



**Training Proposal for:
Bridport-Air Carrier, Inc. dba Amsafe Bridport**

Fast Track ≤ \$100,000

ET15-0119

Panel Meeting of: June 27, 2014

ETP Regional Office: North Hollywood

Analyst: L. Vuong

CONTRACTOR

- Type of Industry: Manufacturing
Aerospace and Defense
Priority Industry: Yes No
- Number of Full-Time Employees
California: 40
Worldwide: 5,830
Number to be trained: 40
Owner Yes No
Mgr/Supr 6
Frontline 34
- Out-of-State Competition: NAICS Code Eligible
- Special Employment Training: Yes No
- High Unemployment Area: Yes No
- Turnover Rate: 7%
- Repeat Contractor: Yes No
- Substantial Contribution: Yes No

FUNDING

- Requested Amount: \$68,400
- In-Kind Contribution: \$87,400

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	Business Skill, Commercial skills, Computer Skills, Continuous Impr., Haz. Materials, Mfg. Skills, PL - Mfg. Skills	40	8-200	0	\$1,710	\$15.98
				Weighted Avg: 95			

- Reimbursement Rate: \$18 Priority Retraining
- County(ies): Orange County
- Occupations to be Trained: Administrative Staff, Production Staff, Quality Control Staff, Manager/Supervisor
- Union Representation: Yes
 No
- Health Benefits: \$2.93 per hour
- Electronic Recordkeeping: N/A

SUBCONTRACTORS

- Development Services: Training Funding Source (TFS) in Seal Beach, assisted in the development of this application for a flat fee of \$2,000.
- Administrative Services: TFS will also provide administrative services for an amount not to exceed 13% of payment earned.
- Training Vendors: To Be Determined

OVERVIEW

Bridport-Air Carrier, Inc. dba Amsafe Bridport (Amsafe), located in Anaheim, is a wholly-owned subsidiary of Transdigm Group, Inc. based in Cleveland, Ohio. Amsafe provides repair and overhaul services for escape slides, life vests and survival equipment for the aerospace, defense, and specialty vehicle industries. The Company also manufacturers cylinders for escape slides, rafts and oxygen systems. Amsafe meets Out-of-State Competition standards as a NAICS-identified manufacturer and is eligible for Priority Industry reimbursement.

Amsafe is currently undergoing significant growth and transformation due to the acquisition of new contracts for escape slides; the business decision to become a “one-stop shop,” and the development of new products. The Company also faces challenges related to technology advances and customer demand increases. To assist in this transformation and growth,

Amsafe is requesting ETP funding to train 40 employees. ETP funds will allow its workforce to develop the skills necessary to address these challenges and put the Company in a better position to remain competitive.

Training Plan

This is the second Agreement between ETP and Amsafe. The first Agreement focused on the development of formalized training and a more productive workplace. For this proposal, the Company intends to implement process improvements to enhance productivity and quality, integrate new product lines, adapt to new technologies and systems, design a quick turn-around delivery system, and improve customer service.

Business Skills – This training will be offered to all occupations. This training will allow all employees to become proactive with customers, develop smart business decisions, improve communication skills and interact more effectively with internal and external customers.

Commercial Skills – This training will be offered to Production Staff, Quality Control Staff and Manager/Supervisor. Training will focus on practical and technical skills in the repair and refurbish of safety products/equipment to meet FAA requirements.

Computer Skills – This 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 – This training will be offered to all occupations to improve efficiency and productivity, enhance delivery processes, and eliminate wasteful practices.

Hazardous Materials – This training will be offered to Production Staff, Quality Control Staff and Manager/Supervisor. Training will provide employees with proper techniques, skills, and knowledge for handling hazardous materials.

Manufacturing Skills – This training will be offered to Production Staff, Quality Control Staff and Manager/Supervisor to keep up with current procedures and develop skills related to new production lines.

Productive Laboratory

Productive Laboratory (PL) trainees may produce goods for profit as part of the training, in the courses identified under the Curriculum and with no more than 10 trainees per instructor. The instructor must be dedicated to training delivery during all hours of training, and special attendance rosters will be used to assist in monitoring.

Certain functions, such as manufacturing, equipment operation, and damaged-slide repairs, can only be performed in a "live" setting. Trainees will gain knowledge and practical experience in properly operating new equipment and manufacturing processes to maintain that consistent flow of product and services. Training will occur under the direct supervision of the trainer with instructional education followed by hands on demonstration and practical skills implementation.

Amsafe is proposing to deliver PL-Manufacturing training to 25 Production Staff and Quality Control Staff. These trainees will be working and receiving training side-by-side with a trainer. The trainer-to-trainee ratio will primarily be 1:1, not to exceed 1:2. Training will be capped at 19 hours per trainee.

RECOMMENDATION

Staff recommends approval of this proposal.

PRIOR PROJECTS

The following table summarizes performance by Amsafe under an ETP Agreement that was completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET12-0304	Anaheim	02/14/12 – 02/13/14	\$53,460	\$53,460 (100%)

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

8–200

Trainees may receive any of the following:

BUSINESS SKILLS

- Business Performance
- Leadership Skills
- Project Management
- Communication Skills
- Customer Service
- Sales

COMMERCIAL SKILLS

- Repair/Refurbishing Processes
- Product Design & Development
- Quality Control Practices & Procedures

COMPUTER SKILLS

- Intermediate and Advanced Microsoft Office
- Payroll Software (ADP)
- Enterprise Resource Planning (ERP)

CONTINUOUS IMPROVEMENT

- ISO/AS9100
- Lean/Six Sigma/Kaizen
- Teambuilding

HAZARDOUS MATERIALS

- Hazardous Chemical Cleaning/Handling

MANUFACTURING SKILLS

- Manufacturing Processes
- Equipment Operations
- Shipping/Receiving Processes

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

Productive Lab Hours (PL)

0–19

MANUFACTURING SKILLS

- Manufacturing Processes
- Equipment Operations
- Shipping/Receiving Processes
- Repair/Refurbishing Processes
- Product Design & Development
- Quality Control Practices & Procedures

Reimbursement for retraining is capped at 200 hours total per-trainee, regardless of method of delivery. Productive Lab is capped at 19 hours per-trainee.