



**Training Proposal for:
Inland Metal Industries dba Inland Metal Technologies, Inc.**

Fast Track ≤ \$100,000

ET15-0137

Panel Meeting of: June 27, 2014

ETP Regional Office: San Francisco Bay Area

Analyst: T. Teles

CONTRACTOR

- Type of Industry: Manufacturing

- Number of Full-Time Employees
 - California: 277
 - Worldwide: 277
 - Number to be trained: 54

- Priority Industry: Yes No

- Owner Yes No
- Mgr/Supr 0
- Frontline 54

- Out-of-State Competition: NAICS Code Eligible
- Special Employment Training: Yes No
- High Unemployment Area: Yes No
- Turnover Rate: 18%
- Repeat Contractor: Yes No
- Substantial Contribution: Yes No

FUNDING

- Requested Amount: \$48,600
- In-Kind Contribution: \$106,110

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	Continuous Impr, Manufacturing Skills	54	8-200	0	\$900	\$16.25
				Weighted Avg: 50			

- Reimbursement Rate: \$18 Priority Retraining
- County(ies): Alameda
- Occupations to be Trained: Brake Operator, NC Punch Operator, Laser Operator, Assembler, Machinist, Deburr Operator, Hardware Operator, Water Jet Operator
- Union Representation: Yes
 No
- Health Benefits: \$1.23 per hour
- Electronic Recordkeeping: N/A

SUBCONTRACTORS

- Development Services: N/A
- Administrative Services: N/A
- Training Vendors: N/A

OVERVIEW

Inland Metal Industries dba Inland Metal Technologies, Inc. (IMT) (www.inlandmetal.com), originally formed in 1964 to build metal furniture for the U.S. Navy, transitioned in 1980 to manufacture precision metal fabrications, frames, weldments and custom enclosures used in aerospace, defense, medical, semiconductor, telecom and electric vehicle automotive industries. The Company is located in Hayward where the training will be conducted.

Training Plan

The Company has identified three main factors that require training:

- 1 The industry is continuously changing through new technologies, equipment, and processes. For example, IMT purchased a leading-edge, state-of-the-art, fully automatic Amada Acies NC Punch & Laser Combination Machine in January. This machine (and likely other new technology) must be integrated in order for the Company to remain competitive within the industry;

- 2 The Company needs to maintain AS9100 certification which is required for the aerospace, aviation and defense industries. AS9100 will allow the Company to meet customer quality demands; and
- 3 The Company must retain a highly trained work force that can adapt to changes in technologies and equipment. Training and cross-training will help the company improve efficiency, streamline processes, win repeat orders, and foster continued growth.

Continuous Improvement - Training will be provided to all occupations. Training will focus on systems to improve and streamline processes. Employees will acquire skills to work in teams, identify problems and provide solutions in manufacturing processes, and allow the company to implement Statistical Process Controls. Trainees will also take courses to allow the Company to maintain AS9100 certification. Math skills are needed to make sure all employees understand SPC calculations. Math skills are also needed in the manufacturing process so that employees are able to understand work instructions, blueprints, and mechanical diagrams.

Manufacturing Skills - Training will be provided to all occupations. Trainees will obtain knowledge to better understand and interpret mechanical drawings and diagrams, provide good documentation, and maintain equipment to ensure that downtime is kept to a minimum with no or little slowdown in production. Trainees will also cross-train in various processes and equipment to provide the Company with a flexible workforce and allow for opportunities for advancement.

RECOMMENDATION

Staff recommends approval of this proposal.

Exhibit B: Menu Curriculum

Class/Lab Hours

8–200 Trainees may receive any of the following:

CONTINUOUS IMPROVEMENT

- + Team Building
- + Problem Solving
- + Statistical Process Control - SPC
- + Root Cause Analysis
- + AS9100
- + Communication Skills
- + Math Skills

MANUFACTURING SKILLS

- + Blueprint Reading
- + Good Documentation Practices (GDP)
- + Cross-Training
- + Equipment Operations
- + Equipment Maintenance

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