



**Training Proposal for:
Glendale Community College
Professional Development Center
Agreement Number: ET15-0224**

Panel Meeting of: July 25, 2014

ETP Regional Office: North Hollywood

Analyst: M. Paccerelli

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB <100 HUA SET	Industry Sector(s):	Manufacturing Aerospace and Defense Services Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Steel Workers of America Loc. 560		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL

Program Costs	+	Support Costs	=	Total ETP Funding
\$701,242		\$48,611 (8%)		\$749,853
In-Kind Contribution:	50% of Total ETP Funding Required			\$986,000

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	Adv. Technology; Computer Skills; Continuous Impr.	32	8-200	0	\$802	\$14.90
				Weighted Avg: 50			
2	Retrainee Priority Rate	Adv. Technology; Computer Skills; Continuous Impr.	305	8-200	0	\$1,001	\$14.90
				Weighted Avg: 52			
3	Retrainee SET	Adv. Technology; Computer Skills; Continuous Impr.	10	8-200	0	\$401	\$27.09
				Weighted Avg: 25			
4	Retrainee HUA	Adv. Technology; Computer Skills; Continuous Impr.	6	8-200	0	\$802	\$11.17
				Weighted Avg: 50			
5	Retrainee Priority Rate HUA	Adv. Technology; Computer Skills; Continuous Impr.	42	8-200	0	\$1,001	\$11.17
				Weighted Avg: 52			
6	Retrainee Priority Rate SB <100 HUA	Adv. Technology; Computer Skills; Continuous Impr.	42	8-60	0	\$1,390	\$11.17
				Weighted Avg: 50			
7	Retrainee Priority Rate SB <100	Adv. Technology; Computer Skills; Continuous Impr.	172	8-60	0	\$1,390	\$14.90
				Weighted Avg: 50			
8	Retrainee SB <100	Adv. Technology; Computer Skills; Continuous Impr.	60	8-60	0	\$1,176	\$14.90
				Weighted Avg: 50			

Minimum Wage by County: Job Numbers 1-2 & 7-8: \$16.04 for Los Angeles County; \$15.98 for Orange County; \$15.60 for San Diego County; and \$14.90 for Ventura, Kern, Riverside & San Bernardino Counties. Job Number 3: \$27.09 for SET frontline workers statewide. Job Numbers 4-6: \$12.03 for Los Angeles County; \$11.99 for Orange County; \$11.70 for San Diego County; and \$11.17 for Ventura, Kern Riverside & San Bernardino Counties.

Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: Yes No Maybe

Participating employers may use health benefits to meet the Post-Retention Wage.

Job 1-2 and 7-8 Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Administrative/Support Staff		20
Customer Service Staff I		5
Customer Service Staff II		5
Engineer/Designer I		18
Engineer/Designer II		17
Finance/Accounting Staff I		3
Finance/Accounting Staff II		2
Inspector I		18
Inspector II		17
Machine Operator/CNC Specialist I		70
Machine Operator/CNC Specialist II		70
Manufacturing/Production Staff I		80
Manufacturing/Production Staff II		80
Material Handler/Operator I		18
Material Handler/Operator II		17
Technician I		13
Technician II		12
Warehouse Logistics Staff I		10
Warehouse Logistics Staff II		10
Supervisor I		15
Supervisor II		15
Manager I		15
Manager II		15
Owner (Small Business – Job Numbers 7-8 only)		24

Job 3 Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Administrative/Support Staff		1
Customer Service Staff		1
Engineer/Designer I		3
Engineer/Designer II		3
Finance/Accounting Staff I		1
Finance/Accounting Staff II		1

Job 4-6 Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Administrative/Support Staff		1
Inspector		6
Machine Operator/CNC Specialist		5
Manufacturing/Production Staff		42
Material Handler/Operator		21
Technician		1
Warehouse Logistics Staff		3
Supervisor		2
Manager		2
Owners		7

INTRODUCTION

This will be the 36th Agreement between ETP and Glendale Community College Professional Development Center (GCC) (www.pdcofgcc.com). Founded in 1927, GCC provides customized, job-specific training for businesses and workers through its Professional Development Center. GCC has trained more than 36,000 workers from 4,800 Southern California employers during its 30-year history of funding through ETP, of which 82% were small business employers and 96% were Panel-recognized priority industries.

