



Training Proposal for:
Santa Ana Chamber of Commerce
Agreement Number: ET17-0269

Panel Meeting of: October 28, 2016

ETP Regional Office: San Diego

Analyst: K. Campion

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB <100	Industry Sector(s):	Manufacturing Technology/IT Aerospace and Defense Technology/Other Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$887,800		\$61,591 8%		\$949,391

In-Kind Contribution:	50% of Total ETP Funding Required	\$478,560
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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 SB <100 Priority Rate	Continuous Impr. Computer Skills	132	8 - 200	0	\$2,780	*\$15.60
				Weighted Avg: 100			
2	Retrainee SB <100	Continuous Impr. Computer Skills	115	8-200	0	\$2,353	*\$15.60
				Weighted Avg: 100			
3	Retrainee Priority Rate	Continuous Impr. Computer Skills	92	8-200	0	\$1,925	*\$15.60
				Weighted Avg: 100			
4	Retrainee	Continuous Impr. Computer Skills	84	8-200	0	\$1,604	*\$15.60
				Weighted Avg: 100			

*It will be made a condition of contract that these trainees will never be paid less than the State or local minimum wage rate as in effect at the end of retention regardless of the wage expressed in this table. The highest minimum wage rate will prevail.

Minimum Wage by County: \$17.02 per hour for Alameda, Contra Costa, Marin, San Francisco, San Mateo, Santa Clara Counties; \$16.48 per hour for Los Angeles County; \$16.51 per hour for Orange County; \$16.46 per hour for San Diego County; \$16.10 per hour for Sacramento County; \$15.91 per hour for Alpine County; and \$15.60 per hour in 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.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Job Numbers 1 - 4		
Admin. Staff, Accounting & Purchasing staff, Manufacturing Staff, Sales Staff, Shipping & Receiving Staff, Warehouse Staff, Technical Analyst, Technician		54
System Analyst/Administrator, Lead, Quality Staff		91
Programmer Analyst		41
Network Engineer/Architect		83
Database Administrator/Architect		45
Application Architect		48
Supervisor & Manager		61

INTRODUCTION

This is the ninth proposal for the Santa Ana Chamber of Commerce (SACC or Chamber), (www.santaanachamber.com) and the fifth in the last five years.

Founded in 1889, the Chamber brings together a broad representation of business, government, non-profit, and education entities that work together on its board of directors, councils, committees and task forces to identify and implement programs to improve the economy in Santa Ana and surrounding areas. Workforce development is one area of focus for the Chamber. Developing the local workforce involves linking skill-training programs to current employer demands.

In the past, SACC has provided IT training to small, medium and large technology companies across California. Under this proposal, the Chamber will provide Continuous Improvement training to small manufacturing and warehousing companies in the Orange, Los Angeles, Riverside and San Bernardino Counties area. The core group of employers consists of 11 employers: seven small businesses (63%) and four large employers (36%) across No. and So. California.

PROJECT DETAILS

Employer Demand

To remain competitive, the core group of employers must streamline and automate business functions by implementing higher capacity computer networks, in tandem with Continuous Improvement (Lean initiatives and Quality Improvement). Employers in the manufacturing, aerospace and defense, and technology sectors must train in Continuous Improvement to obtain quality certifications such as ISO 9001.

Some employers have expressed a need for Computer Skills training due to the constant and rapid changes in technology such as Mobile, Cloud and Virtualization. This will include Advance training in Microsoft Windows Servers, SQL Server Databases, VMWare Virtual infrastructure and Cisco Networking equipment.

Training Plan

SACC estimates 50% of the training will be delivered in Continuous Improvement training and will be delivered at the participating employer work sites via class/lab. The other 50% of the training in Computer Skills will be provided to IT workers and will be delivered via e-learning (Virtual Classroom) training methods.

Continuous Improvement (50%): Training will be offered to all occupations in Project Management, Quality Management Skills, ISO, Lean Methodology, Six Sigma and Problem Solving Skills. This training is targeted to assist companies to obtain critical ISO9001 or AS9100 Quality certifications.

Computer Skills (50%): Training will be provided primarily to IT occupations including System and Engineering Analysts, Architects, Administrators, Quality Staff, Leads and Supervisor/Managers. Training courses include all aspects of software development, system/network administration, security administration and cloud computing technologies. The proposed curriculum has been designed for advanced IT professionals who work in the areas of programming, system/network administration, and database design/administration.

