



**Training Proposal for:
Cibola Systems Corporation
Small Business: ET10-0101**

Approved: **August 2009-1**

ETP Regional Office: **San Diego**

Analyst: C. Robinson

CONTRACTOR:

- Type of Industry: Services
Priority Industry: Yes No
- Contractor's # of Full-Time Employees
 - California: 25
 - Worldwide: 25
 - Number to be trained: 15
- Turnover Rate: 13%
- Repeat Contractor: Yes No

CONTRACT:

- Training Project Profile: SET/Retrainee
- ETP Funding Amount: \$29,700
- In Kind Contribution: \$35,384
- Average Cost per Trainee: \$1,980
- Post Retention Wage: \$23.64
- Health Benefits: \$1.93 per hour
- Occupations to be Trained: Owner, Engineers, Project Leads, Designers
- Training Menu:

<input checked="" type="checkbox"/> Business skills	<input type="checkbox"/> Literacy skills
<input checked="" 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:
- Multiple Job Numbers: Yes No

- County(ies) Served: Orange
- Union Representation: Yes No
- Subcontractor: Training Funding Source of Seal Beach will provide Administrative Services for an amount not to exceed 13% of payment earned.

Training Vendors To Be Determined
- Third Party Services: Training Funding Source also assisted with development of this proposal for a flat fee of \$2,900.

INTRODUCTION

Founded in 1971, Cibola Systems Corporation (Cibola) designs and integrates custom audiovisual communication systems (using other manufacturers' audiovisual components) for public and private law, healthcare, finance, and media clientele. Cibola conducts client needs analysis, provides technical facilities design/user interface development, hardware sourcing assistance, and system implementation/user equipment training services.

ETP-funded training is requested to help Cibola keep pace with increased client demands that include development of new systems with improved engineering design and better customer service. Currently, because audiovisual technology is rapidly changing, the company must provide its workforce training in the latest technological advancements to keep its competitive position against similar lower cost service providers that are located out-of-state. Engineering, design, and project management employees must be provided additional technical job skills to efficiently design, develop, and implement audiovisual systems. Training will provide Cibola with updated internal business applications, quality communication between departments, an effective teamwork environment, and superior customer service.

To be more competitive in the audiovisual communications industry, Cibola determined its workforce must keep up with new environmental efficiency techniques that are important to sustainable Leadership in Energy and Environmental Design (LEED). Although the company does not meet ETP's current definition of a green industry, some employees occasionally participate in teams mandated for LEED compliant construction with outside architects and builders. Training in LEED topics will allow these employees to participate in LEED teams and learn more about sustainable design to expand Cibola's offerings to its client base.

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).

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.