



DELEGATION ORDER

Training Proposal for:

Marvin Test Solutions, Inc.

Agreement Number: ET16-0380

Approval Date: February 11, 2016

ETP Regional Office: San Diego

Analyst: M. Ray

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee	Industry Sector(s):	Manufacturing Aerospace Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Orange	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 761	U.S.: 761	Worldwide: 761
<u>Turnover Rate:</u>	2%		
<u>Managers/Supervisors:</u> (% of total trainees)	15%		

FUNDING DETAIL

Program Costs	-	(Substantial Contribution)	(High Earner Reduction)	=	Total ETP Funding
\$12,240		\$0	\$0		\$12,240

In-Kind Contribution:	100% of Total ETP Funding Required	\$31,277
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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	Business Skills, Computer Skills, Cont. Imp., Mfg. Skills	40	8 - 200	0	\$306	\$16.51
				Weighted Avg: 17			

Minimum Wage by County: \$16.51 per hour in Orange County

Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: Yes No Maybe

Up to \$1.51 per hour may be used to meet the Post-Retention Wage.

Wage Range by Occupation

Occupation Titles	Wage Range	Estimated # of Trainees
Administrative Support		4
Assembler/Technician		10
Sales/Marketing		4
Junior Engineer		2
Engineer		14
Manager		3
Engineering Manager		3

INTRODUCTION

Founded in 1988 and located in Irvine, Marvin Test Solutions, Inc. (Marvin Test) (www.marvintest.com) is a test and measurement company. The Company, acquired by Marvin Group in 2012, designs and delivers test systems and solutions for factory, depot, intermediate, and flightline used in the military, aerospace and manufacturing industries. The Company also manufactures test systems for the military's aircraft and munitions used worldwide. Its test solutions support and maintain military aircrafts including F35, F16, F18, TA50, FA50, F5, Hawk, and Remotely Piloted Aircrafts. In addition, Marvin Test's products and services are used in the commercial aircraft, transportation, space and semiconductor manufacturing markets.

Marvin Group owns four California facilities: Marvin Engineering, Marvin Land Systems, Flyer Defense, and Marvin Test Solutions. This proposal will train approximately 40 of 86 workers in the Marvin Test facility only.

PROJECT DETAILS

Marvin Test focuses on complex and innovative test systems and solutions to surpass the demanding requirements of military and aerospace testing. Its customers are constantly developing highly-specialized and sophisticated products which require the Company to adhere to stringent specifications, as well as develop internal product and process guidelines.

With increased testing of new fighter and bomber aircrafts, Marvin Test projects a revenue 15% growth every year for the next three years. The Company was recently awarded a project to provide test system solutions for two new aircraft programs, the F35 Joint Strike Fighter and the new Long Range Strike Bomber. This project requires Marvin Engineering to build missile rail systems, which interface with Marvin Test's test systems. On a similar project with Northrop-Grumman, the Company will provide services to test bomb racks built by Marvin Engineering. In both cases, the clients demand specific requirements for extremely sensitive armament systems.

To support growth and highly-complex customer needs, Marvin Test has developed strategic objectives to focus on increased number of skilled workers and improved business processes. The Company is committed to provide its workers with education and skill development opportunities to encourage upward mobility and promote retention.

Further, the Company is implementing a new type of support equipment, Automated Test Equipment (ATE), to meet customer requirements in information assurance and nuclear certifications. ATE is a computer-operated machine used to test devices for performance and capabilities. ATE can include testing for electronics, hardware, software, semiconductors and avionics. This new equipment will allow the Company to perform tests rapidly and effectively to save on manufacturing costs and help prevent faulty products from entering the market.

With ETP funding, Marvin Test is poised to develop a more specific training program to support changes occurring within the Company. Training will provide workers with extensive Business, Computer, Continuous Improvement and Manufacturing Skills to keep pace with numerous quality requirements and performance specifications.

Training Plan

Business Skills (25%): Training will be provided to all occupations in communication, time management, technical writing and sales. Training will give employees the skill sets to implement customer solutions and improve customer satisfaction.

Computer Skills (35%): Training will be offered to all occupations as it pertains to their job duties. Training will include ATEasy (9.0, 10) software and coding skills, and CRM. Training will provide workers with an understanding of the Company's products and business processes. Topics also include Altium Vault Advanced, Altera Quartus (design software), Verilog Software, Peachtree and Linux. MS Office (Intermediate or Advanced) will also be provided.

Continuous Improvement (15%): Training will be offered to all occupations and is job specific. Training topics include Project Management, Project Administration, ITAR Documentation, and Export Compliance Procedures. This training will provide the skills needed to support increased sales while complying with stringent customer requirements and standards.

Manufacturing Skills (25%): Training will be offered to Engineers and Assembler/Technician. Training will include IPC, J-STD-001E, and Printed Circuit Board in Protel. Training in Lean manufacturing and Marvin Test products will allow trainees to remain up-to-date with the Company's products and manufacturing procedures.

Commitment to Training

ETP funds will not displace the existing financial commitment to training. Safety training is provided in accordance with all pertinent requirements under state and federal law. Company-funded training includes export compliance, ISO, safety, J-Standard, Altium PCB Design, public speaking, ATEasy, Lean Product Development, ESD Control, and project management skills.

➤ Training Infrastructure

Training will be provided by Marvin Group's in-house trainers. The Company may also acquire outside vendor(s) to provide training during the term of the contract. The Company's Human Resources (HR) Staff will oversee, manage and implement training. HR will also be responsible for the overall administration of the proposed ETP Agreement. Managers and Senior Management Executives will be responsible for approving and scheduling training.

RECOMMENDATION

Staff recommends approval of this proposal.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum**Class/Lab Hours**

8 – 200

Trainees may receive any of the following:

BUSINESS SKILLS

- Time Management
- Forms Management
- Communications
- Sales & Negotiations
- Technical Writing
- Bookkeeping Skills
- Leadership Skills

COMPUTER SKILLS

- ATEasy (9.0, 10)
- ATEasy Coding
- Customer Relationship Management Developer
- Customer Relationship Management Users
- Altium Vault Advanced
- Altera Quartus (Design Software)
- Verilog Software
- MS PowerPoint
- MS Project Scheduler
- Peachtree
- MS Office Suite (Intermediate and Advanced)
- Linux

CONTINUOUS IMPROVEMENT

- Project Management
- Project Administration
- International Traffic in Arms Regulations Documentation Training
- Export Compliance Procedures

MANUFACTURING SKILLS

- Printed Circuit Board in Protel
- IPC/WHMA-A-620
- Solder Standards J-STD-001E
- Oscilloscopes, Function Generators & Counters
- MTS Products
- Semiconductor Field
- Lean Manufacturing

Safety Training cannot exceed 10% of total training hours, per-trainee.

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