



**Training Proposal for:**  
**ASC Process Systems, Inc.**  
**Agreement Number: ET16-0233**

**Panel Meeting of:** November 5, 2015

**ETP Regional Office:** North Hollywood

**Analyst:** L. Vuong

**PROJECT PROFILE**

Contract Attributes:	Retrainee Priority Rate	Industry Sector(s):	Manufacturing  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 246	U.S.: 262	Worldwide: 271
Turnover Rate:	11%		
Managers/Supervisors: (% of total trainees)	8%		

**FUNDING DETAIL**

Program Costs	-	(Substantial Contribution)	(High Earner Reduction)	=	Total ETP Funding
\$178,416		\$0	\$0		\$178,416

In-Kind Contribution:	100% of Total ETP Funding Required	\$431,172
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	Retrainee Priority Rate	Adv. Technology, Continuous Impr., Mfg. Skills	236	8-200	0	\$756	\$15.97
				Weighted Avg: 42			

**Minimum Wage by County:** \$15.97 per hour for Los Angeles County.

**Health Benefits:**  Yes  No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:**  Yes  No  Maybe

Up to 3.00 per hour may be used to meet the Post-Retention Wage.

**Wage Range by Occupation**

Occupation Titles	Wage Range	Estimated # of Trainees
Engineer		39
Production Staff		152
Inventory Staff		26
Supervisor/Manager Level 1		12
Supervisor/Manager Level 2		7

**INTRODUCTION**

ASC Process Systems, Inc. (ASC) ([www.aschome.com](http://www.aschome.com)), founded in 1988, opened as a small, 1,200 square foot shop in Sun Valley, providing autoclaves (pressure ovens) and oven services as a supplier to the aerospace industry. In 1999, ASC was sold and the Company moved into a 100,000 square foot facility in Valencia where ACS began manufacturing its own autoclaves and providing autoclave software control systems. The Company is multi-national, but headquartered in Valencia where it operates two facilities. Both facilities in Valencia will participate in the proposed ETP training.

ASC markets to the aerospace, military, composites, nuclear and glass industry sectors. Its products and services are utilized in B2 Bombers, F17 fighter jets and in dozens of other aircrafts. Its customer-base includes Boeing, Lockheed Martin, Northrop, BAE, SpaceX, GE, Spirit, Goodrich and many other leading aerospace manufacturers.

Over the past four years, ASC has experienced substantial growth in sales with a 42% increase in its workforce. In addition, the Company recently was awarded two new projects to build the world's largest autoclave for Boeing, which will continue through 2016. With the addition of these projects, coupled with existing demand, the Company is in the process of developing an internal training program to improve overall business functions to keep up with technological changes and support continued growth.

## **PROJECT DETAILS**

ASC is operating in the highly competitive aerospace industry. The Company is continually striving to meet its customers' expectations and demands. Its goal is to provide workers with the necessary technical skills required to meet industry standards, provide quality products and become more efficient in overall processes.

### **Training Plan**

Classroom/Laboratory and Videoconference training will be provided as follows:

**Advance Technology (AT) (20%):** This training will be offered to Engineers and will provide trainees with highly technical skills to effectively utilize the Company's advanced hardware and software programs. ASC is requesting the AT reimbursement rate for this training. Training requires the use of expensive equipment and instructors: innovative computer software, advanced and sophisticated systems and specially trained instructors. Due to the highly technical nature, the trainer-to-trainee ratio will not exceed 1:10 to allow in-depth coverage and personal attention.

**Continuous Improvement (40%):** This training will be offered to all occupations to improve quality, equipment design standards, customer service, communication and project management.

**Manufacturing Skills (40%):** This training will be offered to Production Staff, Inventory Staff and Supervisors/Managers. Trainees will gain the skills and knowledge to operate equipment, tools, parts and fabrication methods to ensure product quality, best manufacturing practices and floor operations.

### **Commitment to Training**

ASC has an annual training budget of approximately \$1,115,100. ASC provides extensive and ongoing training to newly hired employees, as well as the existing workforce to maintain and upgrade employee skills. Training includes: new employee orientation, anti-harassment, introductory computer skills and leadership skill training for managers. Training is job specific and scheduled for the two Valencia locations. Most training is delivered via class/lab and on-the-job training.

ETP funds will support ASC's ongoing financial commitment in training. After the completion of the ETP training, ASC will continue to focus on developing and upgrading employee's abilities and ensuring that employees possess the skills sets needed to be successful. The Company will continue to provide ongoing training throughout the term of the proposed ETP Agreement and beyond at its own expense.

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all requirements under state and federal law.

### **Training Infrastructure**

Training will begin upon Panel approval and will take place at its two California facilities, with in-house trainers. ASC has designated a Safety Manager and an in-house trainer to oversee ETP training, which includes administrative responsibilities including enrollment, recording and tracking and scheduling training, securing rosters, verify training and retention completion and ensure compliance with all ETP requirements.

**RECOMMENDATION**

Staff recommends approval of this proposal.

**DEVELOPMENT SERVICES**

N/A

**ADMINISTRATIVE SERVICES**

N/A

**TRAINING VENDORS**

To Be Determined

**Exhibit B: Menu Curriculum****Class/Lab Hours**

8-200

Trainees may receive any of the following:

**ADVANCED TECHNOLOGY**

- ✚ Equipment Testing
- ✚ Programming Logic Controls
- ✚ Software Project
- ✚ 3Dimensional Design
- ✚ ANSYS/FEA Software
- ✚ Autocad
- ✚ Solidworks
- ✚ RS Logics 5000
- ✚ Omron
- ✚ Composite Processing Controls (CPC)

**CONTINUOUS IMPROVEMENT**

- ✚ Design Standards
- ✚ Project Management
- ✚ Quality Control
- ✚ Communication
- ✚ Teambuilding
- ✚ Process Improvement
- ✚ Leadership Skills
- ✚ Decision Making

**MANUFACTURING SKILLS**

- ✚ Fabrication Methods
- ✚ Tools Use
- ✚ Equipment Operation

Safety Training cannot exceed 10% of total training hours per-trainee

Note: Reimbursement for retraining is capped at 200 total training hours per trainee, regardless of the method of delivery.