



TRAINING PROPOSAL FOR
P2S Engineers, Inc.
18-0541

Panel Meeting Date: 12/08/2017
Regional Office: North Hollywood Regional Office
Analyst Name: Monique Webb
Type of Proposal: Single Employer
Funding Source: Out of State Competition

FUNDING OVERVIEW

Provided here is a summary of the funding for the proposed Training Project.

TOTAL ETP FUNDING: \$ 290,520.00			
Program & Admin Cost	Support Cost (\$)	Substantial Contribution (\$)	Total In-Kind
\$ 290,520.00	N/A	\$ 0.00	\$ 556,454.00

APPLICANT PROFILE

Company Summary	P2S Engineering, Inc. (P2S) is a consulting, engineering, and commissioning company that provides services in construction planning and design and project management.
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Industry Sector(s)	Professional, Scientific, and Technical		
Priority Industry	Yes		
No. Employees (Applicant)	State: 178	US: 178	World Wide: 178
Turnover Rate (Applicant)	1.67 %		
Repeat Contractor	Yes		
High Unemployment Area	No		
Union(s)	N/A		

TRAINING PROFILE

Training Objective(s)	To remain competitive, P2S must ensure staff is current on the latest technologies, software programs, and California Building Standard Codes. Training will allow staff to be more effective at their jobs.
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Training is summarized below, with additional details in *Attachment 1 - Group and Job Title Details* of this Panel Proposal.

#	Group Characteristics	# Of Trainees	Reimbursement Rate	Weighted Avg. Hours	Cost Per Trainee*	Min-Max Hours
1	Retrainee	164	\$ 18.00	60	\$ 1080	8 - 200
2	Job Creation – Retrainee Initiative Program, Retrainee	90	\$ 20.00	63	\$ 1260	8 - 200

PROPOSED TRAINING PROJECT DETAILS

1. Company Background

Founded in 1991 and headquartered in Long Beach, P2S provides consulting, design, and engineering services in the electrical, mechanical, plumbing, control systems, telecommunications, building commissioning, and industrial security industries. Customers include the Ports of Long Beach & Los Angeles, NBC Universal, Paramount Pictures, Disneyland, Salk Institute, Siemens, Verizon, Applied Medical Research, Boeing, Aerospace Corporation, 3M Pharmaceuticals and local governments.

2. Current Training Project Details

Purpose of Training	<p>This will be the Company's fifth ETP Agreement, the fourth in the last five years. Training in this proposal will focus on new employees and updated technologies. Some courses from the previous Curriculum are included in this proposal. However, these courses will be delivered to new employees and/or include updated technologies. Training will not be duplicated.</p> <p>In the last three years, P2S has grown substantially, from 84 to 170 employees. The Company recently expanded into Northern California, opening a San Jose office in the 3rd quarter. An increase in business demand has afforded P2S the opportunity to continue hiring to increase the number of projects they can procure as well as meet high customer demand. By the end of 2018, P2S estimates a workforce of approximately 300 employees. For this proposal, the Company will be hiring and training 90 new employees. Training will ensure these workers are up-to-date on standards, codes, and industry practices. This growth also presents new challenges, as the Company expands services to new industries. The Company must train on standards, codes and practices of these industries to instill knowledge and capabilities needed to successfully serve clients.</p> <p>Additionally, to remain competitive with larger in-state and out-of-state engineering companies, P2S must keep up with technology. Many of the software systems the Company uses are outdated. For example, the Company must update 3-D software programs that streamline the engineering design process using a single model, improving communication, evaluation and cooperation with construction teams and customers. Advanced Technology training will be delivered to Engineers and Designers to learn new software program functions such as BIM (Building Information Modeling) and REVIT Mechanical, Electrical, and Plumbing (MEP). These systems make it easier for employees to coordinate with building project contributors.</p>
Training Infrastructure and Administrative Plan	P2S has designated in-house Personnel Staff familiar with the ETP program to schedule and track training. The Company has retained Training Funding Source to assist with admin services.
Marketing Plan (MEC Only)	N/A

PROPOSED TRAINING PROJECT DETAILS

Support Cost Description (MEC Only)	N/A
Substantial Contribution Description	N/A

3. Curriculum Summary

Provided here is a summary of the curriculum that will be delivered. *Attachment 2 - Training Delivery and Curriculum Listing* provides full detail on the training that will be provided.

