



Training Proposal for:
Diving Unlimited International, Inc.

Small Business ≤ \$50,000

ET15-0309

Approval Date: October 14, 2014

ETP Regional Office: San Diego

Analyst: K. Campion

CONTRACTOR

- Type of Industry: Manufacturing
Priority Industry: [X] Yes [] No
Number of Full-Time Employees
California: 55
Worldwide: 55
Number to be trained: 55
Owner [X] Yes [] No
Out-of-State Competition: NAICS Code Eligible
Special Employment Training (SET): [] Yes [X] No
High Unemployment Area (HUA): [] Yes [X] No
Turnover Rate: 10%
Repeat Contractor: [] Yes [X] No

FUNDING

- Requested Amount: \$48,620
In-Kind Contribution: \$34,483

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., Mftg. Skills	55	8 - 60	0	\$884	\$15.60
				Weighted Avg: 34			

- Reimbursement Rate: \$26 SB Priority
- County(ies): San Diego
- Occupations to be Trained: Production Staff, Customer Service Staff, Administrative Staff, Warehouse Worker, R&D Staff, Supervisor/Manager, Owner
- Union Representation: Yes
 No
- Health Benefits: \$2.00 per hour

SUBCONTRACTORS

- Development Services: Training Funding Source (TFS) in Seal Beach assisted with development for a flat fee of \$2,900.
- Administrative Services: TFS will also provide project administrative services for an amount not to exceed 13% of payment earned.
- Training Vendors: To Be Determined

OVERVIEW

Diving Unlimited International, Inc. (DUI) (www.dui-online.com), founded in 1963 as *Skin Diving Unlimited*, began manufacturing custom wet suits for sport divers. In the late 60's, the company invented hot water suits and systems for commercial and military divers. The Company's designs have been used in the frigid waters of the North Sea for the Offshore Oil Industry and in SeaLab I & II. Divers also welcomed the Apollo astronauts back to earth wearing custom designed DUI wetsuits. Today, DUI designs and manufactures drysuits and systems, hot water suits, waterproof bags and other diving equipment for sport divers, commercial divers and military operations.

Training Plan

DUI has developed a long-term strategy to significantly increase its sales revenue over the next five years. To achieve this goal the Company recognizes it must become more competitive in the global market: shorter lead times, more customization, better quality and more competitive prices. To compete with products made outside the USA, the work force must be trained to recognize opportunities for improvement, become more flexible through cross-training and

become technologically proficient in the operation of more modern equipment. This requires a comprehensive training effort across the organization.

Business Skills – This training will be provided to all occupations to provide workers with the skills to improve communications with customers, learn about team cohesiveness, and learn new skills in marketing and business development, purchasing procedures and production costing. Supervisors/Managers will be trained in leadership skills to help them promote accountability throughout the organization.

Computer Skills – This training will be provided to all occupations based on job functions. Trainees will learn critical technical computer skills to help improve job efficiencies.

Continuous Improvement – This training will be provided to all occupations. All workers need to increase their knowledge of the principles of Lean Manufacturing and quality/process improvements. Employees will utilize this training to make production areas more efficient. This effort includes helping trainees recognize wasted motion, yield loss, scrap loss, under-utilized space, and creating work cells.

Manufacturing Skills – This training will be provided to Production Staff and Supervisors/Managers. Trainees need to be trained on multiple pieces of equipment and jobs, including Good Manufacturing Processes, Inspection Techniques, Pattern Making and Preventative Maintenance.

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

- Budgeting
- Business Writing Skills
- Communication Skills
- Conflict Resolution
- Customer Relations
- Leadership Skills
- Marketing & Business Development
- Production Costing
- Purchasing Procedures
- Sales Skills
- Team Cohesiveness
- Time Management

COMPUTER SKILLS

- Adobe Photoshop/Illustrator/InDesign/CS Updates
- Goldmine Contact Software for Sales
- E-Commerce
- MS Office
- Search Engine Optimization
- Social Media Skills
- Elliotte ERP

CONTINUOUS IMPROVEMENT

- 5S
- Inventory Control
- Lean Manufacturing
- Process Improvement
- Productivity Improvement
- Quality Improvement
- Statistical Process Control (SPC)

MANUFACTURING SKILLS

- Equipment Operations
- Good Manufacturing Processes (GMP)
- Inspection Techniques
- Pattern Making
- Preventative Maintenance

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