Subcontractor Restrictions

The proposed training will be delivered by two training vendors: Lean QA and Saisoft. Lean QA has provided Continuous Improvement training for companies across Southern California for 10 years and is projected to provide the majority of the proposed Continuous Improvement training. Saisoft specializes in Computer Skills training in the latest technologies for IT workers and has been providing IT training since 2003. Reimbursement shall not be earned for training hours delivered by any single private-sector training vendor in excess of 50% of total training hours.

Curriculum Development

At the start of recruitment, participating employers will complete a training needs assessment and survey to identify critical skill deficits, new technologies, and the current business challenges. These assessments are used to design customized course content and specific training plans for each employer. At the end of this program, trainees will complete a survey or course evaluation on the quality and relevance of the training. Additionally, employers will be surveyed to assess the overall effectiveness of the training program.

Marketing and Support Costs

SACC reports that it has an extensive database of businesses in IT, software, electronics manufacturing and associated industries. To reach these businesses, SACC staff will continue to market via the Chamber's website; quarterly e-mails to member companies; trade shows; job fairs; direct mail; in-person visits; web-based seminars; meetings and Chamber events.

SACC will perform marketing and supportive services for training companies located in Santa Ana and neighboring communities. Saisoft will perform marketing specifically to IT companies across California, and Lean QA will assist in marketing Manufacturing companies in Southern California.

SACC requests the 8% support to cover the costs and intensive outreach efforts required to market and recruit additional participating employers, assess specific training needs, develop job-specific curricula and training schedules, and conduct necessary follow-up during retention. This will be an on-going activity throughout the duration of the Agreement. Staff recommends the 8% support costs.

Impact/Outcome

The proposed training will prepare trainees to pass ISO and industry standard IT Certifications. Lean QA is authorized to test and certify trainees for Six Sigma and Lean Methodology training.

Electronic Recordkeeping

SACC will utilize an electronic recordkeeping system for all Computer Skills training that is designed and programmed to document the E-Learning (Virtual classroom) method of class/lab training. This system has been reviewed and approved by ETP staff. For Continuous Improvement training, SACC will utilize standard paper-based attendance rosters.

High Unemployment Area

Although there may be participating employers located in a HUA, SACC is not asking for a wage or retention modification.

Commitment to Training

ETP-funded training is supplemental and will not displace the existing financial commitment to training by participating employers. Safety training is provided by the participating employers in accordance with all pertinent requirements under state and federal law.

The core group of employers’ current training varies by employer but generally consists of new-hire orientation, job-specific on-the-job training, product training, soft skills training and safety training. ETP funds are intended to provide supplemental training for companies who lack the training budget or resources to provide training on their own, but whom need training to upgrade the job skills of their workers to keep the workforce competitive. Employers also state that although they have training programs, they are unable to keep up with the amount and frequency of technical training needed to remain competitive. Small business participating employers state that they are not able to provide significant training to their employees due to a lack of training funds. ETP funding will allow participating employers the opportunity to upgrade workers’ skills in the latest technologies and certifications. The core group of employers has certified that they will continue to provide training to their employees after the completion of ETP-funded training.

➤ Training Infrastructure

The SACC Vice President of Operations and staff will oversee and manage this training project; including maintaining all class/lab attendance rosters for Continuous Improvement training at the Chamber headquarters in Santa Ana. Additionally, the Chamber will provide ETP project administrative functions of enrolling trainees and tracking all Continuous Improvement training classes in the ETP On-line Systems. The training vendor, Lean QA, will assist SACC in gathering completed rosters from participating employers for the Continuous Improvement training classes.

The training vendor, Saisoft, will provide the ETP administrative services for the Computer Skills training classes including enrolling and tracking of all trainees in the ETP on line systems. The reimbursement to each training vendor for ETP administrative services will be proportional to the activities stated above (see Administrative Services below).

RECOMMENDATION

Staff recommends approval of this proposal.

ACTIVE PROJECTS

The following table summarizes performance by SACC under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET15-0310	\$948,628	1/05/15 – 1/04/17	461	630	533

All training ended on 10/03/16. To date, 533 trainees have completed retention for earnings of \$636,903. SACC has currently tracked over 39,000 reimbursable training hours for potential earnings in excess of the Agreement amount; therefore, the Contractor projects final earnings of 100% when all retentions are completed and invoices have been processed by ETP.

