



Training Proposal for
Turner Construction Company
Agreement Number: ET17-0268

Panel Meeting of: October 28, 2016

ETP Regional Office: North Hollywood

Analyst: E. Wadzinski

PROJECT PROFILE

Contract Attributes:	Retrainee SET Priority Rate Veterans	Industry Sector(s):	Construction Services Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Orange	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: 660	U.S.: 6,371	Worldwide: 8,157
<u>Turnover Rate:</u>	12%		
<u>Managers/Supervisors:</u> (% of total trainees)	0%		

FUNDING DETAIL

Program Costs	-	(Substantial Contribution)	(High Earner Reduction)	=	Total ETP Funding
\$181,140		\$0	\$0		\$181,140

In-Kind Contribution:	100% of Total ETP Funding Required	\$438,750
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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 SET Priority Rate	Business Skills, Commercial Skills, Computer Skills, Continuous Improvement, OSHA 10/30	311	8-200	0	\$540	\$25.05
				Weighted Avg: 30			
2	Retrainee SET Priority Rate Veterans	Business Skills, Commercial Skills, Computer Skills, Continuous Improvement, OSHA 10/30	20	8-200	0	\$660	\$25.05
				Weighted Avg: 30			

Minimum Wage by County: ETP SET (Priority Industry) Statewide hourly wage is \$21.28.

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		
Construction Staff Levels I - III (Superintendent, Engineering, Estimators, Procurement/Purchasing, Coordinator)		110
Construction Staff Level IV (Superintendent, Engineering, Estimators, Procurement/Purchasing, Coordinator)		73
Construction Staff Level V (Engineering, Estimators, Procurement/Purchasing, Coordinator)		60
Project/Support Manager		20
Project/Support Manager Mid-Level		20
Finance		16
Safety		12

Job Number 2		
Construction Staff Levels I - III (Superintendent, Engineering, Estimators, Procurement/Purchasing, Coordinator)		20

INTRODUCTION

Founded in 1902, Turner Construction Company (Turner) (www.turnerconstruction.com) is a North America-based, international construction services company that builds in diverse market segments. The Company has earned national recognition for undertaking large, complex projects, fostering innovation, embracing emerging technologies, and making a difference for their clients, employees and community. Turner provides construction and project management services to a cross-section of industries including sports, pharmaceuticals, healthcare, retail, telecommunications, and entertainment. Turner is currently working on projects which include the Wilshire Grand Hotel, the Midfield Satellite Concourse at LAX and multiple Kaiser Permanente facilities.

Turner has seven California locations (Anaheim, Los Angeles, Oakland, Sacramento, Oakland, San Diego, San Francisco and San Jose). Training outlined in this proposal is only for the Anaheim location. Turner's first Southern California office opened in Anaheim in 1964, and has grown to become recognized as one of Southern California's most trusted builders. Turner's presence in the Southern California market is growing as the Company aims to set industry standards in safety, innovation and quality.

Turner is eligible for ETP funding under Special Employment Training (SET) provisions for frontline workers.

PROJECT DETAILS

Training Plan

The training plan outlined in this proposal includes training needs based on recent business growth, new and changing technology and an aging construction expert workforce. In an effort to address these challenges Turner needs to provide training to upgrade skills, address new technologies being adopted into the industry, improve efficiencies, reduce waste, remain competitive and keep up with customer/industry demands.

Business Skills (35%) – Training will be offered to all occupations. This training will provide skills to design, implement and adopt new administrative, systems and financial processes related to increased productivity and new business initiatives.

Commercial Skills (25%) – Training will be offered to all Construction Staff, Project/Support Managers and Safety. Employees will receive skill building training focused on construction technology and industry developments.

Computer Skills (20%) – Training will be offered to all occupations. Training will focus on new and upgraded software solutions designed to bring more cloud-based mobility and improved process management for all employees.

Continuous Improvement (15%) - Training will be provided to all occupations. Training will provide skills to improve efficiency and productivity in operations to enhance business outcomes. Employees will work on teaming, leadership, change management and conflict management skills in order to respond to client requirements.

Certified Safety Training

OSHA 10/30. This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. The coursework is geared to construction work, and also manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

To ensure that each trainee receives certification, ETP will only consider payment earned upon completion of the full 10-hour or 30-hour course. OSHA 10/30 is not included in the 10% limitation on safety training.

Special Employment Training/Wage Modification

Under Special Employment Training (SET), the participating employer is not required to demonstrate out-of-state competition. To qualify under SET, trainees in non-priority industries must be earning at least the statewide average hourly wage (\$28.37 per hour) at the end of the retention period. Trainees employed in a Priority Industry qualify for a SET wage modification up to 25% below the statewide average hourly wage (\$21.28 per hour). Turner is a Priority Industry, and qualifies for this wage modification.

Frontline Worker

The Project/Support Managers and Engineer Superintendents outlined in this training proposal meet the Panel’s definition of “frontline workers” because they spend more than 50% of their time performing frontline duties. As such, they qualify for SET funding.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. The Company’s annual training budget is approximately \$1,000,000 which includes mandatory State training, Federal regulated training, safety training, legal compliance, basic computer skills, employee orientation and personal development. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Turner will begin training upon Panel approval. The Company has a team of 10 employees who oversee training plans and scheduling and two internal employees to oversee the ETP administration processes for this proposal.

RECOMMENDATION

Staff recommends approval of this proposal.

DEVELOPMENT SERVICES

N/A

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 Writing Skills
- Communication Skills
- Contractor Controlled Insurance Skills
- Estimating Skills
- Finance/Accounting Skills
- Negotiation Skills
- Presentation Skills
- Purchasing and Subcontractor Relations
- Reading and Understanding Contracts
- Train the Trainer Skills

COMMERCIAL SKILLS

- Business Information Modeling
- Construction Skills
- Wall Construction
- Preconstruction Skills
- Roofing Skills
- Construction Moisture Control Skills
- Window and Glass Skills
- Low Voltage Systems
- Plan Reading Skills

COMPUTER SKILLS

- Design Builder/Design Planner
- Intermediate/Advanced Microsoft Office Skills
- Last Planner System
- Primavera 6 Scheduling Software
- Textura
- Turner Talk Project Management System
- SAP System Skills
- SIE

CONTINUOUS IMPROVEMENT

- Change Management Skills
- Conflict Management Skills
- Meeting Management Skills
- Increased Productivity Skills
- Leadership Skills
- Process Improvement Skills

- Project Management Skills
- Problem Solving/Decision Making Skills
- Quality Management Skills
- Team Building Skills

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10 (requires 10 hrs completion)
- OSHA 30 (requires 30 hrs completion)

Safety Training cannot exceed 10% of total training hours per-trainee
(This cap does not apply to OSHA 10/30)

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