



**Training Proposal for:
Winslow Automation, Inc.
Small Business: ET10-0142**

Approved: **August 2009-1**

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

Analyst: T. Teles

CONTRACTOR:

- Type of Industry: Manufacturing
Priority Industry: Yes No
- Contractor's # of Full-Time Employees
 - California: 59
 - Worldwide: 59
 - Number to be trained: 58
- Turnover Rate: 4%
- Repeat Contractor: Yes No

CONTRACT:

- Training Project Profile: Priority/Retrainee
- ETP Funding Amount: \$49,764
- In Kind Contribution: \$36,000
- Average Cost per Trainee: \$858
- Post Retention Wage: \$14.18
- Health Benefits: \$2.31 per hour
- Occupations to be Trained: Line Workers, Quality Assurance, Technicians, Engineers, Supervisors, Customer Service/Sales, Manager, Support Staff, Administrative Staff, 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: 33
- Multiple Job Numbers: Yes No
- County(ies) Served: Santa Clara
- Union Representation: Yes No
- Subcontractor: N/A
- Third Party Services: To Be Determined

INTRODUCTION

Winslow Automation, Inc. (Winslow) was founded in 1986 and has been providing lead finish and soldering technology for the military, aerospace, medical, telecommunications, and consumer electronics industry. Winslow provides consumables, equipment, and services to the semiconductor industry through two distinct operating divisions. The products division, Winslow Automation, Inc., designs and manufactures soldering consumables and equipment. The services division, known as Six Sigma, provides microelectronic component packaging services and testing.

Winslow is eligible under Title 22, California Code of Regulations, Section 4416(i)(1), as a manufacturing company.

Winslow is requesting ETP funds to assist in the retraining of 58 workers to improve employee skills, increase production, reduce re-work, and provide continuous improvement tools to make the company more competitive.

This proposal, if approved, will be a continuation of a prior Agreement. The company has used the experience gained to augment the Curriculum and refine record-keeping and documentation.

Modification

Work Share is a program available to employers who reduce employee wages and hours as an alternative to layoffs. The program is operated by the Employment Development Department (EDD) under authority of Unemployment Insurance (UI) Code Section 1279.5.

Historically, the Panel has modified retention for trainees participating in an authorized Work Share program, to 500 hours within 180 days.

ACTIVE PROJECTS

The following table summarizes performance by the company under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Average)	No. Completed Training	No. Retained
ET07-0410	\$49,400	6/4/07 – 6/3/09	50	59	59

Winslow has successfully trained and retained 59 trainees in its current Agreement and will earn 49% of the funds. The total earnings are less than projected because some of the training was not ETP eligible. Further, the company had four project administrators and this delayed the implementation of the training.
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Company representative state that for this project, the current project administrator is familiar with ETP documentation and requirements and will ensure that training is scheduled on an on-going basis.

RECOMMENDATION

For the reasons set forth above, staff recommends approval of this proposal by, including the addition of the Work Share Program, 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.
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.