



**Training Proposal for:  
MP Aero, LLC**

**Small Business  $\leq$  \$50,000**

**ET15-0320**

**Approved Date:** October 16, 2014

**ETP Regional Office:** North Hollywood

**Analyst:** L. Vuong

**CONTRACTOR**

- Type of Industry: Manufacturing  
Transportation  
Priority Industry:  Yes  No
- Number of Full-Time Employees  
California: 65  
Worldwide: 65  
Number to be trained: 63  
Owner  Yes  No
- Out-of-State Competition: NAICS Code Eligible
- Special Employment Training (SET):  Yes  No
- High Unemployment Area (HUA):  Yes  No
- Turnover Rate: 19%
- Repeat Contractor:  Yes  No

**FUNDING**

- Requested Amount: \$49,140
- In-Kind Contribution: \$68,198

**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	63	8-60	0	\$780	\$16.04
				Weighted Avg: 30			

- Reimbursement Rate: \$26 SB Priority
- County(ies): Los Angeles
- Occupations to be Trained: Administrative Staff, Inspector, Supervisor/Manager, Technician
- Union Representation:  Yes  
 No
- Health Benefits: \$1.09 per hour

**SUBCONTRACTORS**

- Development Services: Training Refund Group (TRG) in Irvine assisted with development at no cost.
- Administrative Services: TRG will also provide administrative services for an amount not to exceed 13% of payment earned.
- Training Vendors: To Be Determined

**OVERVIEW**

Headquartered in Van Nuys, MP Aero, LLC (MP) provides aircraft repair, modification and manufacturing. The Company is Federal Aviation Administration (FAA), ISO 9001:2008 AS9100, and European Aviation Safety Agency certified. MP is located at one of the busiest general aviation airports and has a complete in-house manufacturing facility for sheet metals, machining, parts for missiles, military jets, commercial jets, satellites, spaceships and composites. It's main customers are companies with corporate executives who only travel by private aircrafts. This will be MP's first ETP Agreement.

MP is currently undergoing major organizational and industry challenges due to FAA requirements, technology advances and customer demands. This requires a thorough understanding of parts and specialized equipment. Workers will be trained in the use of tools and software to keep the Company running efficiently. Training will assist MP to implement process improvements to enhance productivity and quality, build strong teamwork to achieve maximum results, and improve customer service. It's critical for MP to maintain its "Certified" status to remain in business and will also help the Company to expand business with the aerospace industry and remain competitive.

## **Training Plan**

ETP funds will help the Company deliver formalized training to its workforce for the first time. Training will allow the Company to upgrade worker job skills, become proactive with technological advances, keep up with customer demands and improve efficiencies throughout the facilities.

Classroom/Laboratory and Videoconference will be provided as follows:

**Business Skills** – Training will be offered to all occupations. This training will allow all employees to become proactive with customers, develop smart business decisions to meet FAA requirements, improve communication skills and interact more effectively with internal and external customers.

**Computer Skills** – Training will be offered to all occupations in how to effectively use the Company's automated system to provide efficient and effective customer service.

**Continuous Improvement** – Training will be offered to all occupations. Training will enable MP to comply with industry standards and customer demands for quality manufacturing and parts processing. Also, team building will ensure that all employees are on board with the new quality and safety systems.

**Manufacturing Skills** – Training will be offered Inspectors, Supervisors/Managers and Technicians. Training will give workers the necessary machinery skills to make modifications to meet government regulations. Training will also include operation and maintenance of specialized equipment such as lathes, lathes, and chops saws.

## **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**

- Communications Skills
- Title 14, Code of Federal Regulations (Overview)
- Certificate and Operations Specifications (Repair Station Manual)
- Leadership Skills
- Business Management

**COMPUTER SKILLS**

- Microsoft Applications
- Computer-Aided Design/Computer-Aided Manufacturing
- QuickBooks Accounting Software
- Simetra (Time Management Software)

**CONTINUOUS IMPROVEMENT**

- Team-Building
- Process Improvement
- Documentations (Quality Control Manual/System, Component Maintenance Manual Form/Function, Work Order Required Documentation, AS 9100: Quality Management System for the Aerospace Industry)

**MANUFACTURING SKILLS**

- Equipment Operations (Computer Numerically Controlled, Lathe, Mill, Drill Press, Shear, Brake, WaterJet, Chop Saw)
- Electrical Assembly
- Calibration Procedures

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

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