



**Training Proposal for:  
Noron Precision Machining, Inc.**

**Small Business ≤ \$50,000**

**ET15-0384**

**Approval Date:** February 11, 2015

**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: 9
  - Worldwide: 9
  - Number to be trained: 9
  - Owner  Yes  No
- Out-of-State Competition: NAICS Code Eligible
- Special Employment Training (SET):  Yes  No
- High Unemployment Area (HUA):  Yes  No
- Turnover Rate: 10%
- Repeat Contractor:  Yes  No

**FUNDING**

- Requested Amount: \$7,020
- In-Kind Contribution: \$7,830

**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, Continuous Improvement, Manufacturing Skills	9	8-60	0	\$780	\$16.25
				Weighted Avg: 30			

- Reimbursement Rate: Job #1: \$26 SB Priority
- County(ies): Santa Clara
- Occupations to be Trained: Owner, Production Staff, Administrative Staff
- Union Representation:
  - Yes
  - No
- Health Benefits: Job #1: \$1.75 per hour

**SUBCONTRACTORS**

- Development Services: Assured Incentive Group in San Clemente assisted with development of this project for a flat fee of \$1,200.
- Administrative Services: Assured Incentive Group will also provide administrative services in connection with this project for a fee not to exceed 13% of payment earned.
- Training Vendors: ISO Ready in Concord will provide training in Continuous Improvement and Manufacturing Skills.

**OVERVIEW**

Established in Sunnyvale in 1977, Noron Precision Machining, Inc. (Noron) is a small business manufacturer machine shop supplying precision Computer Numerical Control machining, turning and other metal fabrication services to a variety of industries including; automotive, aerospace/aviation, biomedical, computer, medical device, and defense.

The ETP-funded training will assist Noron by reinforcing quality assurance and skill upgrade efforts for Production Staff, Administrative Staff, and the Owner. The proposed is essential for Noron to remain competitive and improve the skills of frontline workers.

Noron customers are requiring AS9100C certifications, as required for quality assurance serving the aerospace industry. The AS9100C training and certification will help Noron become more

competitive and enable the Company to expand by attracting new business.

Noron is eligible as a NAICS approved entity under Out of State Competition provisions as an industry identified Manufacturer, and also qualifies for the Small Business priority reimbursement rate.

## **Training Plan**

Training will be delivered by vendor and in house subject matter experts. Additional training vendors may be identified at a later date.

**Manufacturing Skills:** This training will be delivered to Production Staff and Owners. Trainees will obtain skills in production equipment and tools, operations for production, process control and improvement, and specialized manufacturing such as metal stripping. The skills are transferable within the industry and generally held to be skill upgrades for the workforce. Training will enable workers to operate a broader array of equipment and perform more tasks independently.

**Continuous Improvement:** All occupations will receive this training to develop efficiency. Staff will be better able to make decisions and take immediate action, resulting in error reduction, and reduction in customer response time. AS9100C training will also be provided to ensure quality standards are met for various customer and industry requirements.

**Business Skills:** This training will be delivered to all occupations to enhance internal and external customer service. This will assist the Company in its efforts to implement process improvements.

## **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**

- Business Performance
- Coaching
- Communications

**CONTINUOUS IMPROVEMENT**

- AS9100
- Internal Auditor
- 5-s Lean
- Production Scheduling
- Production Operations
- Process Control

**MANUFACTURING SKILLS**

- Metal Stripping
- Machining Set Up
- Milling
- Assembly
- Lathe Operations
- CNC Screw Machining
- Saw and Drill Operations

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