PROJECT DETAILS

GCC is seeking a new contract as the funds for their most recent Agreement will be exhausted by August 2014. Participating employers have expressed their need for training because they are facing out-of-state competition and are currently struggling to keep up with technology and their competitors. These employers are expressing the need to build employees' skills to work in a continuously changing environment. Many are investing in automated systems and software packages to increase productivity, efficiency, and accuracy.

Training Plan

The proposed training will promote the retention and expansion of California's manufacturing workforce. The "core" group of employers represents over 80% of requested funding.

Computer Skills (40%) - Training will provide all trainees with the skills to become more proficient in the most current technology in areas such as MS Project, Crystal Reports, AutoDesk Suite, Solid Modeling Computer-Aided Design (CAD), and Manufacturing Resource Planning.

Continuous Improvement (50%) – Training will assist all workers in identifying opportunities for improvement in their daily work processes while working more efficiently to reduce errors. The training modules will equip workers with the skills necessary to improve productivity and reduce operating costs. These modules include Lean Operations, Geometric Dimensioning & Tolerancing, Six Sigma, Planning, Purchasing and Inventory Management.

Advanced Technology (10%)

GCC is requesting the higher reimbursement rate for Advance Technology (AT) courses. The AT training will be provided to Engineers/Designers and Machine Operators/CNC Specialists to utilize recent advances in 3D Computer-Aided Design (such as CADWorkx) and to work with the new generations of Computer-Aided Manufacturing. Intensive hours of training are required before the trainees are able to operate the equipment to quality and production standards that companies demand. State-of-the-art computer systems are needed to deliver this training and the licenses required for the software is very expensive. In addition, special equipment, such as free-arm digitizers, laser scanners, and compressors, are used in the training. The trainer-to-trainee ratio will be limited to 1:10 to allow for in-depth coverage and personal attention from the instructor.

Curriculum Development

GCC determines participating employers' specific demands for training based on a pre-training structured assessment and screening process. The core curriculum in this proposal has been developed by the GCC over the last 30 years. It is continually revised according to the demands and feedback of the participating companies.

Commitment to Training

GCC represents that ETP funds will not displace the existing financial commitment to training of participating employers and that safety training is, and will continue to be, provided by the participating employers in accordance with all pertinent requirements under state and federal law. ETP training funds will supplement training that is not currently being provided. GCC programs provide in-depth skill development and will develop skills that upgrade employee performance so companies can remain competitive.

Most of the small participating employers are not able to provide significant training to their employees due to a lack of training funds. Larger companies may offer more training for their employees but need to expand training in areas where they do not have the budget or the expertise.

HUA

The 173 trainees in Job Numbers 4 to 6 work in High Unemployment Areas (HUA), regions with unemployment exceeding the state average by at least 25%. The participating employees who qualify are located in Los Angeles, Orange, Kern, Riverside, Ventura, and San Bernardino Counties.

➤ Wage Modification

GCC is requesting the HUA waiver for trainees in Job Numbers 4-6. For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the start-of-training wages.

Special Employment Training (SET)

Under SET, the participating employer is not required to demonstrate out-of-state competition. Trainees must be earning at least the statewide average hourly wage at the end of the retention period. Job Number 3 participating employers qualify under SET.

RECOMMENDATION

Staff recommends approval of this proposal.

