



Training Proposal for:
Stewart & Jasper Orchards
\$75,000 of Less: ET10-0211

Panel Meeting of: **October 23, 2009**

ETP Regional Office: **Sacramento**

Analyst: J. Basquez

CONTRACTOR:

- Type of Industry: Manufacturing
Agriculture
Priority Industry: Yes No
- Contractor's # of Full-Time Employees
 - California: 140
 - Worldwide: 140
 - Number to be trained: 75
- Manager/Supervisor: 7.5%
- Turnover Rate: 5%
- Repeat Contractor: Yes No
- Substantial Contribution: Yes No

CONTRACT:

- Training Project Profile: Priority/Retrainee
HUA/Retrainee
- ETP Funding Amount: \$67,500
- In Kind Contribution: \$75,600
- Average Cost per Trainee: \$900
- Post Retention Wage: Job Number 1: \$13.00
Job Number 2: \$10.84
- Health Benefits: \$1.74 per hour

- Occupations to be Trained: Managers/Supervisors, Office Staff, Production Staff, Processors
- Training Menu:

<input checked="" type="checkbox"/> Business Skills	<input type="checkbox"/> Literacy Skills
<input type="checkbox"/> Commercial Skills	<input checked="" type="checkbox"/> Management Skills
<input 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- 100 Weighted Average: 50
- Multiple Job Numbers: Yes No
- County(ies) Served: Stanislaus
- Union Representation: Yes No
- Subcontractor: VM Delgado & Associates, Stockton, will provide training in Business and Management Skills for \$30,000.
Other training vendors to be determined.
- Third Party Services: To Be Determined

INTRODUCTION

In this proposal, Stewart & Jasper Orchards (S & J) seeks funding for retraining as outlined below:

S & J, founded in 1948, markets, processes, and distributes almonds/walnuts and related products. The company also provides incoming fruit-tree services, including analysis (ripeness, sugar content, size/appearance), along with sorting, pre-cooling, sizing, and labeling. The company faces significant international and out-of-state competition, as 65% of S & J processed product is sold overseas, and an additional 10% across the U.S.

The company wishes to improve its competitive position in the marketplace and enhance employee job security through training. S & J believes that with training, it can achieve higher productivity and product quality. The proposed training is in Business, Continuous Improvement, and Management Skills.

High Unemployment Area Wage Modification

The 51 trainees in Job Number 2 work in a High Unemployment Area in the state. This is a region with unemployment exceeding the state average by at least 25%, using the unemployment rate set by the Labor Market Information Division of the Employment Development Department. (Title 22, California Code of Regulations (CCR), Section 4429(b).)

Wage Modification

For these trainees the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the start-of-training wages by at least 7%. (Title 22, CCR, Section 4429(c).) S & J is requesting a modification from \$13.00 per hour for Stanislaus County to \$10.84 per hour for trainees in Job Number 2.

RECOMMENDATION

For the reasons set forth above, staff recommends approval of this proposal, including the wage modification for the trainees in Job Number 2.