



RETRAINEE - JOB CREATION

Training Proposal for:

Sparta Consulting, Inc. dba KPIT Technologies

Agreement Number: ET15-0464

Panel Meeting of: June 26, 2015

ETP Regional Office: Sacramento

Analyst: M. Mazzone

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Job Creation Initiative	Industry Sector(s):	Technology/IT Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Orange and Sacramento	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 86	U.S.: 292	Worldwide: 9,000
<u>Turnover Rate:</u>	15%		
<u>Managers/Supervisors:</u> (% of total trainees)	12%		

FUNDING DETAIL

<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td style="text-align: center;">Program Costs</td></tr> <tr><td style="text-align: center;">\$195,672</td></tr> </table>	Program Costs	\$195,672	-	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">(Substantial Contribution)</td> <td style="text-align: center;">(High Earner Reduction)</td> </tr> <tr> <td style="text-align: center;">\$0</td> <td style="text-align: center;">\$0</td> </tr> </table>	(Substantial Contribution)	(High Earner Reduction)	\$0	\$0	=	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td style="text-align: center;">Total ETP Funding</td></tr> <tr><td style="text-align: center;">\$195,672</td></tr> </table>	Total ETP Funding	\$195,672
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In-Kind Contribution:	100% of Total ETP Funding Required	\$496,000
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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	Advanced Technology, Business Skills, Continuous Improvement	71	8-200	0	\$2,232	\$30.00
				Weighted Avg: 124			
2	Retrainee Job Creation Initiative Priority Rate	Advanced Technology, Business Skills, Continuous Improvement	15	8-200	0	\$2,480	\$33.50
				Weighted Avg: 124			

Minimum Wage by County: Job 1: \$15.75 for Sacramento County and \$16.02 for Orange County. **Job 2:** \$13.13 for Sacramento County and \$13.35 for Orange 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		
Administrative Staff		1
Accounting Staff		2
SAP Technical Developer 1		11
SAP Technical Developer 2		5
SAP Functional Developer		10
SAP Team Lead		7
Project Manager		14
Solutions Architect 1		4
Solutions Architect 2		3
Sales Representative		7
Marketing Representative		7
Job Number 2		
SAP Technical Developer 1		5
SAP Technical Developer 2		5
SAP Functional Developer		5

INTRODUCTION

Sparta Consulting, Inc. was founded in 2007 in Folsom. The Company provides Information Technology (IT) services that focus on the installation of Enterprise Resource Planning (ERP) systems using Systems, Applications & Products in Data Processing (SAP) software. Sparta Consulting, Inc. has 5 locations in the U.S., 2 of which are located in California: Folsom and Newport Beach. The Corporate Headquarters located in Folsom and the Southern California office located in Newport Beach will participate in ETP training.

KPIT Technologies (KPIT) is eligible for standard retraining for companies meeting the definition of an industry deemed by the panel as facing out-of-state competition. In 2009, Sparta Consulting, Inc. was purchased by KPIT, a business located in Pune, India. KPIT has 19 locations throughout North America, Asia, Europe, and Africa and specializes in consulting services which provide their customers with technology workplace solutions. Sparta Consulting, Inc. is a subsidiary of KPIT and is among the fastest growing SAP consultancies in North America.

Need for Training

The IT consulting industry has changed significantly in the past couple of years with the introduction of Cloud-based technology. Businesses are transitioning from a period in which data was stored on local servers, to a world in which data can be accessed through the internet from servers located thousands of miles away. KPIT's business model for SAP consulting is transforming to meet the new needs of their customers and to offer the most current technologies. To remain competitive in the IT consulting industry, it is necessary for KPIT to train staff on Cloud-Computing technology.

Customers who purchase SAP software licenses will have KPIT install, customize, test, and deploy the software throughout the organization. Each SAP software program allows customization to meet the individual needs of the user. Understanding the customization options of each software program is key to implementation success. SAP has recently released new software programs, and other SAP software programs have received significant updates. The recent software releases and updates have driven the need for staff to learn operational procedures for SAP software programs such as Hana, Success Factor, Haboop, hybris, and Fiori. Each SAP program has its own unique architecture, and training must be delivered separately for each. With the proper training, developers and architects will be able to meet and exceed customer expectations no matter what SAP software they chose.

