



State of California
Employment Training Panel

Training Proposal for:
Suffolk Construction Company, Inc.

Agreement Type: \$75,000 or Less

Agreement Number: ET09-0161

Panel Meeting of: **July 25, 2008**

ETP Regional Office: **San Diego**

Analyst: K. Campion

CONTRACTOR:

- Type of Industry: Construction:
Priority Industry: Yes No
- Contractor's # of Full-Time Employees:
 - *California:* 87
 - *Worldwide:* 845
 - Number to be trained: 74
- Manager/Supervisor: 18.9%
- Turnover Rate: 15%
- Repeat Contractor: Yes No
- Substantial Contribution: Yes: No

CONTRACT:

- Training Project Profile: Priority/Retrainee
- ETP Funding Amount: \$74,592
- In Kind Contribution: \$190,624
- Average Cost per Trainee: \$1,008
- Post Retention Wage Range: \$15.00 to \$74.00 for all Job Numbers
- Health Benefits: N/A
- Occupations to be Trained: Project Managers, Superintendents, Project Accountants, Project Administrators, Engineers, Estimators, System Technologists, Schedulers, Managers

- Training Menu:

<input checked="" type="checkbox"/> Computer	<input type="checkbox"/> Management
<input type="checkbox"/> Commercial	<input checked="" type="checkbox"/> Business
<input checked="" type="checkbox"/> Cont. Improvement	<input type="checkbox"/> Other:
- Advanced Technology: Yes No
- Range of Hours: 24 - 200 Weighted Avg: 56
- Multiple Job Numbers: Yes No
- County(ies) Served: Orange
- Union Representation: Yes: No
- Subcontractor: To Be Determined
- Third Party Services: None

INTRODUCTION

Based in Boston, MA, Suffolk Construction Company, Inc. (Suffolk) is a General Building Contractor that provides professional construction project management services, including preconstruction, design/build, and general contracting services around the country. The company's West Coast Division is located in Irvine, the location of the proposed training. The Irvine facility provides construction management services for projects specializing in senior living facilities, multi-family residential communities and hospitality, and mixed-use and automobile dealerships.

Suffolk representatives report that the training and development of its employees in new skills is a key corporate strategy and critical to its success. In the current economic climate, the company has recognized that it must have an edge over the competition and therefore, has developed a comprehensive training plan for its frontline workers and managers in Irvine. ETP funds will enable the company to develop the skills necessary to compete successfully in the volatile construction industry, improve customer satisfaction, and increase its productivity. Training is also projected to increase trainees' technical skills in project management and provide tools for professional development.

In an effort to reduce energy consumption and comply with new advances in "Green" building technologies, most trainees will receive training in Leadership in Energy and Environmental Design (LEED) training for Green Building standards and procedures.

Frontline Worker

The company uses several job classifications with a "director" or "manager" in the title; i.e., Project Manager, Safety Manager, Marketing Director, and Director of Recruiting. Although these occupations are exempt from overtime, based on the nature and scope of their job duties, the Safety Manager, Marketing Director and Director of Recruiting spend 100% of their time in frontline worker activities and have no supervisory responsibilities. Therefore, they meet the Panel's definition of frontline workers. Additionally, Suffolk representatives report that 12 of the 17 Project Managers in the training plan also manage projects, not people 100% of the time and have no direct reports. Therefore, staff finds that these 12 Project Managers

also meet the Panel's definition of frontline workers under Title 22, California Code of Regulations, Section 4400(ee). As such, all of the trainees are not included in the 18.9% of managers and supervisors who will participate in the training.

RECOMMENDATION

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