PRIOR PROJECTS

The following table summarizes performance by SACC under ETP Agreements that were completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET14-0101	Santa Ana	9/03/13 – 9/02/15	\$1,249,634	\$1,249,634 (100%)
ET12-0241	Santa Ana	12/31/11- 12/30/13	\$748,622	\$744,418 (99%)
ET11-0215	Santa Ana	4/04/11- 4/03/13	\$399,590	\$392,375 (98%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

Saisoft in Irvine will perform partial administrative services for an amount not to exceed 3.7% of payment earned; Lean QA in Diamond Bar will perform partial administrative services for an amount not to exceed 2.7% of payment earned.

TRAINING VENDORS

Saisoft has also been retained to provide Computer Skills. Lean QA has also been retained to provide Continuous Improvement training.

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

8 – 200 Trainees may receive any of the following:

CONTINUOUS IMPROVEMENT

- PMT-SK: Project Management Skills
- PMT-MP: Project Management using MS Project
- Quality Management Skills
- ISO9001
- AS9100
- AS9110
- AS9120
- ISO13485
- TS16949
- ISO22000
- ISO14001
- Safe Quality Food
- National Aerospace and Defense Contractors Accreditation Program
- Business Skills Development Skills
- International Traffic in Arms Regulations
- Lean Methodology
- Change Management
- Six Sigma White Belt
- Six Sigma Green Belt
- Six Sigma Black Belt
- Continuous Improvement Skills
- Kaizen
- Internal Auditor
- Inventory Management
- Supply Chain Management
- Foreign Object Debris Prevention
- Building High Performance Teams
- Problem Solving/Root Cause

E-Learning Hours

8 - 200

COMPUTER SKILLS

- CIS-SEC: Securing Cisco Network Devices
- NJS-PR1: Node.js Programming
- SWF-PR1: Apple Swift Programming
- JAV-TA: Automated Test Framework Development In Java
- SEL-PR: Automated Testing using Selenium
- UFT-PR: Automated Testing using Unified Testing Framework
- BUS-AN2: Business Analysis for Object Oriented Design
- TBL-RP: Reporting with Tableau Software
- MSF-AD12: MS Windows Server 2012 Active Directory Services
- CMP-CL1: Comptia Cloud Essentials (CLO-001)

- CMP-SR1: Comptia Server+ (SKO-003)
- CRY-RP: SAP Crystal Reports 2011
- AGL-SC: Agile and Scrum Software Development Methodology
- PMT-IT: Software Development Lifecycle Information Technology Infrastructure Library - ITIL
- SAI-467: Designing Business Intelligence Solutions with Microsoft SQL Server 2012
- SAI-466: Implementing Data Models and Reports with Microsoft SQL Server 2012
- SAI-465: Designing Database Solutions for SQL Server 2012
- SAI-464: Developing Microsoft SQL Server 2012 Databases
- SQL-463: Implementing a Data Warehouse with Microsoft SQL Server 2012
- SQL-462: Administering Microsoft SQL Server 2012 Databases
- SQL-461: Querying Microsoft SQL Server 2012
- MSW-AZ: Implementing Microsoft SQL Azure
- AWS-CC: Cloud computing with Amazon Web Services
- MSO-365: Migrating Exchange Server to MS Office 365
- GOO-AN: Implementing Google Analytics
- GOO-AD: Google Adwords Administration
- MSF-AC: Microsoft Access Programming
- MSF-VS: Microsoft Visio 2010 Administration
- CIT-XA: Citrix XenApp Implementation
- DIS-R1: Disaster Recovery for Information Technology
- IPH-PR: iPhone Programming
- AND-PR: Android Programming
- CIS-NPR: CCNP ROUTE (642-902)
- CIS-NPS: CCNP SWITCH (642-813)
- CIS-NPT: CCNP TSHOOT (642-832)
- MSF-SPS: Microsoft Sharepoint Designer
- MSF-SPA: Microsoft Sharepoint Foundation Administration
- MSF-SPF: Microsoft Sharepoint Foundation
- MSF-SPD: Microsoft Sharepoint Development
- MSF-SPB: Microsoft Sharepoint Business Intelligence
- CPT-SC: Comptia Security+
- CPT-NW: Comptia Network +
- SQL-TS: Programming SQL Server with Transact-SQL
- SQL-RS: SQL Server Reporting Services
- SQL-BI: SQL Server Business Intelligence
- MySQL Database Administration
- Apache Web Server Administration
- Common Gateway Interface and Hypertext Preprocessor Programming
- ORA-SQ: Oracle – Structured Query Language (SQL)
- ORA-PL: Oracle – PL/SQL (Programming Language in SQL)
- DDT-DM: Data Modeling and Database Design
- DDT-LP: Logical and Physical Data Modeling
- MSF-EX: Microsoft Exchange Server Administration
- MSF-SP: Microsoft Sharepoint Server Administration
- MSF-SEC: Designing Security for Microsoft Networks
- MSF-PS: MS Windows Administration with Powershell
- SEC-NI: Securing Network Infrastructure and Communications (Security+ 1)
- SEC-AP: Application, Operational and Organizational Security (Security+ 2)
- SEC-AI: Designing Security Architecture Infrastructures