In addition, KPIT's training will focus on improving employees soft skills such as communication, writing and interpersonal skills. Continuous improvement training is also included in the training plan to improve efficiencies, processes and problem solving.

Retrainee - Job Creation

In support of job creation, the Panel is offering 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.

KPIT has committed to hiring 15 new employees (Job Number 2). The date-of-hire for all trainees in the Job Creation program will be within the three-month period before contract approval or within the term-of-contract. These trainees will be hired into "net new jobs" as a condition of contract.

KPIT has been in a continuous growth mode, and continues to secure a greater percentage of market share on an annual basis. To support an increase in the number of clients that KPIT will serve, new positions within the organization will be created. During the fiscal year, KPIT is expecting a 10% increase in revenue deriving from new clients. KPIT's forecasts over the next 2 years show the need for up to 50 new-hires in California. Only 15 will be hired in this Agreement.

Project Details

Training Plan

KPIT will use Classroom/laboratory and E-Learning training delivery methods. In-house subject matter experts and external training vendors will be utilized to deliver training.

E-Learning will be utilized to reduce the cost of training as travel will not be required. Trainees will receive between 8 – 200 hours of training.

Business Skills (10%): Training will be delivered to all occupations to foster continuous company growth. To meet company goals, all staff requires training to improve communication, interpersonal, product knowledge, and analytical skills. Training topics will include courses such as Business Communication, Negotiating, Dealing with Difficult People, Business Writing, Financial Analysis, Product Knowledge, and Project Requirements Analysis and Specifications.

Continuous Improvement (10%): Training will be provided to all occupations to improve internal processes and procedures. KPIT's training will focus on staff working through projects in the most efficient manner, while ensuring customer satisfaction. Training topics will include Process Improvement, Project Management, Root Cause Analysis, Time Management, and Change Management.

Advanced Technology (80%): Training will be job specific, delivered to all occupations, excluding Sales Representatives, Marketing Representatives, Accounting Staff and Administrative Staff. Advanced Technology (AT) skills are the life of the business and KPIT must stay current with the ever-changing technology industry. The training will focus on the operation, installation, customization, testing, troubleshooting, and deployment of SAP ERP software at client sites. KPIT will also deliver this AT training in multiple programming languages.

AT will be delivered in highly technical learning environments. The trainer-to-trainee ratio will not exceed 1:10 to allow for in-depth personal attention to each trainee. The daily cost of training will range from \$3,200 to \$6,400, not including software fees, hardware fees, and setup costs.

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. In addition, KPIT will continue to provide sexual harassment prevention, orientation, best practices, and first-aid training.

Impact/Outcome

KPIT's training plan will improve the job-specific knowledge of staff. Staff will be able to work more confidently, efficiently and provide a higher level of customer service. Training will make KPIT a stronger company from within and will lead to continuous growth of the business.

RECOMMENDATION

Staff recommends approval of this proposal.

DEVELOPMENT SERVICES

KPIT retained Sierra Consulting Services in Cameron Park to assist with development of this proposal for a flat fee of \$15,000.

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

To Be Determined

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

8-200 Trainees may receive any of the following:

BUSINESS SKILLS

- Business Communication
- Business Fundamentals
- Business Writing
- Behavior Style Strategies
- Customer Relationship Management
- Communication styles
- Cost Control
- Dealing with Difficult People
- Employee Coaching
- Financial Analysis
- Interpersonal Communications
- Leadership
- Marketing/Sales Techniques
- Negotiating
- Operational skills
- Personal Image
- Planning and Organization
- Product Knowledge
- Project Management and Methodology
- Project Requirements Analysis and Specifications

CONTINUOUS IMPROVEMENT

- Cross Training
- Creating a Quality Organization
- Change Management
- Decision Making
- How to Coach and Mentor
- Leadership
- Meeting Management
- Process Improvement
- Project Management
- Problem Solving and Decision Making
- Root Cause Analysis
- Systems Failure Analysis
- Team Building
- Teamwork Development Skills
- Time Management

