \$11.67 per hour for Alpine County; and \$11.30 per hour for all other counties.

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

Participating employers may use health benefits to meet the Post-Retention Wage and will vary by participating employer.

| Wage Range by Occupation | |
|--------------------------|------------|
| Occupation Title | Wage Range |
| Shipping Staff | |
| Operator I | |
| Operator II | |
| Engineer I | |
| Engineer II | |
| Production Staff I | |
| Production Staff II | |
| Maintenance Staff I | |
| Maintenance Staff II | |
| Shop Lead | |
| Technician | |
| Administration Staff | |
| Manager/Supervisor I | |
| Manager/Supervisor II | |
| Sales Staff I | |
| Sales Staff II | |
| Small Business Owners | |

INTRODUCTION

Established in 1944, and headquartered in Gardena, Professionals In Human Resources Association (PIHRA) (www.pihra.org) is a non-profit membership organization dedicated to providing business education, networking and advocacy with an emphasis on the human resources environment. PIHRA has 17 locations throughout California, located in Los Angeles, Orange, Riverside, San Bernardino and Ventura counties.

PIHRA is the largest affiliate of the Society for Human Resources Management Organization. PIHRA serves approximately 4,000 members in California. This includes private businesses, non-profit organizations, government agencies and workforce services. [Note: Only private-sector for-profit businesses are participating in this proposal.]

This proposal was originally approved at the September 25, 2015 Panel for \$479,162. Because PIHRA was a first time contractor, the Panel reduced the funding request by 50%. However, the Panel asked PIHRA to return for consideration for additional funding as long as they could show performance of at least 70%.

AMENDMENT DETAILS

This Amendment will increase the funding amount from \$239,852 to **\$476,052**. This will restore the 50% funding cut at the September Panel Meeting. According to PIHRA, participating employers in Job Numbers 1 & 3 expressed the need for additional training. The additional funding will be used to increase the weighted average hours per-trainee from 29 to **60** for Job Number 1; and from 28 to **70** for Job Number 3. This will allow current trainees to continue under the Job Numbers they are currently enrolled in, retroactive to the start of term. Training is being delivered on a continuous basis, including multi-day and multi-week classes (4 to 8 hours per day, 3 to 5 days per week). With 16 months remaining in the contract term, there is sufficient time for PIHRA to deliver the additional hours of training, and for trainees to complete retention.

In summary, the additional funding will allow PIHRA to implement its original training plan, and accommodate participating employer demand. To date, the ETP Online Tracking System shows that PIHRA has already provided 99% of the scheduled training. There will be no changes to Curriculum or trainee wages.

RECOMMENDATION

Staff recommends approval of this Amendment.

CURRENT CONTRACT PERFORMANCE

The following table summarizes performance by PIHRA under the current ETP Agreement:

| Agreement No. | Approved Amount | Term | No. Trainees (Average) | No. Completed Training | No. Retained |
|---------------|-----------------|-------------------|------------------------|------------------------|--------------|
| ET16-0166 | \$239,852 | 9/28/15 – 9/27/17 | 406 | 15 | TBD |

The ETP Class/Lab Tracking System shows 11,252 eligible hours for potential earnings of \$236,072 (98% of the Agreement amount). The Contractor projects final earnings of 100% for the increase in funding based on training committed to by employers for delivery through June 27, 2017.