- SEC-MA: Designing Security Management Infrastructures
- JAV-OO: Object Oriented Programming in Java
- JAV-AP: Application Development in Java
- JAV-AT: Advanced Topics in Java
- CIS-ND1: Configuring Cisco Network Devices I (ICND1 – 640-822)
- CIS-ND2: Configuring Cisco Network Devices II (ICND2 - 640-816)
- CIS-SC: Configuring Scalable Cisco Networks
- CIS-ML: Configuring Multi-Layer Switched Cisco Networks
- CIS-RA: Configuring Remote Access Cisco Networks
- CIS-TA: Troubleshooting Advanced Cisco Networks
- PMT: Software Development Lifecycle Project Management
- Software Development Lifecycle Six Sigma Quality Best Practices
- Information Technology Infrastructure Library Implementation
- Information Technology Infrastructure Library Best Practices
- Network Security – Ethical Hacking
- Network Security – Applied Computer Forensics
- CSP-PR: Programming in C#
- CSP-AS: Programming ASP.NET and ADO.NET using C#
- CSP-EN: Enterprise Application Development in C#
- MSF-W7: Microsoft Windows7 Administration
- LIN-SA: Linux System Administration
- LIN-NA: Linux Network Administration
- DWH-IN1: Data Warehousing Fundamentals
- DWH-IN2: Programming Informatica
- COG-PR1: Implementing Business Intelligence with Cognos
- VMW-AD: VMWare Infrastructure Administration
- OOD-UML: Object Oriented Design and Unified Modeling Language
- CIT-SA: Citrix Presentation Server Administration
- UBU-DS: Ubuntu Linux Desktop Administration
- ORA-DB: Oracle Database Administration
- SQL-SA: SQL Server Database Administration
- SQL-DB: SQL Server Database Design
- MSF-HY: Microsoft Windows Server Hyper-V Administration
- SQL-MD12: SQL Server 2012 Multi-Dimensional Expressions and Data Analysis Expressions
- SQL-RS12: SQL Server 2012 Reporting Services
- SQL-AS12: SQL Server 2012 Analysis Services
- SQL-BID: SQL Server 2012 Designing Business Intelligence Solutions
- MSF-VS: Microsoft Visio 2010
- MSF-PS1: MS Windows Administration with Powershell I
- MSO-365: Migrating Exchange Server to Office 365
- MSF-410: Installing and configuring Windows Server 2012
- MSF-411: Administering Windows Server 2012
- MSF-412: Configuring Advanced Windows Server 2012 Services
- CIS-NPR: Cisco CCNP Routing and Switching
- CIS-SP1: Computer Information Systems Security Protocol
- CEH-P1: Certified Ethical Hacking Training
- CAP-P1: Computer Systems Authorization Protocol
- WIR-TS: Wireless Technology Specialist
- WIR-NA: Wireless Network Administration

