



**Training Proposal for:
Plastics Plus Technology, Inc.**

Small Business

ET16-0250

Approval Date: October 23, 2015

ETP Regional Office: North Hollywood **Analyst:** M. Reeves

CONTRACTOR

- Type of Industry: Manufacturing
- Priority Industry: Yes No
- Number of Full-Time Employees
 - California: 35
 - Worldwide: 35
 - Number to be trained: 23
 - Owner Yes No
- Out-of-State Competition: NAICS Code Eligible
- Special Employment Training (SET): Yes No
- High Unemployment Area (HUA): Yes No
- Turnover Rate: 5%
- Repeat Contractor: Yes No

FUNDING

- Requested Amount: \$26,312
- In-Kind Contribution: \$15,180

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, Hazardous Materials, Management Skills, Manufacturing Skills	23	8-60	0	\$1,144	\$15.07
				Weighted Avg: 44			

- Reimbursement Rate: Job #1: \$26 SB Priority
- County(ies): San Bernardino
- Occupations to be Trained: Shift Lead, Shift Supervisor, QA Technician, Material Handler, Manager, Office Staff, Warehouse Staff, Owner
- Union Representation: Yes
 No
- Health Benefits: Job #1: \$1.73 per hour

SUBCONTRACTORS

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

OVERVIEW

Plastics Plus Technology, Inc. (PPT) is a custom plastic injection and mold manufacturer. PPT is located in Redlands and has been in business since 1979. The Company molds over 350 different parts for customers in the medical, automotive, and consumer electronics industries.

PPT's injection processes include scientific molding, overmolding and insert molding. The Company has full automation capabilities, and uses a variety of filled and unfilled resins. The Company also provides in-house tool manufacturing services. This includes new tool fabrication, as well as maintenance and modifications of existing molds.

Need for Training

PPT reports that it has experienced relatively flat revenue growth over the past three years and is working vigorously to increase revenue by an average of 10-15% per year. To accomplish this goal, the Company is looking to expand relationships with current customers and pursue new business opportunities in targeted industries. For instance, PPT plans to add more medical products to its overall product mix. Further, the Company is evaluating the purchase of new molding machines, labeling and packaging equipment, and robotics technology for the coming year to support the expansion of its business capacity.

The pursuit and subsequent acquisition of new business requires the Company to upgrade the skills of its employees in the areas of strategic planning, process improvements, and new equipment operation.

Training Plan

Business Skills – Training will be offered to Shift Leads, Supervisors, and key management team personnel. Training will focus on Strategic Planning activities such as setting goals and priorities, defining action steps, and managing resources to achieve business objectives.

Continuous Improvement – Training will be offered to all occupations. This training is designed to maximize worker productivity by promoting Lean principles, frontline leadership, and effective problem solving. Training will also include ISO 14001 topics to help the Company manage its environmental responsibilities.

Hazardous Materials – Training will be offered to Shift Leads, Material Handlers, Managers/Supervisors, and Warehouse Staff. Trainees will learn chemical spill response and safe handling procedures for hazardous materials.

Management Skills – Training will be offered to Managers and Supervisors. Training will focus on leadership, communication, motivation, and planning skills necessary to become more effective members of the Company's management team.

Manufacturing Skills – Training will be offered to Material Handlers, QA Technicians, Shift Leads, and Warehouse Staff. This training will provide workers with the knowledge and skills to operate and maintain equipment, ensure product quality, and implement best practices in the areas of product production, materials handling, and warehousing.

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

- ✚ Strategic Planning

CONTINUOUS IMPROVEMENT

- ✚ ISO 14001 Environmental Management
- ✚ Problem Solving
- ✚ Lean Manufacturing
- ✚ Frontline Leadership

HAZARDOUS MATERIALS

- ✚ Handling Chemical Spills

MANAGEMENT SKILLS (Managers and Supervisors only)

- ✚ Leadership
- ✚ Frontline Supervision
- ✚ Planning for Supervisors

MANUFACTURING SKILLS

- ✚ Setup and Control of a Plastic Injection Press
- ✚ Introduction to Scientific Molding
- ✚ Maintenance of a Plastic Injection Press

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