

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., Mfg. Skills, PL- Mfg. Skills	44	8-60	0	\$1,092	\$15.07
				Weighted Avg: 42			

- Reimbursement Rate: Job #1: \$26 SB Priority
- County(ies): San Bernardino
- Occupations to be Trained: Administrative Staff, Manufacturing Staff, Manager/Supervisor
- Union Representation: Yes
 No
- Health Benefits: Job #1: \$2.53 per hour

SUBCONTRACTORS

- Development Services: Kirkpatrick Enterprises International (KEI) in Valencia assisted with development for no charge.
- Administrative Services: KEI will also provide administrative services for the amount not to exceed 10% of payment earned.
- Training Vendors: To Be Determined

OVERVIEW

Founded in 1961, Goodwest Rubber Linings, Inc. dba Goodwest Linings and Coatings (Goodwest) is a custom rubber and coating manufacturer and supplier located in Rancho Cucamonga. Goodwest offers long-term corrosion protection solutions such as rubber linings, ceramic composites, elastomeric polyurethane, engineered epoxies, vinyl ester/fiberglass, zinc and other protective coatings for the water, power, oil, steel, chemical, and mining industries nation-wide. Specializing in applying materials resistant to chemical, abrasion, and high temperature environments, Goodwest offers equipment refurbishment services providing unique solutions that can keep aging equipment in service. This will be Goodwest's first ETP Agreement.

Goodwest recently completed the expansion of its facility from 20,000 to 50,000 square feet. To increase capacity, Goodwest also invested in a 70-foot long abrasive blast booth, a new 50-foot long liquid spray booth, and added new specialized spray equipment resulting in better throughput, and improved lead and turn-around times of customers' orders. Phase II of the expansion, which includes additional Fusion Bonded Epoxy capabilities (a type of powder coating applied to hot steel used for potable water and oil pipes), began in August.

To support the growth associated with this expansion and increased business opportunity, and to remain competitive, Goodwest needs to improve its internal processes to reduce waste, product and service costs. As the industry has seen increased exposure to Lean Manufacturing concepts, Goodwest needs to adopt lean implementation practices to meet customer expectations. In addition to the training associated with process improvement, Goodwest plans to train employees in Project Management Skills and software utilization.

Modifications

Contract Term Limitation

Goodwest is requesting an additional 12 months (24 months total) added to the Agreement term. Due to production spikes and growing customer demands, training schedules may be unevenly dispersed. The 2-year term is necessary, to account for potential increases in production where the Company has to focus its efforts on satisfying customer demand. As a small business, Goodwest operates with a lean workforce, and while training is a top priority, given the changing nature of the business, the extra time will allow a few extra months to maximize their earnings.

Training Plan

Business Skills (4%) – Training will be offered to Administrative Staff and Manager/Supervisors to improve staff's project planning, and learn how to handle complex customer projects.

Computer Skills (5%) – Training will be offered to Administrative Staff to effectively use MS Office. Currently, staff uses MS Office at a basic level, and as such, they tend to do some of their tasks manually which takes more time. Effective utilization of the software will free up time for them to better communicate with customers and suppliers.

Continuous Improvement (60%) – Training will be offered to all occupations to reduce cost and waste throughout the operations, decrease customer lead-times, and improve service levels. Total Productive Maintenance (TPM) will help trainees learn to maintain their equipment instead of relying on the Maintenance personnel. TPM results in lower equipment downtime and increased equipment effectiveness. Supervisors and Managers' training will focus on how to lead a team to accomplish production goals by delegating and following-up on individual tasks.

Manufacturing Skills (12%) – Training will be offered to Manufacturing Staff to increase flexibility and response time by cross-training workers on different equipment and processes, such as: abrasive blasting booth, liquid spray booths, powder coating spray booth, spray pumps, electrostatic powder spray units, hydro-blasting & pressure washing.

Productive Lab – Manufacturing Skills (19%)

The Panel adopted regulations to authorize reimbursement for training delivered in a Productive Laboratory (PL) setting in which trainees may produce goods for profit as part of the training. For PL courses identified in the Curriculum, the instructor must be dedicated to training delivery during all hours of training.

In this proposal, 12 Manufacturing Staff will receive up to 24 hours of PL on equipment utilization to gain practical experience in properly operating, maintaining, and troubleshooting new, high capacity equipment, and making process adjustments. Trainees will learn how to operate the equipment on real products as the wide variety of custom applications make simulated use of equipment impractical. Trainees will learn as different customer units are brought into production. Due to the high cost of materials being processed on the equipment trainees will learn how to use the equipment when it is in production. Cross-training on different equipment will increase the pool of employees capable of completing complex production tasks resulting in improved manufacturing capacity and sales. The Trainer-to-Trainee ratio for PL is 1:1.

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

- Project Management

Computer Skills

- Microsoft Office (Intermediate/Advanced)

Continuous Improvement

- Leadership Skills for frontline workers
- Lean Manufacturing/Six Sigma
- Total Productive Maintenance

Manufacturing Skills

- Production Equipment Usage

PL Hours (limited ratio 1:1)

0-24

Manufacturing Skills

- Production Equipment Usage

Note: Reimbursement for retraining is capped at 60 total hours per-trainee, regardless of method of delivery. PL is capped at 24 hours per-trainee.
