

# Build a Better Workforce ... and Get Help Paying For It

Southern California Users Group - SCUG  
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# Case Study 1:

## Electric Motor Manufacturer - Industry

### Activities:

- Training for Supervisors and Production Staff in Teams/Problem Solving and Customer Service
- Executive coaching for the upper management team

### Client Outcomes :

- 📄 Increased communication improved morale
- 📄 Improved production scheduling and workflow practices
- 📄 Reduced overtime by 44%
- 📄 Reduced costs by \$1.2M annually

# Case Study 2:

## Audio Systems Manufacturer – Van Nuys

### Activities:

- Export & Innovation training for the sales and management staff

### Client Outcomes:

- 📄 46% increase in export sales
- 📄 1,200% increase in sales growth from Mexico
- 📄 Received Export Achievement Award in 2013

Additional training completed more recently: customer service, soldering/manufacturing skills, leadership, lean, quality and systems upgrade

# Employment Training Panel

**ETP** is the **LARGEST** source for funding training for a company's existing workforce

# ETP's Mission

The Employment Training Panel provides financial assistance to California businesses to support customized worker training to:

- Attract and retain businesses that contribute to a healthy California economy;
- Provide workers with secure jobs that pay good wages and have opportunities for advancement;
- Assist employers to successfully compete in the global economy; and
- Promote the benefits and ongoing investment of training among employers.

# ETP History

Since 1982 ETP has:

- Provided Over \$1 Billion in Training Funds
- Trained Over 500,000 California Workers
- Served Over 30,000 California businesses



# Qualifying for ETP Funding

A **COMPANY** is eligible for standard ETP funding:

- has a facility based in California
- pays California Unemployment Insurance Tax for their employees under their California Employer Account Number (CEAN)
- has turnover rate in the prior calendar year of 20% or less \*
- has a manufacturing SIC code and/or can demonstrate that it faces out-of-state competition
- Special Employment Training (SET) funds may be available for companies that do not meet standard criteria

# ETP Eligible Employees

## An ETP-eligible Retrainee:

- Is a full-time company employee (35+ hrs/week) ~ temporary and part time personnel do not qualify
- Works for a company that is paying into the U/I fund
- Meets the ETP minimum wage (varies by county)
- Is not currently enrolled in an ETP training program and has not participated in one in the preceding 90-days



# ETP Eligible Training

## Systems and Computer Skills

- Enterprise Resource Planning
- EPLM, PLM, PDM (eg: SolidWorks)
- Advanced Planning and Scheduling
- Office Automation

## Management and Team Skills

- Management/Supervisory Skills
- Strategic Planning & Implementation
- Team Building & Communication
- Project Management
- Change Management

## Sales & Marketing

- Sales Tools
- Marketing Products effectively
- Market penetration & expansion strategy
- New Product Development

## Continuous Improvement

- Six Sigma
- Supply Chain Management
- Production & Inventory Management
- Lean Manufacturing
- Quality Systems

## Manufacturing Skills

- Blue Print Reading & Shop Math
- Geometric, Dimensioning & Tolerances
- Soldering/Welding
- CNC Programming & Shop Floor Skills
- Surface Mount Technology

## Growth Strategies

- Export management services
- Innovate new products, enter new markets

# ETP Parameters

Every ETP Program must:

- identify the training priorities/topics
- specify the target trainees
- specify the target training hours
- identify the training provider(s)
- 90-day employment retention

# ETP Funding Priorities

- *Incumbent worker training for Priority Industries*
- *Job Creation*
- *Small Business*
- *Apprenticeship*
- *Alternative & Renewable Fuels & Vehicle Technology*
- *Veterans*

# How Can CMTC Help?

CMTC has been partnering with ETP for 17 years. Our team can assist your team in:

- Setting a **vision** and **goals**
- Ensuring **Integration** with existing projects
- Assisting with **planning** and setting **benchmarks**
- Leveraging the maximum benefit from state **funding**

# Our Mission

*To create solutions for manufacturing growth and profitability*



## Exceeding Expectations

*CMTC is a private, mission-based non-profit, affiliated with the National Institute of Standards and Technology's (NIST) Hollings Manufacturing Extension Partnership (MEP). Our affiliation assures performance standards that translate into customer service with consistent high benefits and satisfaction.*

## Contact Info

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# Leverage California Employment Training Funds to Offset Costs of Your Training Programs

Companies are faced with a shortage of skilled workers and the high cost of finding and keeping qualified employees. How do you get the most value out of the investment you've made in your people... by offering key training to your existing staff.

California Manufacturing Technology Consulting® (CMTC) expertise can offer access to high quality, customized, on-site training to manufacturing companies and assistance securing state funding to offset training costs.

## Systems and Computer Skills

- Enterprise Resource Planning
- EPLM, PLM, PDM e.g. SolidWorks & Agile
- Advanced Planning and Scheduling
- SFC, MES, Lab Management
- Office Automation
- Microsoft® Office Suite

## Growth Strategies

- Export management services
- Innovate new products, enter new markets

## Manufacturing Skills

- Blue Print Reading & Shop Math
- Geometric, Dimensioning & Tolerances
- Composites
- Soldering/Welding
- CNC Programming & Shop Floor Skills
- Programmable Logic Controllers (PLCs)
- Surface Mount Technology

## Management and Team Skills

- Management/Supervisory Skills
- Strategic Planning & Implementation
- Teams & Team Building
- Communication Skills
- Customer Service
- Project Management
- Change Management
- Vocational English as a Second Language
- Manufacturing Logistics Management

## Continuous Improvement

- Six Sigma
- Supply Chain Management
- Production & Inventory Management
- Lean Manufacturing
- Implementing ISO 9001, TS16949, AS9100 & other quality systems

## Sales & Marketing

- Sales Tools
- Marketing Products effectively
- Market penetration & expansion strategy
- New Product Development





# Leverage California Employment Training Funds to Offset Costs of Your Training Programs

High performance organizations invest in employee training because they know that keeping qualified employees is fundamental to profitability and growth. CMTC assists manufacturers achieve increased performance and ROI through implementation, support and workforce training. Help your team and business perform better.

## Who delivers the training?

- Training is delivered by a select group of highly qualified instructors with manufacturing industry experience. The training is customized to provide training that meets your business needs.

## Where is the training conducted?

- All training is provided at your work site. Training schedules are flexible to accommodate your work timetable. Classroom training is complemented by practical, hands-on training done on the job.

## Determining Eligibility and Getting Started

- CMTC has a team of experts that can streamline the process of defining your training plan, applying for funding and executing your vision.

Contact Robert Gilson at 310.924.1376 or Rocio Leon 310.984.9892 or email [etp@cmtc.com](mailto:etp@cmtc.com) for a no-cost review of your company's training requirements and funding qualifications.

