



**Retrainee - Job Creation  
Training Proposal for:  
MVinix Corporation**

**Small Business**

**ET16-0362**

**Approval Date:** February 4, 2016

**ETP Regional Office:** San Francisco Bay Area

**Analyst:** R. Jackson

**CONTRACTOR**

- Type of Industry: Manufacturing
- Priority Industry:  Yes  No
- Number of Full-Time Employees
  - California: 24
  - Worldwide: 24
  - Number to be trained: 27
  - Owner  Yes  No
- Out-of-State Competition: NAICS Code Eligible
- Special Employment Training (SET):  Yes  No
- High Unemployment Area (HUA):  Yes  No
- Turnover Rate: 12%
- Repeat Contractor:  Yes  No

**FUNDING**

- Requested Amount: \$22,880
- In-Kind Contribution: \$16,520

**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	Continuous Impr, Mfg Skills, Mgmt Skills	20	8-60	0	\$780	\$17.02
				Weighted Avg: 30			
2	Retrainee SB<100 Priority Rate Job Creation	Continuous Impr, Mfg Skills	7	8-60	0	\$1040	\$14.19
				Weighted Avg: 40			

- Reimbursement Rate: Job #'s 1 and 2: \$26 SB Priority
- County(ies): Santa Clara
- Occupations to be Trained: Group Lead, Sales Staff, Engineer, Manager, Administrative Staff, Production Staff, Quality Assurance, Owner
- Union Representation:  Yes  
 No
- Health Benefits: Job #1: \$1.02 per hour; Job #2: \$2.15 per hour

**SUBCONTRACTORS**

- Development Services: Manex Consulting assisted with development of this proposal. [Note: Manex Consulting is eligible to receive 10% of the approved amount of funding for referrals such as this, under a marketing agreement with ETP, not to exceed \$15,000. In this proposal, the fee will be \$2,288. This fee does not affect the approved amount of funding.]
- Administrative Services: N/A
- Training Vendors: EPTAC in Santa Clara was retained for training in Manufacturing Skills.

**OVERVIEW**

MVInix Corporation (MVInix), founded in 2008 and headquartered in San Jose, is a small business that specializes in manufacturing medical devices. The Company offers high speed precision design, assembly, manufacturing and testing of printed circuit boards (PCB's). MVInix serves medical and semiconductor industries and is ISO and IPC certified. Some of their better known customers include: Apama Medical, Shockwave Medical, Google, Intel, and Samsung.

## **Need for Training**

MVinix has identified skill upgrades in order to meet new contract demands and quality improvement/performance goals. This resulted from a comprehensive training needs assessment which consisted of customer feedback and internal performance appraisals to set specific training goals. Training will mainly focus on reinforcing the Company's goal to accelerate delivery of high quality, customized products with greater efficiency through Continuous Improvement.

MVinix is growing its business by fulfilling contracts requiring more integrated and value-added assemblies. This has prompted new design processes; and new optical inspection and washer equipment. The Company has committed to investing \$260,000 in new equipment. Training will also address these topics. Additionally, MVinix must train employees to maintain IPC-A 610 and ISO13485 certifications and meet regulatory requirements.

## **Retrainee - Job Creation**

In anticipation of business growth, the Company has committed to hiring 7 new employees (Job Number 2). The occupations include Sales Staff, Production Staff, and Quality Assurance. MVinix represents that the date-of-hire for all trainees in the Job Creation program will be within the three-month period before contract approval or within the term-of-contract. The Company also represents that these trainees will be hired into "net new jobs" as a condition of the contract.

## **Training Plan**

Training will be delivered by a combination of in-house subject matter experts and vendors based in California.

**Continuous Improvement:** Training will be offered to all occupations as needed to improve efficiency. Training will help reduce costs and errors and improve quality, accuracy, and delivery. Additionally, an update to ISO 9001 that includes risk mitigation will require more focus on failure mode and effects analysis both for design and process requirements. Sales staff will receive product information and other training to improve customer service.

**Management Skills:** Training will be offered to Group Leads and Managers only. Topics include: Supervisory Skills, Management Skills, Project Management, Strategic Planning, and Leadership. Enhanced supervision is aligned with the Company's aim to improve quality, reduce waste, expand services, and ultimately grow the business.

**Manufacturing Skills:** Training will be offered to Production Staff, Quality Assurance, Owner, Managers, Engineers, and Group Lead. Training will improve skills in design, complex tools, and testing. Additionally, training will help the Company meet customer expectations related to required certifications which the Company maintains.

## **RECOMMENDATION**

Staff recommends approval of this proposal.

**Exhibit B: Menu Curriculum**

**Class/Lab Hours**

8-60

Trainees may receive any of the following:

**CONTINUOUS IMPROVEMENT:**

- ✚ 6S Fundamentals
- ✚ Basic Quality Tools;
  - Fishbone,
  - 5Why,
  - Pareto,
  - Spaghetti Diagrams
  - Plan
  - Do Check and Act
  - Business Improvement Principles
- ✚ Continuous Improvement Skills
- ✚ Cycle-time Reduction Techniques
- ✚ Cycle-time Management Techniques
- ✚ Failure Mode and Effect Analysis (FMEA)
- ✚ Design of Experiments (DOE)
- ✚ ISO 9001 & ISO 13485
- ✚ IPC 610
- ✚ Lean Manufacturing
- ✚ Process Capabilities
- ✚ Process Improvement
- ✚ Root Cause Analysis
- ✚ Statistical Process Control (SPC):
- ✚ Team Building/Problem Solving:
- ✚ Total Quality Management (TQM)
- ✚ Train the Trainer
- ✚ Value Stream Mapping
- ✚ Variation/Process Control
- ✚ Sales Training

**MANAGEMENT SKILLS** (Managers Only)

- ✚ Appraisal Skills
- ✚ Coaching/Feedback
- ✚ Communication Skills
- ✚ Conflict Management
- ✚ Decision Making/Problem Solving
- ✚ Developing Teams
- ✚ Leadership/ Management Development
- ✚ Management Skills
- ✚ Management Styles
- ✚ Managing Change
- ✚ Performance Management: Performance and process control
- ✚ Project Management
- ✚ Strategic Planning
- ✚ Supervisory Skills

**MANUFACTURING SKILLS**

- + Automated Optical Inspection Equipment 2D and 3D systems
- + Allen Bradley Programmable Logic Controllers
- + Assembly Operations
- + Basic Schematics
- + Basic Electronics
- + Computer Aided Design
- + Computer Aided Engineering
- + Computer Aided Manufacturing
- + Computer Numeric Control
- + Cellular Manufacturing
- + Electro Static Discharge
- + Electrical controls training
- + Electrical troubleshooting and prevention
- + Electronic Assembly Workmanship
- + Equipment Operations
- + Equipment/Preventive Maintenance
- + Flow through ovens
- + Layout
- + Manufacturing Processes
- + Surface Mount Technology Operations
- + Total Productive Maintenance
- + Variable Speed Alternating Current drives
- + Waferfab basics
- + IPC and IPC 610
- + Schematic Capture
- + PCB Layout Design
- + PCB Fabrication
- + 3D and 2D Automated Optical Inspection
- + Equipment Programming/Operations

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