ACTIVE PROJECTS

The following table summarizes performance by GCC under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET13-0240	\$849,815	06/13/13 – 06/12/15	819	523	306

To date, the contractor has completed 77% based on the number of trainees who met the required hours. The Contractor may earn an additional 14% based on the number of trainees enrolled and hours of training entered into the ETP Online Tracking System. These figures support projected earnings to date of a total of 91% or \$1,043,936.23.

PRIOR PROJECTS

The following table summarizes performance by GCC under ETP Agreements that were completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned
ET12-0159	Statewide	11/28/11 – 11/27/13	\$747,399	\$742,679 (99%)
ET11-0202	Statewide	03/30/11 – 03/29/13	\$398,872	\$397,912 (98%)
ET09-0380	Statewide	12/15/08-12/14/10	\$2,028,458	\$2,028,458 (100%)
ET08-0210	Statewide	10/01/07-09/30/09	\$1,814,408	\$1,814,408 (100%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

Menu Curriculum: Exhibit B

Class/Lab Hours

Job Numbers 1-5: 8-200

Job Numbers 6-8: 8-60

Trainees may receive any of the following:

COMPUTER SKILLS

- ✚ Intermediate/Advanced Database Techniques, Word Processing, Spreadsheets
- ✚ Intermediate/Advanced Presentation Software
- ✚ Microsoft (MS) Project, Planning Software
- ✚ Electronic Commerce, Search Engines
- ✚ Crystal Reports, QuickBooks, Adobe, Visual Basics
- ✚ Manufacturing Resource Planning (MRP)
- ✚ Enterprise Resource Planning (ERP)
- ✚ AutoDesk Suite, PRO E
- ✚ Solid Modeling CAD (Computer-Aided Design), SolidWorks
- ✚ CNC (Computerized Numerical Control) Programming
- ✚ CNC (Computerized Numerical Control) Applications
- ✚ CAD/CAM (Computer-Aided Manufacturing) Software
- ✚ CMM (Computer/Coordinate Measuring Machine)
- ✚ Microsoft (MS) Office Suite (*Small Business Only*)

CONTINUOUS IMPROVEMENT

- ✚ Effective Communication Skills
- ✚ Critical and Analytical Thinking Skills
- ✚ Structured Problem Solving
- ✚ Leadership and Management
- ✚ Managing Time, Change, Decision Making
- ✚ Customer Service
- ✚ Marketing, Planning, Negotiating and Implementation for Domestic and International Sales
- ✚ Sales Skills and Techniques
- ✚ Business Writing
- ✚ Inspection Techniques, Improving Measurements, Calibration and Standards
- ✚ Blueprint Reading and Shop Math
- ✚ Geometric Dimensioning and Tolerancing
- ✚ Logistics Standards, Strategies, Improvements and Management
- ✚ Advancing Productivity, Innovation, and Competitive Success (APICS) Body of Knowledge
- ✚ Planning, Purchasing, Production and Inventory Management
- ✚ Enterprise and Manufacturing Management Systems
- ✚ Leadership Strategies and Leading Change
- ✚ Employee Development Skills, Coaching and Strategies
- ✚ Best Business Practices and Process Improvement Tools
- ✚ Best Manufacturing Practices
- ✚ Quality Systems, Process Improvement and Monitoring
- ✚ Lean Manufacturing, Lean Operations
- ✚ Six Sigma Quality Systems
- ✚ Design of Experiments (DOE)
- ✚ Statistical Process Control (SPC)

- ✚ Failure Mode and Effects Analysis (FMEA)
- ✚ Supply Chain Management
- ✚ Boeing Quality Systems
- ✚ Financial Strategies
- ✚ Project and Program Management
- ✚ Kaizen Methodology
- ✚ Data Collection and Analysis
- ✚ Finance, Budgets, and Analysis

ADVANCED TECHNOLOGY (ratio 1:10)

- ✚ CATIA
- ✚ Master CAM X
- ✚ Advanced Master CAM X
- ✚ CADWorx

Note: Reimbursement for retraining is capped at 200 hours per-trainee for Job Numbers 1-5 and 60 hours per-trainee for Job Numbers 6-8, regardless of method of delivery.

