



Training Proposal for:
Teledyne Controls, LLC
Agreement Number: ET17-0123

Panel Meeting of: June 24, 2016

ETP Regional Office: North Hollywood

Analyst: M. Webb

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Veterans	Industry Sector(s):	Manufacturing Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 520	U.S.: 4,800	Worldwide: 9,200
<u>Turnover Rate:</u>	3%		
<u>Managers/Supervisors:</u> (% of total trainees)	7%		

FUNDING DETAIL

Program Costs	-	(Substantial Contribution)	(High Earner Reduction)	=	Total ETP Funding
\$339,560		\$0	\$0		\$339,560

In-Kind Contribution:	100% of Total ETP Funding Required	\$465,700
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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, Continuous Improvement, Computer Skills, HazMat, Manufacturing Skills, PL-Manufacturing Skills	380	8-200	0	\$882	\$16.48
				Weighted Avg: 49			
2	Retrainee Veterans	Business Skills, Continuous Improvement, Computer Skills, HazMat, Manufacturing Skills, PL-Manufacturing Skills	5	8-200	0	\$880	\$16.48
				Weighted Avg: 40			

Minimum Wage by County: Job Numbers 1 & 2: \$16.48 per hour for Los Angeles 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 \$1.48 per hour may be used to meet the Post-Retention Wage.

Wage Range by Occupation

Occupation Titles	Wage Range	Estimated # of Trainees
JOB NUMBER 1		
Administrative Staff		15
Customer Service Staff		15
Director		2
Engineer		45
IT Staff		20
Lead		25
Manager/Supervisor		25
Production Worker		183
Support Staff		50
JOB NUMBER 2-VETERANS		
Production Worker		3
Support Staff		2

INTRODUCTION

Founded in 1966, and headquartered in El Segundo, Teledyne Controls, LLC (Teledyne) (www.teledynecontrols.com) is a leading provider of sophisticated onboard avionic and ground based electronic systems. Teledyne systems are designed to increase flight safety and operational efficiency through aircraft data and information management. Teledyne Controls is a wholly-owned subsidiary of Teledyne Technologies, Inc. and has more than 50 years of experience in working with civil and military operators worldwide.

Teledyne offers solutions to automate, collect, analyze, and better manage aircraft data transfer systems. The Company provides flight data acquisition and management units, flight data analysis, data distribution software, and wireless data transfer solutions.

PROJECT DETAILS

Products manufactured in the El Segundo location include the Teledyne GroundLink Comm+System, the Aircraft Interface Device (AID), and the new GroundLink. This data link provides Teledyne systems with cellular connectivity to transfer messages when aircrafts are on the ground.

To reduce manufacturing and repair time, Teledyne plans to implement new operating procedures on the production floor. Production Workers and Leads will learn techniques and work-floor practices to decrease rework on product components. The goal is to reduce production interruptions so staff can complete job duties and deliver products on time.

Teledyne is also expanding its line of software products. Engineers, IT Staff and Supervisors will receive training on new technology and offerings in communication systems. Training will increase employee knowledge in high speed wireless distribution of navigation databases; and data management for ground and air communication.

Training Plan

Business Skills (10%): Training will be offered to Administrative Staff, Customer Service Staff, leads, and Managers/Supervisors. Staff will learn new skill sets to improve communication and customer service to increase customer satisfaction.

Hazardous Materials (2%): Training will be offered to Production Workers, Leads, and managers/Supervisors. Training will teach staff the proper handling of hazardous materials and waste as well as respond to emergencies involving hazardous chemicals.

Computer Skills (20%): Training will be offered to Engineers, IT Staff, and managers/Supervisors. Staff will learn to utilize new computer software that will increase the Company's ability to transfer data more effectively.

Manufacturing Skills (45%): Training will be offered to Production Workers, Managers/Supervisors, and Leads to improve manufacturing processes and increase efficiency. Training will include Machine Operation, Test and Measuring Equipment, Assembly Procedures, and Inspection Procedures.

Continuous Improvement (10%): Training will be offered to all occupations to improve the quality of products manufactured and reduce delivery times. Courses include Quality Systems, Standard Operating Procedures, and Technical Accuracy.

