



**Training Proposal for:
Dauntless Industries, Inc. dba Dauntless Molds**

Small Business

ET17-0120

Approval Date: June 22, 2016

ETP Regional Office: North Hollywood

Analyst: M. Paccarelli

CONTRACTOR

- Type of Industry: Manufacturing
Priority Industry: Yes No
- Number of Full-Time Employees
California: 23
Worldwide: 23
Number to be trained: 23
Owner Yes No
- Out-of-State Competition: NAICS Code Eligible
- Special Employment Training (SET): Yes No
- High Unemployment Area (HUA): Yes No
- Turnover Rate: 1%
- Repeat Contractor: Yes No

FUNDING

- Requested Amount: \$47,840
- In-Kind Contribution: \$31,280

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	Manufacturing Skills, Business Skills, Computer Skills, Cont. Imp., Literacy Skills,	23	8-200	0	\$2,080	\$16.48
				Weighted Avg: 80			

- Reimbursement Rate: Job # 1: \$26 SB Priority
- County(ies): Los Angeles
- Occupations to be Trained: Production Staff, Administrative Staff, Manager/Supervisor, Owner
- Union Representation: Yes
 No
- Health Benefits: Job # 1: \$4.48 per hour

SUBCONTRACTORS

- Development Services: N/A
- Administrative Services: N/A
- Training Vendors: To Be Determined

OVERVIEW

Founded in 1975, Dauntless Industries, Inc. dba Dauntless Molds (Dauntless) (www.dauntlessmolds.com) is a manufacturer of molds for the plastic industry.

Dauntless has 41 years of experience in constructing high quality, low maintenance molds. The Company has grown from being a custom mold manufacturer to being a true one-stop solution. Dauntless uses many proprietary techniques in every aspect of construction. This includes mold design and build, turnkey production cell systems, in-house trial runs, and full plastic production molding. Its customer base includes medical, optical, bio-medical, pharmaceutical and high-tech industries.

The Company continues to grow on the production side. In order to meet quality objectives and keep up with customer demand, Dauntless implemented new processes and invested \$760K in equipment this year, which includes two new mold presses and a Septro S5-25 Robot. Training is not included in the purchase price of the new equipment; however, it is critical to properly operate both.

Dauntless is eligible as a single employer for standard retraining and priority-industry funding. The Company meets out-of-state competition standards as a manufacturer.

Training Plan

This will be the Company's third ETP Agreement within the last five years. The prior training focused on proprietary techniques and computer technology. In this proposal, the primary goal is in new equipment and processes. Some courses are repeated from the prior Agreements; however, there will be no repeat trainees in those courses.

Manufacturing Skills (55%) - Training will equip Production Staff with the skills needed to operate new equipment and cross-train in different manufacturing processes.

Computer Skills (20%) – Training will be provided to all occupations and will focus on the Company's Manufacturing and Enterprise Resource Planning (MRP/ERP) system and Computer-Assisted Design/Computer-Aided Manufacturing (CAD/CAM)

Continuous Improvement (10%) - Training will be delivered across all occupations to increase efficiency and productivity by implementing process improvements and will focus on ISO9001.

Business Skills (10%) - Training will be provided to Administrative Staff, Managers, and Owners to ensure they have the skills to improve communication, project management and customer service.

Literacy Skills (5%): Training will be provided to Production Staff in basic math and terminology to help improve their job skills and overall performance.

Temporary to Permanent Hiring

Dauntless intends to train two workers under Panel guidelines for the Temporary-to-Permanent program. The Company has retained these employees on a temporary basis with the intention of hiring them into full-time, permanent positions after training. According to Dauntless the average time for "converting" temporary workers into full-time permanent employment is three months. It is expected that these workers will receive employer-paid share-of-cost for healthcare premiums 30 days upon hire into full-time permanent employment.

Under Panel guidelines, these trainees must be eligible to participate in ETP-funded training pursuant to Unemployment Insurance Code Section 10201(c). Moreover, they cannot be enrolled as trainees until after they have been hired by Dauntless into full-time, permanent employment. Until they are so hired, retention and post-retention wage requirements cannot be satisfied and the Company will not receive progress payments.

Waiver for Maximum Training Hours

Dauntless is requesting a waiver to the standard maximum training hours for Small Business, from 60 to 200 hours. The Company estimates that approximately three trainees need up to 200 hours of extensive training in new equipment and processes. Other trainees will require some increased hours for intensive cross-training in proprietary techniques.

RECOMMENDATION

Staff recommends approval of this proposal.

PRIOR PROJECTS

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned
ET14-0227	Irwindale	12/13/13 – 12/12/15	\$87,204	\$87,204 (100%)
ET10-0116	Irwindale	08/21/09 – 08/20/11	\$40,560	\$39,205 (97%)

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

8 - 200

Trainees may receive any of the following:

MANUFACTURING SKILLS

- Cross-Training - Manufacturing Process
- Equipment Operation
- Tool Making
- Injection Mold Press
- Computerized Numerical Control (CNC)
- Computer-operated machinery

CONTINUOUS IMPROVEMENT

- Process Improvement
- ISO 9001
- Leadership Skills for Frontline Workers
- Production Operations/Workflow/Scheduling

COMPUTER SKILLS

- Manufacturing Resource Planning (MRP)
- Enterprise Resource Planning (ERP)
- Computer-Assisted Design/Computer-Aided Manufacturing (CAD/CAM)
- SolidWorks
- Autodesk
- Moldflow®
- Software Certifications
- Cimatron
- General Accounting

BUSINESS SKILLS

- Customer Service
- Communication Skills
- Project Management

Literacy Skills

- Basic math

Literacy Training cannot exceed 45% of total training hours per-trainee.
Safety Training will be limited to 10% of total training hours per-trainee.

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