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Glendale Community College

CCG No.: ET15-0224

Reference No: 14-0563

Page 1 of 7

PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Acromil Corporation

Address: 18421 Railroad Street

City, State, Zip: City of Industry, CA 91748

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 40

Total # of full-time company employees worldwide: 89

Total # of full-time company employees in California: 89

Company: Align Aerospace

Address: 21123 Nordhoff Street

City, State, Zip: Chatsworth, CA 91311

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 50

Total # of full-time company employees worldwide: 300

Total # of full-time company employees in California: 185

Company: Allied Mechanical

Address: 1720 S. Bon View

City, State, Zip: Ontario, CA 91761

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 5

Total # of full-time company employees worldwide: 140

Total # of full-time company employees in California: 140

Company: Amro Fabricating Corporation

Address: 1430 Adelia Avenue

City, State, Zip: South El Monte, CA 91733

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 50

Total # of full-time company employees worldwide: 130

Total # of full-time company employees in California: 130

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Glendale Community College

CCG No.: ET15-0224

Reference No: 14-0563

Page 2 of 7

PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Anthony

Address: 12391 Montero Avenue

City, State, Zip: Sylmar, CA 91342

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 10

Total # of full-time company employees worldwide: 800

Total # of full-time company employees in California: 744

Company: Arrowhead Products

Address: 4411 Katella Avenue

City, State, Zip: Los Alamitos, CA 90720

Collective Bargaining Agreement(s): United Steel Workers of America Loc. 560 (USW Loc 560L)

Estimated # of employees to be retrained under this Agreement: 160

Total # of full-time company employees worldwide: 611

Total # of full-time company employees in California: 600

Company: Centerpoint Manufacturing Co.

Address: 2617 N. San Fernando Blvd.

City, State, Zip: Burbank, CA 91504

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 8

Total # of full-time company employees worldwide: 35

Total # of full-time company employees in California: 35

Company: Circor Aerospace & Defense

Address: 1241 Old Temescal Road, Unit 101

City, State, Zip: Corona, CA 92881

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 5

Total # of full-time company employees worldwide: 136

Total # of full-time company employees in California: 136

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Glendale Community College

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Page 3 of 7

PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Consolidated Disposal Service (a Republic Services Co.)

Address: 9200 Glenoaks Blvd.

City, State, Zip: Sun Valley, CA 91352

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 7

Total # of full-time company employees worldwide: 31,000

Total # of full-time company employees in California: 1,000

Company: Crane Aerospace & Electronics

Address: 3000 Winona Avenue

City, State, Zip: Burbank, CA 91504

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 70

Total # of full-time company employees worldwide: 1,555

Total # of full-time company employees in California: 555

Company: David Barnes Company

Address: 14701 Keswick Street

City, State, Zip: Van Nuys, CA 91405

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 60

Total # of full-time company employees worldwide: 90

Total # of full-time company employees in California: 90

Company: Delta Hi-Tech

Address: 9600 Desoto Ave.

City, State, Zip: Chatsworth, CA 91311

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 40

Total # of full-time company employees worldwide: 110

Total # of full-time company employees in California: 110

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Glendale Community College

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Reference No: 14-0563

Page 4 of 7

PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Dytran Instruments

Address: 21592 Marilla Street

City, State, Zip: Chatsworth, CA 91311

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 50

Total # of full-time company employees worldwide: 162

Total # of full-time company employees in California: 162

Company: Esterline Mason

Address: 19355 Balboa Blvd.

City, State, Zip: Sylmar, CA 91342

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 50

Total # of full-time company employees worldwide: 400

Total # of full-time company employees in California: 400

Company: General Atomics Aeronautical Systems Inc.

