



**Training Proposal for:
Georg Fischer Harvel LLC**

Small Business

ET16-0400

Approval Date: March 22, 2016

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

CONTRACTOR

- Type of Industry: Manufacturing
- Priority Industry: Yes No
- Number of Full-Time Employees
 - California: 37
 - Worldwide: 230
 - Number to be trained: 37
 - Owner Yes No
- Out-of-State Competition: NAICS Code Eligible
- Special Employment Training (SET): Yes No
- High Unemployment Area (HUA): Yes No
- Turnover Rate: 5%
- Repeat Contractor: Yes No

FUNDING

- Requested Amount: \$43,290
- In-Kind Contribution: \$44,640

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 HUA	Business Skills, Computer Skills, Continuous Impr., Mfg. Skills	37	8-60	0	\$1,170	\$15.60
				Weighted Avg: 45			

- Reimbursement Rate: Job #1: \$26 SB Priority
- County(ies): Kern
- Occupations to be Trained: Extrusion Operator, Extrusion Supervisor, Maintenance Technician, Quality Control Technician, Manager, Shipping & Warehouse Associates
- Union Representation: Yes
 No
- Health Benefits: Job #1: \$0.60 per hour

SUBCONTRACTORS

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

OVERVIEW

Georg Fischer Harvel LLC (GF Harvel), manufactures polyvinyl chloride (PVC) and post chlorinated polyvinyl chloride (CPVC) pipes, piping solutions, engineered piping systems, thermoplastic duct systems and machining stock extrusions. Its products and system are used in chemical processing, energy, biotech, marine, cooling technology, water treatment and micro-electronics. Major customers include residential, commercial and high-rise construction developer and contractors. The Company has manufacturing facilities in Pennsylvania, Arkansas and California (Bakersfield).

GF Harvel is requesting funding to train 37 employees at its Bakersfield facility. This will be GF Harvel's first ETP Agreement.

GF Harvel must keep up with growing demand and new industry requirements. The Company must improve manufacturing skills, and update equipment. The Company's goal is to incorporate the newest industry requirements and new technologies; offer reasonable prices; produce better quality products; reduce customer complaints, and provide on-time delivery. This requires a trained staff with a thorough understanding of parts, materials and specialized

equipment. The Company is committed to upgrading the skills of its workforce and implementing process improvements.

Training Plan

ETP funds will help the Company deliver formalized training to its workforce. The proposed training will help GF Harvel to upgrade worker skills, increase customer services and help to expand business. Employees will be cross-trained to increase productivity, produce better products, be proactive with technological advances and improve overall business to remain competitive.

Classroom/Laboratory and Videoconference will be provided as follows:

Business Skills: This training will be offered to all occupations. Training will provide trainees with the skills to understand manufacturing fundamentals and demonstrate ways to build and sustain better business relationships.

Computer Skills: This training will be offered to all occupations. Trainees will gain the skills needed to use the Company's automated systems to provide efficient and effective customer service.

Continuous Improvement: This training will be offered to all occupations. Training will provide trainees the skill sets to eliminate waste, streamline processes and improve customer satisfaction.

Manufacturing Skills: This training will be offered to all occupations. This training will provide trainees with the knowledge and skills to operate with and maintain equipment, keep up with industry requirements and improve manufacturing processes.

High Unemployment Area

All 37 trainees work in a High Unemployment Area (HUA) with unemployment exceeding the state average by at least 25%. The Company's location in Bakersfield, Kern County qualifies for HUA status under these standards. However, GF Harvel is not asking for a wage modification.

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

- Business Practices and Principles
- Teamwork Building
- Manufacturing Fundamentals
- Establish and Maintain Effective Working Relationships

COMPUTER SKILLS

- CourseWorks Platform
- Computer Interactive Process and Materials Learning
- Manufacturing Process Simulations Software
- Compounding with the Twin-Screw Extrusion
- Extruder Operation and Control – Single Screw

CONTINUOUS IMPROVEMENT

- Standard Operating Procedures for Efficiency
- Reducing Defects and Waste
- Improve Customer Satisfaction
- Employee Development and Retention
- Contribute to the Effectiveness of the Workplace
- Contribute to Coordinating the Production Process
- Contribute to the Manufacturing Process

MANUFACTURING SKILLS

- Train the Trainer
- Hand over the Production Activities
- Maintenance of the Product Quality
- Maintenance Machinery Safety
- Continuous maintenance of Production Activities
- Machine-Based Plastics Production Process
- Run & Monitor Production Process
- Contribute to Coordinating the Production Process
- Contribute to the Improvement of the Manufacturing Process
- Prepare for Start-up of a Machinery-Based Plastics Product Operations
- Start Up and Maintain a Plastics Production Operation
- Shutdown and Changeover a Production Process

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

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