

D&A Glass

Application Summary and Analysis

Employer/Project Overview

Located in Boise, Idaho D & A Glass Company, Inc. and D & A Door and Specialties, Inc. are leaders in commercial/industrial glazing. In addition to glazing services D & A Companies also offer ACM panel applications and entry systems solutions. As licensed contractors in Idaho, Oregon, California, and Nevada they are able to offer a wide range of services to our customers.

Project break down of Training Needs

D & A Glass has struggled with attracting qualified employees, in a competitive employment market. Attracting journeymen glazers has proven problematic. Unlike the service sector positions, glazers require a considerable amount of ongoing training. Fall protection, welding certification, forklift, CPR/first aid, Aerial man lift, rigging/signals and crane training are highly desired skills. To go further in this chosen field, one would have to take CAD classes, accounting, business management, and supply chain management. On average, to train a glazer from entry level to journeyman costs a company \$40,000. D & A Glass is committed to providing top notch glazers for the treasure valley area. Many of the remaining trainings under the grant will include certifications which will provide upward mobility and transferability for employees such as:

Title of Training	Academic Degree, Occupational License or Industry or Personnel Credential attained	Number of Trainees
OSHA 10	OSHA 10 certified	13
CPR/First Aid	CPR certified	58
Aerial Lift	Man lift Certified	36
Forklift/extended boom	Forklift certified	29
Continuing Education	Continuing product education	58
Rigging & Signals	Rigger/Signals certified	36
Fall Protection	Fall Protection Certified	30
Crane Certified Operator	National Commission for the certification of Crane Operators (NCCCO Crane Operator Certification)	5
Computer Aided Drafting	Continuing education	6
Apprentice program	Journeyman Glazer	23
Foundations Software	continuing education	2
OSHA 30	OSHA 30 certificate	13

Number of full-time Idaho positions to receive training: 55

WDTF Request: \$113,555

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Projected Trainees and Hires:

New (N) or Retrained (R) Position?	Position Titles	Number of Positions	STARTING Wage	Wage AFTER Training	Total Increase After Training
R	Journeyman Glazer	9	\$18.00	\$25.00	\$262,080
R	Apprentice Glazer	23	\$12.00	\$18.00	\$574,080
R	Fabrication	6	\$12.00	\$13.00	\$24,960
R	Warehouse	5	\$12.00	\$13.00	\$20,800
R	Project Managers	10	\$18.00	\$35.00	\$707,200
R	Accounting	2	\$18.00	\$24.00	\$49,920
				Total	\$1,639,040

Return On Investment

- This investment will return 14.43 times its cost over the 2 year contract period in total wage increase (\$1,639,040/\$113,555).
- The scoring matrix recommends \$2000 per employee for the internal training . The cost per position for training we are paying is \$2,064.64, but the average wage increase per position in two years is \$29,800.73.