



Training Proposal for:
LogicVision, Inc.
Agreement Type: Small Business
Agreement Number: ET09-0422

Panel Meeting of: **January 23, 2009**

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

Analyst: A. Nastari

CONTRACTOR:

- Type of Industry: Engineering
- Priority Industry: Yes No
- Contractor's # of Full-Time Employees
 - California: 24
 - Worldwide: 51
 - Number to be trained: 17
- Turnover Rate: 16.%
- Repeat Contractor: Yes No

CONTRACT:

- Training Project Profile: Priority/Retrainee
- ETP Funding Amount: \$11,492
- In Kind Contribution: \$45,000
- Average Cost per Trainee: \$676
- Post Retention Wage: \$40.87
- Health Benefits: N/A
- Occupations to be Trained: Applications Staff, Engineers, Managers, Sales 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 checked="" type="checkbox"/> Computer skills	<input type="checkbox"/> Manufacturing skills
<input checked="" type="checkbox"/> Cont. Improvement	<input type="checkbox"/> Other:
- Range of Hours: 8 - 60 Weighted Average: 26
- Multiple Job Numbers: Yes No
- County(ies) Served: Santa Clara
- Union Representation: Yes No
- Subcontractor: None
- Third Party Services: None

INTRODUCTION

LogicVision, Inc, (LogicVision) is an engineering, research, and development company of software solutions that are used in the development of semiconductor integrated circuits (ICs) for products ranging from digital consumer goods to automotive applications, wireless communications devices, and satellite systems. LogicVision's product lines address testing needs, silicon debugging, and yield learning applications used by IC designers, engineers, as well as test/product and failure analysis engineers, at integrated device manufacturers, fabless semiconductor companies, foundries, and IC test outsource providers.

LogicVision is eligible for standard retraining and priority industry reimbursement as a company engaged within an industry that is facing out-of-state competition as outlined under Title 22, California Code of Regulations, Section 4416(1)(2).

This is LogicVision's second ETP proposal. The intent of the first Agreement was to build the company's Core Team which it reports was successful as a result of ETP funds. The majority of the training was delivered under Continuous Improvement skills and took longer to deliver than originally expected, but LogicVision was able to achieve its goal of developing its Core Team which is instrumental in leading and training workers in company processes.

Now that LogicVision has its Core Team in place, it is able to move forward with some of the training that it was not able to deliver in the first Agreement along with new skills required for the launch of the new product. The training outline in this proposal addresses LogicVision's new and immediate needs.

Nanotechnology

As integrated circuits grow in complexity and move to 65 nanometer and 45 nanometer geometries, problems of fault detection, extended debug times, and expensive field returns are magnified. LogicVision's test solutions provide the route to improved test quality and reduced test costs, faster silicon debug, and root-cause analysis that lead to accelerated production ramp times for its customers.

To meet changes within the industry and customers' demands, LogicVision has recently designed and developed Dragonfly Test Platform™, a new product which will test, diagnose, and analyze integrated circuits. The new platform will be released in January 2009. The training outlined in LogicVision's ETP proposal focuses on skills needed for working with customers as well as the internal resources required for the transition.

Training will be delivered to Applications Staff, Engineers, Managers, and Sales Staff in the areas of business, computer, and continuous improvement skills. Training in customer service and sales requires new strategies and approaches. Engineers will take on new roles in selling and addressing customer problem solving situations. Computer skills in the application and implementation of the new product require changes in approach for service and maintenance. Continuous improvement skills in critical teamwork is needed to ensure that all departments are working together during the company's transition.

RECOMMENDATION

For the reasons set forth above, staff recommends approval of this proposal.

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
ET07-0279	San Jose	2/6/2007 – 8/5/2008	\$42,224	\$11,778

The company representative reports that during the delivery of the training, several issues prevented LogicVision from delivering all of the training that it had originally planned: a key trainer was lost, so some classes had to be cancelled; the company over-estimated the number of hours some training was expected to take so the classes were reduced; some trainees scheduled to receive the ETP funded training refused to provide their Social Security Numbers so LogicVision was not able to enroll them; and an increase in business demands did not allow the release of some workers.

To ensure that it is successful in this new proposal, LogicVision has reduced the number of trainees and only included those who will provide SSNs; has reduced the projected number of training hours; has several trainers that can deliver the training so does not have to count on a key trainer; and has a training plan that includes scheduling training within a 6 week timeframe.