ADVANCED TECHNOLOGY (1:10 Ratio)

0-200

SAP BW 7.3 on SAP HANA 1.0

Solution: SAP HANA

Level: Details, Configuration & Transaction

Solution Release: NW BW 7.3

- SAP HANA Basics
- SAP NetWeaver BW 7.3
- SAP HANA optimized objects
- DataStore Object (DSO)
- InfoCube
- SemanticPartitioned Object (SPO)
- Mixed scenarios of SAP BW and HANA schemas
- Transient Provider
- Publishing of SAP HANA models to Analytical Index
- Composite Provider
- HANA as source system via DB Connect
- BW Workspaces
- Layered Scalable Architecture without SAP HANA
- Layered Scalable Architecture plus plus (LSA++) with SAP HANA

Ariba Procurement: Creating and Managing Invoices

Solution: Cloud

Level: Basic Processes & Foundation

Solution Release: ARIBA PROCUREMENT 12S2

- Introduction to Contract Compliance
- Paper Invoices
- PO-based Electronic Invoices
- Contract-based Invoices
- Non-PO Invoices
- Credit Memos
- Invoice Approval
- Invoice Reconciliation
- OK2Pay and Remittance
- Searching and Reporting

SAP HANA - Introduction

Solution: SAP HANA

Level: Details, Configuration & Transaction

Solution Release: HANA SPS08

- Overview of SAP HANA
- Architecture of SAP in-memory computing
- Overview of data provisioning in SAP HANA with the following tools:
- SAP Data Services
- SAP Sybase Replication Server
- SAP LT Replication Server
- SAP Direct Extractor Connection (DXC)

- Flat File upload
- Modeling with SAP HANA
- SAP HANA Interfaces to BI client tools, including:
- SAP BusinessObjects Explorer
- SAP BusinessObjects Analysis
- SAP Crystal Reports
- SAP BusinessObjects Dashboards
- SAP BusinessObjects Web Intelligence

SAP HANA - Data Provisioning

Solution: SAP HANA

Level: Details, Configuration & Transaction

Solution Release: HANA SPS08

- Trigger-based replication with SAP Landscape Transformation (SLT SP06)
- Data provisioning using SAP Data Services (DS)
- SAP HANA Direct Extractor Connection (DXC)
- Connecting SAP HANA to other databases using SAP HANA Smart Data Access
- SAP Replication Server (SRS)

SAP HANA - Installation & Operations

Solution: SAP HANA

Level: Details, Configuration & Transaction

Solution Release: HANA SPS08

- SAP HANA Landscape
- SAP HANA Architecture
- Installation
- Scale-Out
- Migration from any database into SAP HANA
- Post-Installation
- Administrative Tools for SAP HANA
- Troubleshooting
- Performance analysis
- Operations
- Monitoring Backup & Recovery
- High Availability & Disaster Tolerance
- Security
- User Maintenance and Authorization

SAP HANA - Implementation and Modeling

Solution: SAP HANA

Level: Details, Configuration & Transaction

Solution Release: HANA SPS08

- Approaching SAP HANA modeling
- Connecting tables
- Using Graphic Modeling Tools
- Using SQL Modeling Tools
- Other Modeling Features, including

- Decision Tables
- Geospatial Data
- Using Text Search and Analysis
- Managing modeling content
- Security and Authorizations
- Data Provisioning
- Introduction to the Application Function Library