Productive Laboratory (13%):

Teledyne has identified a total of 30 Production Workers who will receive Productive Lab training (PL). This will allow the Company to increase the number of workers who can complete complex production tasks on various machines. Staff will receive cross training on digital multimeters, channel digital storage oscilloscopes, testing chambers, testing equipment and chambers, vacuum sealers, and lithium battery chargers.

Trainees observe the trainer operate machinery and interact with the instructor as they provide guidance and instruction. The trainee will then be assigned a task to complete following the same steps the instructor demonstrated on equipment. As the trainee executes the task, the trainer will critique and offer corrections to eventually certify the trainee as competent to operate equipment independently. Trainees will demonstrate their ability to power up the machine, perform startup procedures and electronic calibration, conduct product testing and digital measurements, set refrigeration configurations (if necessary), properly document results, and power down the machine. PL trainees will receive up to 40 hours of training at a 1:1 trainer-to-trainee ratio.

The Panel adopted regulations to authorize reimbursement for training delivered in a Productive Laboratory (PL) setting. PL trainees may produce goods for profit as part of the training in the courses identified under the Curriculum. The instructor must be dedicated to training delivery during all hours of training, and special attendance rosters will be used to assist in monitoring.

Commitment to Training

Teledyne has an annual training budget of approximately \$11,000. Training provided in the past includes Computer Skills, Manufacturing Skills, and Business. ETP funds will not displace this existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

The Company has hired a consultant, and to provide administration services. Staff has been assigned to work alongside to ensure all administrative procedures are met. The consultant will assist in scheduling, collecting rosters, and meeting with ETP Staff.

DIRECTORS

Teledyne requests the occupation of *Director* be included in the training plan. These Directors do not set company policy and function at a managerial level, not executive. More than 60% of their time is spent conducting frontline duties.

RECOMMENDATION

Staff recommends approval of this proposal.

DEVELOPMENT SERVICES

Teledyne retained National Training Company, Inc. in Irvine to assist with development of this proposal for a flat fee of \$15,000.

ADMINISTRATIVE SERVICES

National Training Company, Inc. will also perform administrative services in connection with this proposal for a fee not to exceed 13% of payment earned.

TRAINING VENDORS

N/A

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

8-200

Trainees may receive any of the following:

BUSINESS SKILLS

- Business Presentation Skills
- Communication Skills
- Internal Customer Service Skills
- Marketing/Sales Strategies
- Negotiating Skills
- Program/Project Management Skills
- Technical Product Specifications

CONTINUOUS IMPROVEMENT

- Change Management
- Defect Elimination
- Lean Manufacturing
- Mentoring for Change
- Quality Systems Training
- Six Sigma
- Standard Operating Procedures
- Statistical Process Control
- Team Building Skills
- Team Problem Solving
- Technical Accuracy

COMPUTER SKILLS

- Aircraft Communications, Addressing and Reporting System
- Calibration Databases
- Encryption Technology
- GroundLink Communication System
- Information Management
- Integrated Data Systems
- Manufacturing and Production Control Systems
- MS Office (Intermediate and Advanced)
- Navigation Databases
- Python Software Skills
- Software Business Processes
- Software Installation and Maintenance
- Statistical Analysis
- Wired and Wireless Connectivity

MANUFACTURING SKILLS

- Assembly Procedures
- Battery Charger Configuration
- Blueprint Reading
- Calibration Test Certificates
- Equipment Cross Training

- Factory Test Sets
- FAA Repair Station Support
- Humidity Control Systems
- Forklift Training
- Inspection Procedures
- Machine Operation
- Operator Certification Program
- Oxygen Monitor Systems
- Product Reliability
- Probe Testing Equipment
- Product & Test Engineering
- Reading Technical Specifications
- Soldering Procedures
- Standard Operating Procedures
- Test and Measuring Equipment
- USB Host and Device Ports
- Vacuum Sealers

HAZARDOUS MATERIALS

- Hazardous Materials
- Hazardous Waste
- Emergency Response Team Training

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

Productive Lab Hours (1:1 Ratio)

0-40

MANUFACTURING SKILLS

- Digital Multimeter
- Channel Digital Storage Oscilloscope
- Testing Equipment
- Testing Chamber
- Vacuum Sealer
- Environmental Chamber
- Lithium Battery Charger
- Maintenance Equipment

Note: Reimbursement for retraining is capped at 200 total training hours per trainee, regardless of the method of delivery. PL is capped at 40 hours per-trainee.