

DELEGATION ORDER



**Training Proposal for:
Best Interiors, Inc.
≤ \$75,000: ET10-0118**

Approved: **August 2009-1**

ETP Regional Office: **San Diego**

Analyst: K. Campion

CONTRACTOR:

- Type of Industry: Construction
Services
Priority Industry: Yes No
- Contractor's # of Full-Time Employees
 - California: 300
 - Worldwide: 300
 - Number to be trained: 44
- Manager/Supervisor: 0%
- Turnover Rate: 12%
- Repeat Contractor: Yes No
- Substantial Contribution: Yes No

CONTRACT:

- Training Project Profile: SET/Retrainee
Priority/Retrainee
- ETP Funding Amount: \$63,360
- In Kind Contribution: \$116,829
- Average Cost per Trainee: \$1,440
- Post Retention Wage: \$23.64
- Health Benefits: \$1.98 per hour
- Occupations to be Trained: Admin. Staff, Estimator, Project Coordinator

- Training Menu:

<input checked="" type="checkbox"/> Business skills	<input type="checkbox"/> Literacy skills
<input type="checkbox"/> Commercial skills	<input type="checkbox"/> Management skills
<input checked="" type="checkbox"/> Computer skills	<input type="checkbox"/> Manufacturing skills
<input checked="" type="checkbox"/> Cont. Improvement	<input type="checkbox"/> Other:
- Advanced Technology: Yes No
- Range of Hours: 24 - 200 Weighted Average: 80
- Multiple Job Numbers: Yes No
- County(ies) Served: Orange, San Diego
- Union Representation: Yes No
- Subcontractor: To Be Determined
- Third Party Services: Training Funding Source in Seal Beach assisted with the Development of this proposal for a flat fee of \$5,800.

INTRODUCTION

Best Interiors, Inc. (Best Interiors) is a full-service commercial drywall union subcontractor. Founded in 1986, Best Interiors offers services to commercial and government organizations in Core and Shell, Tenant Improvements, and Public Works projects.

Special Employment Training

Under Special Employment Training (SET), the employer is not required to demonstrate out-of-state competition and the trainees are not required to meet eligibility standards. This proposal has been identified for SET funds because this industry sector does not face out-of-state competition. To qualify under SET, trainees must be earning at least the statewide average hourly wage at the end of the retention period (Unemployment Insurance Code Section 10214.5; Title 22, California Code of Regulations, Section 4409(a).)

Green Business Operations

In order to compete in a competitive global market, Best Interiors must retrain its Estimators, Project Coordinators, and Administration Staff in green building standards and procedures, implement new continuous improvement processes, and make improvements in its construction processes. Company representatives report that Estimators and Project Coordinators must be trained for Leadership in Energy and Environmental Design (LEED) certification, in conjunction with the US Green Building Council, so that the trainees have an understanding of how well a building performs in terms of energy savings, water efficiency, CO2 emissions reduction, improved indoor environmental quality, and stewardship of resources. By achieving LEED certification, workers will have the skills to assist customers in the development of a framework for implementing practical green building design, construction, operations, and maintenance solutions.

Trainees need production related training to ensure they have the skills to produce higher quality buildings using intermediate problem solving, lean quality tools, and other continuous improvement techniques. The proposed training plan will also allow trainees to accelerate the development and commercialization of new products and building technologies. The proposed training is projected to improve product quality, decrease cycle time, and meet new customer demands. The training will also enable trainees to support the company's new building method development, make process improvements, and improve production goals.

The company's Trades people, Drywall Carpenters, and Lathers, who are covered under collective bargaining, receive their own training through the union and an apprenticeship program, and therefore, are not included in this proposal.

RECOMMENDATION

For the reasons set forth above, staff recommends approval of this proposal by the Executive Director in consultation with the Panel Chair (Delegation Order 2009-1).

<p>Comments may be submitted by email at delegationorder@etp.ca.gov. You must identify the ET10 Number for this proposal in the subject line of your email. The deadline for submitting comments on this proposal is August 19, 2009.</p>
