



Training Proposal for:
Three Sons, Inc. dba American Meat Company
\$75,000 or Less: ET10-0214

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

ETP Regional Office: **North Hollywood**

Analyst: L. Vuong

CONTRACTOR:

- Type of Industry: Manufacturing
Priority Industry: Yes No
- Contractor's # of Full-Time Employees
 - *California:* 108
 - *Worldwide:* 108
 - Number to be trained: 49
- Manager/Supervisor: 0%
- Turnover Rate: 16%
- Repeat Contractor: Yes No
- Substantial Contribution: Yes No

CONTRACT:

- Training Project Profile: Priority/Retrainee
- ETP Funding Amount: \$53,802
- In-Kind Contribution: \$62,570
- Average Cost per Trainee: \$1,098
- Post Retention Wage: \$14.18
- Health Benefits: \$1.29 per hour
- Occupations to be Trained: Administrative Staff, Sales Staff, Warehouse & Cold Storage Staff, Plant Services Staff

- Training Menu:

<input checked="" type="checkbox"/> Business Skills	<input type="checkbox"/> Literacy Skills
<input type="checkbox"/> Commercial Skills	<input type="checkbox"/> Management Skills
<input type="checkbox"/> Computer Skills	<input checked="" type="checkbox"/> Manufacturing Skills
<input checked="" type="checkbox"/> Cont. Improvement	<input type="checkbox"/> Other:
- Advanced Technology: Yes No
- Range of Hours: 24 to 100 Weighted Average: 61
- Multiple Job Numbers: Yes No
- County(ies) Served: Los Angeles
- Union Representation: Yes No
- Subcontractor: Quovus Incentive Group of Long Beach will provide Administrative Services for an amount not to exceed 13% of payment earned.
- Third Party Services: Quovus Incentive Group also assisted in the development of this application for a flat fee of \$5,305.

INTRODUCTION

Three Sons, Inc. dba American Meat Company (Three Sons) founded in 1975, portions, grinds, and bones a full line of steaks, hamburger patties, pork chops, and poultry items to customers' specifications. The company's customers include national restaurant chains, Sysco, and U.S. Foodservices.

The company representative states ETP funding will allow the company to deliver formalized training to its workforce and will assist its workforce to become efficient in order to remain competitive and maintain its reputation in the industry for high quality products and services.

The governing regulation defines a small business as 250 or fewer full-time employees, and provides for "special consideration" when there are 100 or fewer. (Title 22, California Code of Regulations, Section 4400(w).) Special consideration, in the form of Fast Track processing and the Small Business reimbursement rate, is available to businesses with 250 or fewer employees worldwide and 100 or fewer in California.

Three Sons qualifies for standard ETP funding as a manufacturer facing out-of-state competition under Title 22, California Code of Regulations, Section 4416 (i) (1).

RECOMMENDATION

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