



**Training Proposal for:  
Performance Composites, Inc.  
Small Business: ET10-0153**

Approved: **August 2009-1**

ETP Regional Office: **North Hollywood**

Analyst: L. Vuong

**CONTRACTOR:**

- Type of Industry: Manufacturing  
Priority Industry:  Yes  No
- Contractor's # of Full-Time Employees
  - California: 38
  - Worldwide: 38
  - Number to be trained: 22
- Turnover Rate: 18%
- Repeat Contractor:  Yes  No

**CONTRACT:**

- Training Project Profile: Priority/Retrainee
- ETP Funding Amount: \$34,320
- In Kind Contribution: \$30,000
- Average Cost per Trainee: \$1,560
- Post Retention Wage: \$14.18
- Health Benefits: \$1.28 per hour
- Occupations to be Trained: Owner, Management Staff, Administrative Staff, Production Staff
- Training Menu:
 

<input checked="" type="checkbox"/> Business skills	<input type="checkbox"/> Literacy skills
<input type="checkbox"/> Commercial skills	<input type="checkbox"/> Management skills
<input type="checkbox"/> Computer skills	<input checked="" type="checkbox"/> Manufacturing skills
<input checked="" type="checkbox"/> Cont. Improvement	<input type="checkbox"/> Other:
- Range of Hours: 8 to 60 Weighted Average: 60
- Multiple Job Numbers:  Yes  No
- County(ies) Served: Los Angeles

- Union Representation:  Yes  No
- Subcontractor: To Be Determined
- Third Party Services: N/A

## **INTRODUCTION**

Performance Composite, Inc. (PCI) is a fiberglass and composites manufacturer that makes a variety of parts for a wide variety of industries such as the aerospace, construction, telecommunications, and transportation industries. This is the second Agreement between PCI and ETP. A substantial contribution does not apply because the applicant has not earned \$250,000 or more within the previous five years [Title 22, California Code of Regulations, Section 4410 (a)].

PCI is requesting funds to train employees order to improve communication, work processes, and to reach its goal of ISO certification.

## **PRIOR PROJECTS**

The following table summarizes performance by the company under an ETP Agreement that was completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned
*ET08-0138	Compton	07/02/07 to 10/01/08	\$49,764	\$10,647 (21%)

\*ET08-0138 – The Contractor’s representatives indicated that the company’s performance was affected by the following:

- Lexicon Training Services, the contractor’s main training and administrative service provider, dissolved its business in October 2007;
- The Contractor’s signatory/representative went on maternity leave and the company did not have staff available to proceed with training; and
- The company over estimated the number of training hours in its training plan.

To ensure the success of the second Agreement, the company has designed a more modest program to focus on training on each individual’s need. In additional, PCI designated in-house trainers and administrative staff to oversee ETP training and ensure trainees attend and complete all scheduled training sessions.

## **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.