



**Training Proposal for:
Alyn Industries, Inc. dba Electronic
Source Company**

Small Business \leq \$50,000

ET15-0223

Panel Meeting of: July 25, 2014

ETP Regional Office: North Hollywood **Analyst:** L. Vuong

CONTRACTOR

- Type of Industry: Manufacturing

 - Number of Full-Time Employees
 - California: 60
 - Worldwide: 60
 - Number to be trained: 20

 - Out-of-State Competition: NAICS Code Eligible
 - Special Employment Training (SET): Yes No
 - High Unemployment Area (HUA): Yes No
 - Turnover Rate: 8%
 - Repeat Contractor: Yes No
- Priority Industry: Yes No
- Owner Yes No

FUNDING

- Requested Amount: \$23,400
- In-Kind Contribution: \$23,310

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 SB <100	Business Skills, Computer Skills, Continuous Impr., Mfg. Skills,	20	8-60	0	\$1,170	\$16.04
				Weighted Avg: 45			

- Reimbursement Rate: \$26 SB Priority
- County(ies): Los Angeles
- Occupations to be Trained: Production Staff, Administrative Staff, Manager/Supervisor, Owner
- Union Representation: Yes
 No
- Health Benefits: \$1.67 per hour

SUBCONTRACTORS

- Development Services: Training Funding Source (TFS) in Seal Beach, assisted with development for a flat fee of \$1,000.
- Administrative Services: TFS will also provide administrative services for the amount not to exceed 13% of payment earned.
- Training Vendors: To Be Determined

OVERVIEW

Established in 1994, Alyn Industries, Inc. dba Electronic Source Company (ESC) manufactures printed circuit boards for the aerospace, military, medical, and telecommunication industries. The Company now wishes to become AS9100 (Aerospace) and ISO13485 (Medical) certified. Becoming certified will provide opportunities to expand business in the aerospace and medical industries.

The Company also faces challenges related to technology advances and increases in customer demand. Therefore, ESC has committed to upgrading the skills of its workforce, implementing process improvements, and become more efficient.

This will be the second Agreement between ETP and ESC; however, this will be the first Agreement for ESC within the previous five years.

Training Plan

ETP funds will assist the Company pursue AS9100 and ISO13485 certifications. This will aid the ESC to remain competitive in a global market. Also, training will enable the Company to increase production by developing the skills necessary to improve manufacturing capacity, time management, pricing, maintain high product quality, and keep up-to-date with technological changes.

Classroom/laboratory and videoconference will be provided as follows:

Business Skills – Training will be offered to all occupation to improve communication skills and to enhance customer satisfaction.

Computer Skills – Training will be offered to all occupations to effectively utilize the Company's automated systems to support data analysis and manage overall business operations.

Continuous Improvement – Training will be offered to all occupations and focus on quality and process improvement to reduce costs, eliminate waste, identify and resolve problems, improve morale, and produce high quality products.

Manufacturing Skills – Training will be offered to Production Staff, Supervisor/Manager and Owner and focus on the Company's day-to-day operations. Training will help trainees to improve manufacturing skills, to meet customer requirements and provide better products.

RECOMMENDATION

Staff recommends approval of this proposal.

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

8-60

Trainees may receive any of the following:

BUSINESS SKILLS

- Coaching
- Communication Skills
- Conflict Resolution
- Customer Relations
- Finance
- Goal Setting
- Inventory Control
- Leadership
- Marketing & Business Development
- Product Knowledge
- Project Management
- Team Cohesive
- Business Report Writing

COMPUTER SKILLS

- Aegis Factory Logix MES
- CircuitCam
- Crystal Reports
- Enterprise Resource Planning Software (NAVISION)
 - Scheduling
 - Accounting
 - Program Management
 - Purchasing
 - Warehouse
 - Manufacturing
 - Manufacturing Resource Planning
- Internet Protocol Networking
- Matrix
- Microsoft Office
- Microsoft Project
- Quote FX

CONTINUOUS IMPROVEMENT

- 5S
- AeroSpace 9100-2009
- IPC 610 Certification
- International Standards Organization 9001
- ISO 13485 -2003
- Lean A3
- Lean Manufacturing and Process Flow
- National Aerospace and Defense Contractors Accreditation Program (NADCAP)

- Problem Solving
- Process Mapping
- Productivity Improvement
- Quality improvement
- Team Building

MANUFACTURING SKILLS

- AOI Inspection and Programming
- Assembly
- Blueprint Reading
- Component Identification
- Documentation
- Electro Static Discharge
- Equipment Operation, Maintenance & Troubleshooting
 - Mydata SMT Pick and Place Machine
 - DEK Stencil Printer
 - Pillarhouse Selective Solder
 - Technical Devices Wave Solder Machine
 - Programmable Conformal Coating Machine
- NASA-STD (Technical Standards Program) 8739-1A, 2, 3
- Factory Services
- Good Manufacturing Processes
- Hand Soldering to J-STD
- Hardware Identification and Installation
- Inspection Techniques
- Intercom Application
- Material Requirements Planning
- Product Knowledge & Demonstration
- Repair Practices
- Return Material Authorization
- Surface-Mount Technology and Stencil Operation
- Statistical Process Control
- Wireless Products/Procedures

Safety Training will be limited to 10% of total training hours per-trainee.

Reimbursement for retraining is capped at 60 total hours per-trainee, regardless of method of delivery.
