



**Retrainee – Job Creation
Training Proposal for:
Trinity Safety Company LLC**

Small Business \leq \$50,000

ET15-0289

Panel Meeting of: August 22, 2014

ETP Regional Office: North Hollywood

Analyst: M. Paccarelli

CONTRACTOR

- Type of Industry: Services

 - Number of Full-Time Employees
 - California: 52
 - Worldwide: 52
 - Number to be trained: 51

 - Out-of-State Competition: Competitors Outside CA
 - Special Employment Training (SET): Yes No
 - High Unemployment Area (HUA): Yes No
 - Turnover Rate: 5%
 - Repeat Contractor: Yes No
- Priority Industry: Yes No
- Owner Yes No

FUNDING

- Requested Amount: \$49,962
- In-Kind Contribution: \$42,030

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	Business Skills, Commercial Skills, Computer Skills, Cont. Imp., PL-Com'l. Skills, OSHA 10, OSHA 30	43	8-60	0	\$990	\$14.90
				Weighted Avg: 45			
2	Retrainee SB <100 Job Creation Initiative	Business Skills, Commercial Skills, Computer Skills, Cont. Imp., PL-Com'l. Skills, OSHA 10, OSHA 30	7	8-60	0	\$1,056	\$12.19
				Weighted Avg: 48			

- Reimbursement Rate: Job #'s 1 & 2: \$22 SB Non-Priority
- County(ies): Kern
- Occupations to be Trained: Technician, Administrative Staff, Sales Staff, Supervisor, Manager, Owner
- Union Representation: Yes
 No
- Health Benefits: Job #'s 1 & 2: \$1.00 per hour

SUBCONTRACTORS

- Development Services: N/A
- Administrative Services: N/A
- Training Vendors: To Be Determined

OVERVIEW

Founded in 2009, Trinity Safety Company LLC (TSC) (www.trinitysafetyco.com) is a veteran-owned provider of state-of-the-art safety solutions for oil fields and industrial and agricultural businesses such as personal protective equipment, gas detection, rescue, safety consulting, traffic control, drug/alcohol testing and screening, and respiratory. TSC provides services such as safety training, rescue response, and equipment sales/rental. The Company currently invests significant time and money in training. Since it provides safety services, it needs to stay current on new procedures and technologies. The Company's customer base includes oil and gas, agriculture, and food processing and manufacturing such as Exxon, Shell, Mobil, Oxy, Chevron, Phillips66, Grimmway Farm, Bolthouse Farms and Delano Farms.

Retrainee – Job Creation

TSC's business has doubled in the past three years due to its extensive products and special service offerings. The Company was recently awarded several jobs/bids requiring the need to hire. For this proposal, the Company has committed to hiring seven new employees (Job Number 2).

Newly hired employees will be reimbursed at a higher rate and trainees will be subject to a lower post-retention wage. Trainees must be hired within the three-month period prior to Panel approval or during the term of contract.

Training Plan

In order to keep up with this growth, TSC must train its staff, updating their skills and improving its processes.

Business Skills (20%) - Training will be provided to all trainees and will focus on customer service, sales skills and product knowledge.

Commercial Skills (42%) – Training will be provided to Technicians, Sales Staff, Supervisor, and Managers to ensure that they are knowledgeable in technical aspects of the industries they serve.

Computer Skills (20%) – Training will be provided to all trainees to ensure proficiency in company software (Epicor and Draeger).

Continuous Improvement (5%) – Training will be provided to Managers, Sales Staff, and Supervisors to make sure that processes run efficiently.

OSHA 10/30 (3%)

OSHA 10/30 training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of training for technicians and 30 hours for managers and supervisors. Completion of the training results in a certificate. To ensure that each trainee receives certification, ETP will only consider payment earned upon completion of the full 10-hour or 30-hour course.

Productive Laboratory

In addition to class/lab training, TSC will provide Productive Lab (PL) training in Commercial Skills to Technicians. These trainees will receive up to 10 hours of PL each. Training will include Tank Entry, Confined Space Operations/Rescue, Respiratory Protection Equipment, Rescue Equipment Maintenance & Inspection, Personal Protective Equipment Maintenance & Inspection and Gas Detection. Certain functions can only be performed in a live setting and are not available in a simulated lab environment or too expensive to replicate in a simulated setting.

PL will be delivered with a trainer-to-trainee ratio of 1:1. The trainers are in-house subject matter experts who are exclusively dedicated to instruction. TSC has provided a Checklist of Task and Competencies which supports the need for PL training and overall business objectives.

RECOMMENDATION

Staff recommends approval of this proposal.

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

8-60 Trainees may receive any of the following:

BUSINESS SKILLS

- + Customer Service
- + Sales Skills
- + Product Knowledge

COMMERCIAL SKILLS

- + Tank Entry
- + Confined Space Operations/Rescue
- + Respiratory Protection Equipment
- + Rescue Equipment Maintenance & Inspection
- + Personal Protective Equipment Maintenance & Inspection
- + Gas Detection

COMPUTER SKILLS

- + Epicor Software
- + Draeger DSI Software
- + Microsoft Office Suite

CONTINUOUS IMPROVEMENT

- + Lean
- + Process Improvement
- + Leadership Skills

OSHA 10/30

- + OSHA 10
- + OSHA 30

Productive Lab

0-10

COMMERCIAL SKILLS (ratio 1:1)

- + Tank Entry
- + Confined Space Operations/Rescue
- + Respiratory Protection Equipment
- + Rescue Equipment Maintenance & Inspection
- + Personal Protective Equipment Maintenance & Inspection
- + Gas Detection

Safety Training will be limited to 10% of total training hours per-trainee

Note: Reimbursement for retraining is capped at 60 total hours per-trainee, regardless of method of delivery.
