



**Training Proposal for:  
Evenstar, Inc.**

**≤ \$75,000: ET10-0167**

Approved: **August 2009-1**

ETP Regional Office: **San Francisco Bay Area**

Analyst: A. Nastari

**CONTRACTOR:**

- Type of Industry: Manufacturing  
Priority Industry:  Yes  No
- Contractor's # of Full-Time Employees
  - California: 44
  - Worldwide: 44
  - Number to be trained: 42
- Manager/Supervisor: 11.9%
- Turnover Rate: 11%
- Repeat Contractor:  Yes  No
- Substantial Contribution:  Yes  No

**CONTRACT:**

- Training Project Profile: Priority/Retrainee
- ETP Funding Amount: \$74,256
- In Kind Contribution: \$87,600
- Average Cost per Trainee: \$1,768
- Post Retention Wage: \$14.18
- Health Benefits: \$2.18 per hour
- Occupations to be Trained: Administrative Staff; Customer Service; Engineering Staff; Leads; Managers; Production Staff; Quality Staff; Sales; Supervisors; Technicians

- 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:
  
- Advanced Technology:  Yes  No
- Range of Hours: 24 - 100 Weighted Average: 68
- Multiple Job Numbers:  Yes  No
- County(ies) Served: Santa Clara
- Union Representation:  Yes  No
- Subcontractor: None
- Third Party Services: Ocean Consulting Group, Temecula, \$5,000 for Project Development consulting fees.

**INTRODUCTION**

Evenstar, Inc. (Evenstar) designs and manufacturers experimental, prototype, and custom printed circuit boards for large and small semiconductor manufacturers. Some of its customers include Avago, Marvel Semiconductor, Sonic Manufacturing, and Naprotek. Evenstar satisfies out-of-state competition standards as a manufacturer under Title 22, California Code of Regulations, Section 4416(i)(1.)

Evenstar’s representatives report that the company is constantly on the cutting edge of technology by designing and manufacturing prototypes of new circuit board technologies and applications. Evenstar is finding that more semiconductor manufacturers are considering sending work off-shore in an effort to reduce costs. In order to remain competitive and retain its customers, Evenstar has determined that it must improve its processes and increase manufacturing capabilities. One method is to implement Lean Manufacturing processes which will increase efficiencies while eliminating waste. Lean Manufacturing also requires the company to develop a workforce consisting of strong teams able to troubleshoot effectively.

In the past year, Evenstar has updated and acquired new state-of-the-art equipment. However, the company is not using it to its fullest potential because workers lack the skills required to fully operate the equipment. Evenstar’s engineers and production staff must be equipped with new and updated skills.

Evenstar’s training plan consisting of business, computer, continuous improvement, and manufacturing skills will allow Evenstar to remain viable in California.

**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 209-1).

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.