- CMP-MOB: Comptia Mobility+ (MBO-001)
- CMP-SM: Comptia Social Media Security
- BUS-AN: Business Analysis and Modeling
- HAD-DB1: Big Data Management with Hadoop
- MON-DB1: Big Data Management with MongoDB
- PYT-PR: Programming in Python
- PRL-PR: Programming in Perl
- JVS-PR: Javascript Programming
- PHP-PR: Programming in PHP
- WRD-PR: Website Design with Wordpress
- LIN-WI: Linux for Windows Users
- QCB-A1: Quickbooks Training
- MSF-AZ: Microsoft Azure Infrastructure Solutions
- LIN-SH: Linux Shell Scripting
- TBL-MS: Mastering Tableau Software for Data Science
- NET-FN: Networking Fundamentals
- WIR-TS: Troubleshooting Networking with Wireshark software
- MPM-PR: Multi-Platform Mobile Development

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

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Santa Ana Chamber of Commerce

CCG No.: ET17-0269

Reference No: 17-0024

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Coherent, Inc.
Address: 5100 Patrick Henry Drive
City, State, Zip: Santa Monica, CA 95054
Collective Bargaining Agreement(s): No
Estimated #of employees to be retrained under this Agreement: 40
Total # of full-time company employees worldwide: 2,720
Total # of full-time company employees in California: 885
Company: Forcepoint LLC
Address: 10240 Sorrento Valley Road
City, State, Zip: San Diego, CA 92121
Collective Bargaining Agreement(s): No
Estimated # of employees to be retrained under this Agreement: 6
Total # of full-time company employees worldwide: 2,370
Total # of full-time company employees in California: 250
Company: HC Pacific
Address: 536 Ontario Mills Parkway
City, State, Zip: Ontario, CA 91764
Collective Bargaining Agreement(s): No
Estimated # of employees to be retrained under this Agreement: 35
Total # of full-time company employees worldwide: 40
Total # of full-time company employees in California: 35
Company: Neardata, Inc.
Address: 4502 Dyer Street, Ste. 103
City, State, Zip: La Crescenta, CA 91214
Collective Bargaining Agreement(s): No
Estimated # of employees to be retrained under this Agreement: 4
Total # of full-time company employees worldwide: 32
Total # of full-time company employees in California: 31

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Santa Ana Chamber of Commerce

CCG No.: ET17-0269

Reference No: 17-0024

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Pacific Aerospace Resources and Technologies
Address: 18200 Phantom West
City, State, Zip: Victorville, CA 92394
Collective Bargaining Agreement(s): No
Estimated # of employees to be retrained under this Agreement: 110
Total # of full-time company employees worldwide: 110
Total # of full-time company employees in California: 110
Company: SACA Technologies
Address: 5101 E. La Palma Avenue
City, State, Zip: Anaheim, CA 92807
Collective Bargaining Agreement(s): No
Estimated # of employees to be retrained under this Agreement: 35
Total # of full-time company employees worldwide: 98
Total # of full-time company employees in California: 52
Company: Shimento, Inc.
Address: 1350 Hayes Street, Suite B-4
City, State, Zip: Benicia, CA 94510
Collective Bargaining Agreement(s): No
Estimated # of employees to be retrained under this Agreement: 5
Total # of full-time company employees worldwide: 143
Total # of full-time company employees in California: 65
Company: Spireon, Inc.
Address: 16802 Aston Street
City, State, Zip: Irvine, CA 92606
Collective Bargaining Agreement(s): No
Estimated # of employees to be retrained under this Agreement: 25
Total # of full-time company employees worldwide: 500
Total # of full-time company employees in California: 250

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Santa Ana Chamber of Commerce

CCG No.: ET17-0269

Reference No: 17-0024

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Stratus Aircraft Services, Inc.
Address: 265 N. Leland Norton Way
City, State, Zip: San Bernardino, CA 92408
Collective Bargaining Agreement(s): No
Estimated # of employees to be retrained under this Agreement: 23
Total # of full-time company employees worldwide: 23
Total # of full-time company employees in California: 23
Company: Ursus, Inc.
Address: 1161 Mission Street
City, State, Zip: San Francisco, CA 94103
Collective Bargaining Agreement(s): No
Estimated # of employees to be retrained under this Agreement: 1
Total # of full-time company employees worldwide: 25
Total # of full-time company employees in California: 18
Company: Viscira, LLC
Address: 200 Vallejo Street
City, State, Zip: San Francisco, CA 94111
Collective Bargaining Agreement(s): No
Estimated # of employees to be retrained under this Agreement: 35
Total # of full-time company employees worldwide: 100
Total # of full-time company employees in California: 100