Delivery Method/Level	Classroom/Simulated Laboratory
Summary	
Trainees will receive Business, Commercial, and Computer Skills training delivered through Class/Lab as shown in detail in Attachment 2.	

4. Additional Company or Training Project Details

Retrainee – Job Creation

Due to recent expansions and the opening of the new location in San Jose, P2S must hire 90 new employees (Group 2). Training will ensure workers can perform job tasks proficiently. The date-of-hire for trainees will be within the three-month period before contract approval or within the term-of-contract. These trainees will be hired into “net new jobs” as a condition of contract.

4.1 Program Waivers

N/A

4.2 Subcontractor Summary

The applicant has retained the services of the following Subcontractor(s).

Subcontractor Type	Subcontractor Name	City	Service Cost or Percentage
Development	Training Funding Source	Seal Beach	\$ 4,900.00
Administrative	Training Funding Source	Seal Beach	Not to exceed 13% of payment earned
Training	None selected to date	N/A	N/A

PROPOSED TRAINING PROJECT DETAILS

4.3 Previous ETP Project Summary

The table below summarizes the active performance under the ETP contract.

Active Contract(s) Elements	Summary
Contract Number	ET16-0374
Purpose of Training	Train employees on Construction Management, a division created to expand contract administration services, maintain plans, and review designs. The Company also hired and trained a total of 30 employees.
Location(s)	Long Beach, San Diego
Term	03/07/16-03/06/18
Approved Amount	\$105,960
Projected Earnings	\$105,960
Performance Percentage	100%
Trainee Details	Based on ETP Systems, 5,716 reimbursable hours have been tracked for potential earnings of \$105,960 (100% of approved amount). All training has been completed under this Agreement. Final earnings for 126 trainees (\$99,414) are in the process of ETP review. The remaining funds will be used when the final 15 trainees finish retention in December 2017.

The table below summarizes Contractor's performance under prior ETP contract(s) completed within the last five years.

Previous Contract Activity					
Agreement Number	Location(s)	Term	Approved Amount	Project Earnings	Performance Percentage
ET15-0168	Long Beach	07/07/14-07/06/16	\$106,548	\$106,548	100%
ET12-0446	Long Beach	06/30/12-06/29/14	\$99,840	\$99,840	100%

4.4 Supporting Panel Proposal Documentation

Attachments 1 and 2 provide additional application details on the intended training population, the detailed curriculum, and associated program characteristics that are related to this proposed Training Project.

Attachment 2 - Training Delivery and Curriculum Listing

Provided below are details on the types of training planned for this proposed Training Project.

<i>Delivery Method /Level</i>	<i>Classroom/Simulated Laboratory</i>
Training Type (Level)	Planned Course Offerings
Business Skills	Administrative Processes
	Business Development/Sales
	Client Relationships
	Communication
	Financial Management
	Leadership
	Risk Assessment/Management
	Time Management
Commercial Skills (Standard)	Acute Care Design
	Commissioning
	Energy Systems
	Engineering Mechanical, Electrical, Plumbing (MEP)
	Infection Control
	Leadership Energy Environmental Design (LEED)
	Office of Statewide Health Planning and Development (OSHPD) Standards
	Power System
	Sustainable Building MEP Design
	Job-Site Procedures
	OSHA 10 & 30
Computer Skills (Advanced Technology)	AutoCAD
	Building Information Modeling (BIM)
	REVIT Mechanical, Electrical, and Plumbing (MEP)
Computer Skills (Standard)	Computer Operations
	Customer Relationship Management
	Financial Accounting
	MS Office
	Project Management
Continuous Improvement Skills	Process /Quality Improvement
	Meeting Effectiveness