



**Training Proposal for:
Jaridly Corporation dba The Original Mr. Cabinet Care**

Small Business ≤ \$50,000

ET15-0397

Approval Date: March 3, 2015

ETP Regional Office: San Diego

Analyst: J. Davey

CONTRACTOR

- Type of Industry:
 - Construction
 - Manufacturing
 - Priority Industry: Yes No
- Number of Full-Time Employees
 - California: 58
 - Worldwide: 58
 - Number to be trained: 48
 - Owner Yes No
- Out-of-State Competition: Competitors Outside CA
- Special Employment Training (SET): Yes No
- High Unemployment Area (HUA): Yes No
- Turnover Rate: 8%
- Repeat Contractor: Yes No

FUNDING

- Requested Amount: \$49,920
- In-Kind Contribution: \$59,616

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 SB <100 Priority Rate	Business Skills, Computer Skills, Cont. Imp., Management Skills, Manufacturing Skills	48	8-60	0	\$1,040	\$16.02
				Weighted Avg: 40			

- Reimbursement Rate: \$26 SB Priority
- County(ies): Orange
- Occupations to be Trained: Administrative Staff, Design Consultant/Sales Staff, Installers, Managers, Owners, Production Staff, Project Coordinators, Surveyors
- Union Representation: Yes
 No
- Health Benefits: N/A

SUBCONTRACTORS

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

OVERVIEW

Family owned and operated since 1987, Jaridly Corporation dba The Original Mr. Cabinet Care (Mr. Cabinet Care) is one of the largest kitchen remodeling companies in Southern California. Located in Anaheim, Mr. Cabinet Care designs, manufactures and installs custom, high-quality cabinetry for kitchen remodeling.

Training Plan

In Southern California, competition in the custom cabinetry industry has increased over the last few years: there are now hundreds of competitors locally and globally. The Company's customers have also changed the way they make purchase decisions. New customers now rely heavily on the internet for information before a purchase.

In addition, the Company has lost some profit margin due to untrained employees in the latest technology and techniques, which improves operational efficiency in production. As a California-based, small-manufacturer, the Company must stay competitive with products manufactured in other states, and by low-cost foreign manufacturers.

These changes have required the Company to reevaluate the way it markets, sells and produces; leading to a determination that employees need the following skills to remain competitive:

Business Skills - Training will be offered to Administrative Staff, Design Consultant/Sales Staff, Installers, Managers, Owners, Project Coordinators and Surveyors in the Business skills specifically tailored to their job requirements. Design Consultants/Sales Staff, Installers and Surveyors will receive training in Customer Service/Communication Skills to improve interaction with customers. Installers and Project Coordinators will receive training in Time Management/Organizational Skills to manage and organize their time more effectively.

Computer Skills - Training will be offered to all occupations in new software and technology. Training will include CAD/Cabinet Vision and Chief Architect for Design Consultant/Sales Staff, Installers, Project Coordinators, Surveyors and some Administrative Staff. Design Consultant/Sales Staff will also receive training in Contact Management Software; Installers will train in Mobile Workforce Management Software; and Administrative Staff will train in Microsoft Office and QuickBooks software.

Continuous Improvement - Training will be offered primarily to Production Staff and Managers in Problem Solving, Teambuilding, Process Improvement and other skills to improve production efficiencies and reduce waste.

Management Skills - Training will be offered to Managers in Leadership and Motivation skills to improve performance of and better manage the employees they supervise.

Manufacturing Skills - Training will be offered to Production Staff and include the latest CNC machinery, Production Operations, Equipment Operations and Carpentry/Cabinetry skills to improve production efficiency and reduce waste. Training will also include Cross-Functional Production skills for skill versatility to reduce production down times.

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

- Time Management/Organizational Skill
- Sales/Negotiation Skills
- Customer Service/Communication Skills

COMPUTER SKILLS

- QuickBooks
- Microsoft Office
- Computer-Aided Design:
 - Cabinet Vision
 - Chief Architect
- Xora (Mobile Workforce Management Software)
- Goldmine (Contact Management Software)

CONTINUOUS IMPROVEMENT

- Problem Solving
- Teambuilding
- Process Improvement
- Total Quality Management
- Just-In-Time/Process Improvement/Production Scheduling

MANAGEMENT SKILLS (Managers & Supervisors Only)

- Leadership Skills
- Motivation Skills

MANUFACTURING SKILLS

- CNC Machine
- Cross-Functional Production Skills
- Production Operations
- Lean Manufacturing
- Equipment Operations
- Cabinet Making
- Finishing
- General Carpentry
- Safety

Safety Training is capped at 10% of a trainee's total training hours

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