



**Training Proposal for:
Scandic Springs, Inc.**

Small Business

ET16-0393

Approval Date: March 2, 2016

ETP Regional Office: San Francisco Bay Area

Analyst: V. Estrada

CONTRACTOR

- Type of Industry: Manufacturing
- Priority Industry: Yes No
- Number of Full-Time Employees
 - California: 42
 - Worldwide: 42
 - Number to be trained: 18
 - Owner Yes No
- Out-of-State Competition: NAICS Code Eligible
- Special Employment Training (SET): Yes No
- High Unemployment Area (HUA): Yes No
- Turnover Rate: 4%
- Repeat Contractor: Yes No

FUNDING

- Requested Amount: \$8,424
- In-Kind Contribution: \$6,099

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, Computer Skills, Cont. Imp., Mfg. Skills	18	8-60	0	\$468	\$17.02
				Weighted Avg: 18			

- Reimbursement Rate: \$26 SB Priority
- County(ies): Alameda
- Occupations to be Trained: Tool and Die Apprentice, Production Staff, Inspectors, Inspection Manager, Sales Staff
- Union Representation: Yes
 No
- Health Benefits: \$2.71 per hour

SUBCONTRACTORS

- Development Services: Manex 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 \$843. This fee does not affect the approved amount of funding.
- Administrative Services: N/A
- Training Vendors: To Be Determined

OVERVIEW

Founded in 1969, Scandic Springs, Inc. (Scandic) (www.scandic.com) is the largest spring and stamping manufacturer in Northern California. Scandic manufactures battery contacts, spring clips and belleville washers for a variety of industries including defense, automotive and aerospace. In addition, the Company prototypes metal parts for companies, which allow their customers to test metal designs before production.

This will be Scandic's first ETP-funded training project; they were a participating employer under a Multiple Employer Contract in 2011 and delivered 821 training hours to 12 employees. Recently, their customers began to vertically integrate their supply chain and bring metal stamping into their own operations, thus, reducing the need for Scandic products. To remain competitive with this growing trend, Scandic will expand its role and take on prototyping,

sourcing and assembling. Additionally, the Company will be adding new modules and upgrading their existing ERP system.

ETP funding will allow trainees to advance their skill sets so new and enhanced products may be used in new devices such as medical equipment, wearable electronics and self-driving cars. All staff in this proposal need training to provide superior quality products that are cheaper and made faster than their competitors.

Training Plan

All training will be delivered via Class/Lab in the following:

Business Skills - Training will be provided to Sales Staff to improve business planning, customer service and negotiation skills. Training will increase customer responses and resolutions.

Computer Skills – Training will be provided to Sales, Inspectors, and the Inspection Manager and focus on the Epicore ERP system. Workers will improve business activities, reduce time spent on marketing and assist the Company in adhering to Lean Manufacturing principals.

Manufacturing Skills – Training will be provided to Inspectors, Production Staff, the Inspection Manager, and the Tool and Die Apprentice. These occupations will be cross-trained to design, build, set-up and manufacture new products and customers designed parts. Courses include Equipment Operations, Inventory Control and Water Jet Cutting.

Continuous Improvement - Training will be provided to all occupations. Topics include Lean Manufacturing, ISO standards, and Just-in-Time Production. This training will reduce costs, time, and errors made during production.

Apprentice

The Tool and Die Apprentice is the Company's job title and the trainee is not DAS-registered. As such, funding is for standard retraining.

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 Plans
- Business Strategies
- Customer Service
- Communication Skills
- Developing Sales Strategies
- Developing Marketing Strategies
- Negotiating Skills
- New Product Introduction
- Presentations
- Strategic Planning

COMPUTER SKILLS

- Accounting Systems
- Basic Computer Operations
- Communications Systems
- Database Management
- ERP/MRP Training
- Internet
- Programming
- Spreadsheets
- Website Development and Maintenance

CONTINUOUS IMPROVEMENT

- 5S: Sort, Set, Shine, Standardize, Sustain
- ISO Audit Principles
- ISO Auditor Training
- ISO Training for Management
- Basic Quality Tools
- Building Teams
- Communication Skills
- Continuous Improvement Skills
- Creative Problem Solving Skills
- Coaching/Feedback
- Cycle-Time Reduction Techniques
- Interpreting & Analyzing Data
- ISO 9001/13485/14001
- Just-in-Time Production
- Lean Manufacturing
- Manufacturing Excellence
- Problem Solving (Root Cause Corrective Action)
- Process Control/Process Improvement
- Process/Product Handling
- Production Scheduling

- Production Operations/Workflow
- Project Management

MANUFACTURING SKILLS

- Assembly Operations
- Basic Hand Tools and Gages
- Blueprint Reading
- Debug Techniques
- Equipment Operations
- Inventory Control
- CNC Machine Programming
- Four Slide Machine Operations
- Four Slide Set-Up and Maintenance
- Machine Tool Technology
- Manufacturing Processes
- Production Techniques
- Prototype Set-Up and Debug
- Punch Press Operations
- Punch Press Set-Up
- Quality Control and Final Quality Assurance
- Quality Control Hand Tools and Equipment
- Set-Up Reduction
- Shipping/Receiving
- Special Machines/Inspections
- Stamping Operations
- Statistics Skills for Operations
- Work Order Tracking
- Tool and Die Set-Up
- Testing Techniques
- Wire Forming and Coiling
- Water Jet Cutting

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