



**Training Proposal for:  
DeWeyl Tool Co., Inc.  
Small Business: ET10-0105**

Approved: **August 2009-1**

ETP Regional Office: **Sacramento**

Analyst: J. Basquez

**CONTRACTOR:**

- Type of Industry: Manufacturing  
Priority Industry:  Yes  No
- Contractor's # of Full-Time Employees
  - California: 30
  - Worldwide: 30
  - Number to be trained: 30
- Turnover Rate: 12%
- Repeat Contractor:  Yes  No

**CONTRACT:**

- Training Project Profile: Priority/Retrainee
- ETP Funding Amount: \$39,000
- In Kind Contribution: \$36,000
- Average Cost per Trainee: \$1,300
- Post Retention Wage: \$13.00
- Health Benefits: \$2.50 per hour
- Occupations to be Trained: Production Workers, Administrative Staff, Managers, Owner
- Training Menu:
 

<input checked="" type="checkbox"/> Business skills	<input type="checkbox"/> Literacy skills
<input type="checkbox"/> Commercial skills	<input type="checkbox"/> Management skills
<input checked="" type="checkbox"/> Computer skills	<input checked="" type="checkbox"/> Manufacturing skills
<input checked="" type="checkbox"/> Cont. Improvement	<input type="checkbox"/> Other:
- Range of Hours: 8 - 60 Weighted Average: 50

- Multiple Job Numbers:  Yes  No
- County(ies) Served: Sonoma
- Union Representation:  Yes  No
- Subcontractor: N/A
- Third Party Services: CMTA of Sacramento assisted with Application at no charge.

## **INTRODUCTION**

DeWeyl Tool Co., Inc. (DeWeyl) was established in 1969 by Richard Cline and continues to be a family-operated business located in Petaluma.

The company began as a small business manufacturing a ceramic wedge, a tool primarily used for the ultrasonic bonding of gold wire. The company increased its product portfolio and also manufactures wedges made from titanium and tungsten carbide that are used in bonding aluminum, gold, copper, and platinum wires. DeWeyl's product offerings now include the design and manufacture of wirebond wedges, die pickup tools, and custom high precision tooling for the semiconductor, aerospace, and medical industries. In addition to design, customization, and manufacture of its products, DeWeyl provides customer service and technical support to its customers. DeWeyl is eligible for ETP funding as a manufacturer as outlined under Title 22, California Code of Regulations, Section 4416(i)(1).

Currently, DeWeyl's provides training in safety standards and OSHA requirements. The majority of basic skills training are provided on-the-job. The objective of this training is to enhance DeWeyl's competitiveness in the face of increasing international competition. DeWeyl must become more efficient while maintaining its reputation for quality products and personal customer service.

DeWeyl's training goals are focused on providing its production workers with a structured training program to include business, computer, continuous improvement and manufacturing skills. ETP funds will assist the company to offset the cost of lost productivity during training. The company also plans to use its own employees as trainers to cross-train its workers to increase efficiency.

## **RECOMMENDATION**

For the reasons set forth above, staff recommends approval of this proposal by the Executive Director in consultation with the Panel Chair (Delegation Order 2009-1).

Comments may be submitted by email at [delegationorder@etp.ca.gov](mailto:delegationorder@etp.ca.gov).  
 You must identify the ET10 Number for this proposal in the subject line of your email.  
 The deadline for submitting comments on this proposal is August 19, 2009.