SAP Fiori Implementation and Configuration

Solution: SAP Other Solution

Level: Details, Configuration & Transaction

Solution Release: EHP7 FOR ERP 6.0

- Overview of the SAP Fiori solution
- Introduction to SAP Fiori Apps (Manager & Employee)
- SAP UX strategy relating to SAP Fiori
- SAP Fiori architectures and technology (App types, Architecture structure/details, hardware & software requirements)
- Role of SAP SAPUI5
- Basics of SAP NetWeaver Gateway OData Services
- Configuration overview – Transactional, Fact Sheets, Analytical & Launchpad
- Launchpad overview and functions
- Launchpad configuration
- Theme Designer overview
- SAP Fiori security
- Installation overview & tasks
- Configure Transactional Apps & Factsheets (Search, NW Gateway, Central UI Add-On, Product Specific Add-On)
- Introduction of end to end Data Flow
- SAP Business Workflow basics
- Custom Workflow scenarios to Approve Requests
- Extensibility overview (Concept, skills, tools)
- OData extensibility (Taskflow & SAP NW Gateway)
- UI Field extensibility (Tools, method, concepts)
- HANA XS Engine overview & architecture
- Analytical Apps overview
- Installation of the XS Engine for SAP Fiori Analytical Apps
- Configuration of Analytical Apps (KPI prerequisites, general overview, how to create KPIs)
- Configuration of a KPI
- Basic issue troubleshooting resources

SAP Fiori (Wave V) Administration

Solution: SAP Other Solution

Level: Details, Configuration & Transaction

Solution Release: SAP FIORI (WAVE V)

- Introduction SAP Fiori Administration:
- SAP User Experience Strategy
- SAP User Experience Tools and Technologies
- SAP User Experience and Administration Overview:

- Launchpad Administration Overview
- SAP Fiori and the Administrator Role
- Launchpad and Theme Designer Administration:
- Configuring Authorization Roles
- Analyzing Intents for SAP Fiori Launchpad
- Configuring Launchpad Navigation
- Translate Tiles, Catalogs, and Groups in SAP Fiori Launchpad
- Assigning Catalogs to Roles
- Assigning Groups to Roles
- Theme Designer Administration
- Standard and Custom Apps Deployment:
- Deployment Overview
- Standard Apps Deployment Methods
- Custom Fiori Apps Deployment
- SAP Fiori and Security:
- SAP Fiori Security Overview
- Authentication and Authorization
- Transport Security
- Device Level Security
- UI Troubleshooting:
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- SAP Gateway and Data Services Troubleshooting:
- SAP Gateway (OData) Troubleshooting Overview
- Activating OData Services
- SAP Web Dispatcher Configuration
- SAP Fiori and Runtime Troubleshooting:
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- Transaction Troubleshooting
- Logging and Tracing

hybris - SAP Solution Integration

Solution: SAP Other Solution

Level: Details, Configuration & Transaction

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- Introduction hybris-SAP Solution Integration
- Installation and Configuration of hybris Platform and Datahub Extensions
- Install and Configure hybris Platform v5.4
- Install and Configure hybris Datahub v5.4
- Common Configuration Checklist
- Set up System Connections for hybris-SAP Solution Integration
- Configure Basic Settings on SAP ERP for Asynchronous Data Replication to DataHub
- Synchronize Common Data between SAP ERP and hybris
- Customer Master Data Exchange
- Product Master Data & Stock Level Exchange
- Pricing Master Data Exchange
- Replication of Prices and Discounts
- Asynchronous Order Management

- Synchronous Order Management

Tableau Advance Training

- Build complex calculations to manipulate your data.
- Use statistical techniques to analyze your data.
- Use parameters and input controls to give users control over certain values.
- Implement advanced geographic mapping techniques and use custom images and geocoding to build spatial visualizations of non-geographic data.
- Combine data sources by using data blending.
- Combine data from multiple tables in the same data source by using joins.
- Make your visualizations perform as well as possible by using the Data Engine, extracts, and using efficient connection methods.
- Build better dashboards using techniques for guided analytics, interactive dashboard design, and visual best practices.
- Implement efficiency tips and tricks.
- Use Tableau Server in a basic way to share your visualizations.

E-Learning Hours

0-200

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- Business Communication
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E-Learning Hours (Advanced Technology)

0-200

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- Make your visualizations perform as well as possible by using the Data Engine, extracts, and using efficient connection methods.
- Build better dashboards using techniques for guided analytics, interactive dashboard design, and visual best practices.
- Implement efficiency tips and tricks.
- Use Tableau Server in a basic way to share your visualizations.

Note: Reimbursement for retraining is capped at 200 total training hours per trainee for trainees enrolled in Job Number 1 or Job number 2, regardless of the method of delivery.