



Training Proposal for:
Mean Machine Inc.
Agreement Type: \$75,000 or Less
Agreement Number: ET09-0446

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

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: 14
 - Worldwide: 14
 - Number to be trained: 13
- Manager/Supervisor: 15%
- Turnover Rate: 3%
- Repeat Contractor: Yes No
- Substantial Contribution: Yes No

CONTRACT:

- Training Project Profile: Priority/Retrainee
- ETP Funding Amount: \$30,420
- In Kind Contribution: \$37,536
- Average Cost per Trainee: \$2,340
- Post Retention Wage: \$14.18
- Health Benefits: \$3.07 per hour

- Occupations to be Trained: Administration Staff; Machinists; Managers; Quality Control Staff; Supervisors
- 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 checked="" type="checkbox"/> Other: Hazardous Materials
- Advanced Technology: Yes No
- Range of Hours: 24 - 130 Weighted Average: 90
- Multiple Job Numbers: Yes No
- County(ies) Served: Alameda
- Union Representation: Yes No
- Subcontractor: Quovus Incentives, Long Beach, provided ETP project administration for a fee not to exceed 8% of payment earned.
Quovus will also provide training services for an amount to be determined.
- Third Party Services: Quovus Incentives also developed the ETP proposal at a fee of \$3,796.

INTRODUCTION

Mean Machine Inc. (Mean Machine), founded in Oakland in 1999, is a manufacturer of environmental parts that are used in subsurface testing, groundwater remediation, and environmental cleanup. The company representatives report that in its manufacturing processes Mean Machine uses all synthetic coolant, biodegradable materials, and many recycled plastic and metal materials, including aluminum and stainless steel. Mean Machine satisfies out-of-state competition standards as a manufacturer (Title 22, California Code of Regulations, Section 4416(i)(1)).

The company representative states with ETP funding Mean Machine will attain its goal for ISO certification. The company must become ISO certified, otherwise it may lose business to out-of-state manufacturers. ISO certification will also provide expansion opportunities in a variety of industries.

Mean Machine’s management team has determined that it must also implement lean manufacturing processes to improve product quality, reduce scrap, and improve lead times. Training in manufacturing skills will focus on developing cleaner and greener production techniques consistent with the use of the biodegradable materials. Skills will also include new packaging and shipping requirements as imposed by new shipping regulations. Training in hazardous materials (Hazmat) handling will supplement company-required training and will not displace the company’s on-going training program. Hazmat skills will not displace OSHA and federally-required training.

Upon completion of training, frontline workers, managers, and supervisors will have the tools and teambuilding skills needed for leading individuals or groups, as well as the broader overall skills needed to motivate and help employees adapt to anticipated process improvements.

RECOMMENDATION

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