

Basic American Foods

Application Summary and Analysis

Employer/Project Overview

Basic American Foods is a leading supplier of shelf-stable products to the foodservice market, including mashed potatoes, hash browns, casseroles, and legumes. With nearly 40 patents to its credit, Basic American Foods is an acknowledged leader in research and development, earning universal respect for innovation, quality and customer service. BAF markets include Food Service, Restaurants, and Ingredients. Approximately 99% of BAF products are sold outside of Bingham and Madison counties. Products are sold and distributed throughout the U.S., Canada and internationally.

Basic American Foods' need for workforce training assistance is two-fold: 1) Accommodate the implementation of a new, customized ERP (enterprise resource planning) system to integrate all facets of our operations including product planning, development, manufacturing processes, sales and marketing. 2) Implement a new industrial maintenance mechanic apprenticeship program to develop a skilled pipeline of workers.

Project break down of Training Needs

Training assistance will help create and sustain a formal training curriculum and task processes via modules conducted in a classroom training environment at Basic American Foods' training center. This training will help solve a number of workflow challenges, reduce costs, manage growth, streamline processes, and gain a competitive advantage in the industry. The proposed apprenticeship training program will provide apprentices with the technical knowledge, manipulative skills and experience to develop proficiency as a skilled journey worker. The lack of qualified workers is a constant barrier to business growth and this training will help ease the ongoing struggle to find qualified workers.

Title of Training	Academic Degree, Occupational License or Industry or Personnel Credential attained	Number of Trainees
ERP System Training	Certificate of Completion	858
Industrial Maintenance Mechanic Apprenticeship	Certified Apprentice	2

WDTF Request: \$54,990.90

Projected Trainees and Hires:

New (N) or Retrained (R) Position?	Position Titles	Number of Positions	STARTING Wage	Wage AFTER Training	Total Wage Increase After Training
R	Bin Attendant	4	\$ 16.45	\$16.94	\$8,153.60
R	Casual - Lab Casual, Plant Casual	31	\$ 12.00	\$15.83	\$493,916.80
R	Ingredient Specialist	1	\$ 25.88	\$26.14	\$1,081.60
R	Inspector	15	\$ 12.20	\$12.57	\$23,088.00
R	Inventory & Scheduling Admin/Inv Coordinator	11	\$ 17.81	\$17.99	\$8,236.80
R	Line Associate - Packaging, Prod-RC, Production	123	\$ 12.78	\$13	\$194,438.40
R	Line Owner - A/B, Packaging Production, Lead Drummer	118	\$ 17.81	\$19	\$593,964.80

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R	Line Owner Technician	6	\$ 21.15	\$22	\$15,724.80
R	Maintenance - Casual, Specialist, Technician	32	\$ 12.78	\$13	\$81,203.20
R	Maintenance - Foreman, Supervisor, Team Leader	7	\$ 29.81	\$31	\$25,916.80
R	Mechanic - 1, 2, 3, 4, A, Senior	45	\$ 17.81	\$24	\$1,074,528.00
R	Mobile Equipment Operator	51	\$ 16.87	\$17	\$110,323.20
R	Operations Coordinator	2	\$ 18.30	\$18.30	
R	Operator - B, Helper, Line, Packaging, Production, Storage & Relief, Assistant Operator, Auto Palletizer, Blender, Forklift, Heavy Equipment, Utility; Supply Chain Clerk	190	\$ 12.78	\$13	\$173,888.00
R	Packer Red Circled	1	\$ 12.20	\$12	\$499.20
R	Quality Technician - A/B	5	\$ 16.88	\$18	\$19,760.00
R	Raw Material Handler - 2, Receiver	18	\$ 13.00	\$13.28	\$9,734.40
R	Scale Clerk	3	\$ 12.00	\$12.17	\$2,121.60
R	Storeroom Buyer	1	\$ 25.38	\$25.38	
R	Team Leader - Production, QA, QRO; Foreman, Senior Foreman	37	\$ 21.00	\$21.12	\$32,323.20
R	Technician	26	\$ 16.44	\$17	\$17,305.60
R	Warehouse - Laborer, Team Leader, Technician	28	\$ 12.79	\$13	\$13,977.60
R	A/P Admin	7	\$ 19.00	\$19.46	\$-
R	Accounting Manager	7	\$ 55.00	\$55.09	\$-
R	Lead Programmer Analyst	3	\$ 52.00	\$52.40	\$-
R	IT Specialist	4	\$ 37.00	37.46	\$-
R	HR Analyst	1	\$ 26.84	\$27	\$-
R	HR Manager	6	\$ 51.63	\$52	\$-
R	HR Generalist	1	\$ 22.00	22.26	\$-
R	HR Assistant	2	\$ 21.00	21.30	\$-
R	Operation Staff Plants & Sourcing	70	\$ 23.00	\$24	\$291,200.00
N	Maintenance Mechanic Apprentice	2	\$ 15.00	\$16	\$8,320.00
				Total	\$3,197,584.00

Return On Investment-ERP

- This investment will return 58 times its cost over the 2 year contract period in total average wage increase (\$3,189,264/\$51,240.90).
- The scoring matrix recommends \$2000 or less per employee for. The cost per position for training we are paying is \$59.86, but the average wage increase per position in two years is \$87.57 or 1.46 times the cost of training per position.

Return On Investment-Apprenticeship

- This investment will return 2 times its cost over the 2 year contract period in total average wage increase (\$8,320/\$3,750).
- The scoring matrix recommends \$3500 or less per employee The cost per position for training we are paying is \$1,875, but the average wage increase per position in two years is \$2,080 or 1.11 times the cost of training per position.