



**Training Proposal for:**  
**Ameron International Corporation**  
**Agreement Type: \$75,000 or Less**  
**Agreement Number: ET09-0434**

Panel Meeting of: **January 23, 2008**

ETP Regional Office: **San Diego**

Analyst: R. Swier

**CONTRACTOR:**

- Type of Industry: Manufacturing
- Priority Industry:  Yes  No
- Contractor's # of Full-Time Employees
  - California: 750
  - Worldwide: 3,200
  - Number to be trained: 100
- Manager/Supervisor: 7%
- Turnover Rate: 2%
- Repeat Contractor:  Yes  No
- Substantial Contribution:  Yes  No

**CONTRACT:**

- Training Project Profile: Priority/Retrainee
- ETP Funding Amount: \$72,000
- In Kind Contribution: \$126,616
- Average Cost per Trainee: \$720
- Post Retention Wage: \$13.00
- Health Benefits: N/A

- Occupations to be Trained: Manager, Supervisor, Foreman, Engineer, Sales, Customer Service, Administration Staff, Material Handler, Maintenance Techs
- Training Menu:
 

<input 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 type="checkbox"/> Cont. Improvement	<input type="checkbox"/> Other:
- Advanced Technology:  Yes  No
- Range of Hours: 24-120 Weighted Average: 40
- Multiple Job Numbers:  Yes  No
- County(ies) Served: San Bernardino, Orange, San Diego, San Joaquin
- Union Representation:  Yes: Laborers International Union North America 73, Hod Carriers Construction Production & Maintenance Laborers Local 783
- Subcontractor: Horizon Training & Development, Fullerton - training fees to be determined.
- Third Party Services: Horizon Training & Development also provided development services for a fee of \$1500.

## **INTRODUCTION**

Ameron International Corporation (Ameron) manufactures concrete and pre-stressed concrete cylinder, steel, and reinforced concrete pipe for water transmission, storm, and industrial waste water, and sewage collection. Its customers include local, state, and federal agencies, developers, and general contractors. Ameron markets its products through a direct sale force, manufacturers' representatives, distributors, and licensees. It operates in North America, South America, Europe, Australia, and Asia.

In response to these business demands, Ameron has invested in new manufacturing operations software powered by Oracle, named appropriately, Business Intelligence Operating System. The system will "go live" in February of 2009 and the old system will cease operations entirely in July 2009. Therefore, Ameron is requesting funding for Computer Skills Training in:

Oracle – Business Intelligent Operating Software (BIOS). This business operating system will enhance the ability of department heads and frontline employees to input, analyze, and access critical process flow information that affects the product's final delivery as well as reduces the repetitive input of data across company channels.

Training will take place at Ameron locations including Rancho Cucamonga, Arrow, Fontana, Brea, Lakeside, and Tracy. Expected outcomes for ETP-funded training are improved productivity, improved delivery times, and increased quality through a company-wide implementation of the Oracle BIOS system. Given the data and analysis tools of the BIOS system, Ameron company employees across the organization will be able to make informed decisions to improve production processes.

**RECOMMENDATION**

For the reasons set forth above, staff recommends approval of this proposal.

**PRIOR PROJECTS**

The following table summarizes performance by the company under an ETP Agreement that was completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned
ET06-0290	Rancho Cucamonga	6/1/06-5/31/08	\$450,450	\$25,701

Ameron's previous contract (ET06-0290) assisted with computer skills and leadership training (Ameron earned 7% of Agreement amount). Ameron representatives stated the poor performance was do to changes in key executive management positions overseeing the training and changes in product offerings necessitating increased labor hours and less time dedicated to training. These two factors combined hindered the completion of targeted hours and participation by some vocational groups. In the current proposal, however, all training will be mandatory for ETP eligible employees and responsibility for completion of training hours will rest with individual managers. In addition, the proposed training plan is focused on its most critical need, hence, the large reduction in requested funding in comparison to the prior Agreement.

David A. Thomas, *President*    Jack Muñoz, *Vice-President*  
Executive Board  
Scott Jurin    Ernest Herrera    Jose Alonzo



Raymond Recinos, *Business Manager, Secretary/Treasurer*  
Carlos Bedolla, *Recording Secretary*

## *Laborers' International Union of North America, Local 73*

*Affiliated with AFL-CIO*  
2841 East Myrtle St.    Stockton, CA 95205    (209) 466-3356    Fax (209) 466-2780



December 2, 2008

Employment Training Panel Members  
Employment Training Panel  
1100 J Street, 4<sup>th</sup> Floor  
Sacramento, CA 95814

Panel Members:

This letter serves to demonstrate our support for the proposed training at Ameron International Water Transmission Group (09-03-08). We believe this training will be beneficial to our members, as it increases our collective ability to compete in the global marketplace.

Sincerely,

A handwritten signature in black ink, appearing to read "RR", written over a horizontal line.

Raymond Recinos  
Business Manager/ Secretary-Treasurer

RR: sh  
Opeiu #29, afl-cio



*Hod Carriers  
Construction  
Production &  
Maintenance  
Laborers  
Local 783  
A.F.L. - C.I.O.*

104 West Benedict Street  
San Bernardino, CA 92408  
Telephone 909-884-5321  
Facsimile 909-885-8802  
Toll Free 1-888-397-6177

*Richard Sierra, Jr.*  
BUSINESS MANAGER

*Norberto Carlos*  
SECRETARY TREASURER  
FIELD REPRESENTATIVE

*Carlos Gomez*  
PRESIDENT  
FIELD REPRESENTATIVE

*Lonnie Passmore*  
RECORDING SECRETARY  
FIELD REPRESENTATIVE

*Employment Training Panel  
1100 J Street, 4<sup>th</sup> Floor  
Sacramento, CA 95814*

*Panel Members:*

*This letter serves to demonstrate our support for the proposed training at Ameron International, Water Transmission Group (ET06-230). We believe this training will be beneficial to our employees as it increases our collective ability to compete in the global marketplace.*

*Sincerely,*

*Richard Sierra Jr.  
Business Manager  
Local 783  
104 West Benedict Street  
San Bernardino, CA 92408*