Address: 9779 Yucca Road

City, State, Zip: Adelanto, CA 92301

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 60

Total # of full-time company employees worldwide: 10,000

Total # of full-time company employees in California: 6,000

Company: Hutchinson Aerospace

Address: 4510 Vanowen Street

City, State, Zip: Burbank, CA 91505

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 20

Total # of full-time company employees worldwide: 25,000

Total # of full-time company employees in California: 165

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Glendale Community College

CCG No.: ET15-0224

Reference No: 14-0563

Page 5 of 7

PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Klune Industries Inc.

Address: 7323 Coldwater Canyon Drive

City, State, Zip: North Hollywood, CA 91605

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 40

Total # of full-time company employees worldwide: 610

Total # of full-time company employees in California: 279

Company: Miller Castings Inc.

Address: 2503 Pacific Park Drive

City, State, Zip: Whittier, CA 90601

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 60

Total # of full-time company employees worldwide: 370

Total # of full-time company employees in California: 369

Company: PPG Aerospace

Address: 12780 San Fernando Road

City, State, Zip: Sylmar, CA 91342

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 30

Total # of full-time company employees worldwide: 40,000

Total # of full-time company employees in California: 850

Company: RepairTech International Inc.

Address: 16134 Saticoy Street

City, State, Zip: Van Nuys, CA 91406

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 60

Total # of full-time company employees worldwide: 35

Total # of full-time company employees in California: 34

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Glendale Community College

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Reference No: 14-0563

Page 6 of 7

PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Riggins Engineering Inc.

Address: 13932 Saticoy Street

City, State, Zip: Van Nuys, CA 91402

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 3

Total # of full-time company employees worldwide: 38

Total # of full-time company employees in California: 38

Company: RS Machining Co. Inc.

Address: 9726 Cozycraft Avenue

City, State, Zip: Chatsworth, CA 91311

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 5

Total # of full-time company employees worldwide: 12

Total # of full-time company employees in California: 12

Company: Superior Thread Rolling Co. Inc.

Address: 12801 Wentworth Street

City, State, Zip: Arleta, CA 91331

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 20

Total # of full-time company employees worldwide: 52

Total # of full-time company employees in California: 52

Company: Tecom Industries Inc.

Address: 375 Conejo Ridge Avenue

City, State, Zip: Thousand Oaks, CA 91361

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 30

Total # of full-time company employees worldwide: 147

Total # of full-time company employees in California: 147

PRINT OR TYPE IN ALPHABETICAL ORDER

**Participating Employers in Retrainee
Multiple Employer Contracts**

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CCG No.: ET15-0224

Reference No: 14-0563

Page 7 of 7

Company: Turbonetics Holdings, Inc. A WABTEC Company

Address: 14399 Princeton Avenue

City, State, Zip: Moorpark, CA 93021

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 40

Total # of full-time company employees worldwide: 10,000

Total # of full-time company employees in California: 43

Company: VACCO Industries Inc.

Address: 10350 Vacco Street

City, State, Zip: So. El Monte, CA 91733

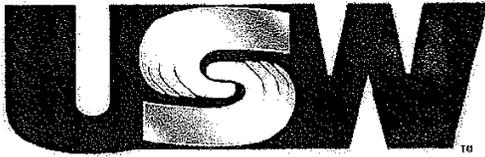
Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 80

Total # of full-time company employees worldwide: 200

Total # of full-time company employees in California: 200

UNITED STEELWORKERS



UNITY AND STRENGTH FOR WORKERS

District 12

Rigo Estrada
President,
USW Local 560L

Professional Development Center
Glendale Community College
2340 Honolulu Ave
Montrose Ca

Dear PDC

We are aware that employees of Arrowhead products will receive training funded through
The Employment Training Panel

Sincerely,

Rigo Estrada

A handwritten signature in black ink that reads 'Rigo Estrada'. The signature is written in a cursive, flowing style.

United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

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