

# HOUSE OF DESIGN, Nampa, Idaho

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## WDTF Application Summary and Analysis

### **Project Overview**

The House of Design is an ABB Robotics Integration company located in Nampa, Idaho. The company started in July of 2012 and is located at the Nampa TECenter.

The House of Design's products include Universal Robotic Cells, Versabuilt Automated CNS's, Vision Systems, ABB Robots, FlexArc Robots, and Customer Automation Solutions. They provide a variety of services to their customers including mechanical design, electrical design, machine visions systems, fabrication, and several other supportive services. Most of the products and services offered by The House of Design are sold outside Canyon County, but as close as Ada County and Nez Perce County and as far away as Germany and Japan. They are a lean organization with a focus on enabling organizations to implement automation with the highest return on investment.

### **Training Needs**

The employer is growing and is requesting workforce development training funds to **retrain 16 existing workers, plus an additional 18 new workers it plans to hire over the next two years, earning a weighted average wage of \$31.78/ hour**. The majority of the positions to be trained are highly technical and offer a starting wage above the Idaho average.

Trainees will receive multiple trainings provided by vendors, curriculum and structured on the job training (SOJT) as follows:

- SolidWorks (3 levels including an Associates Certification, Counterpart ERP, and ABB Robotics training (5 different cohorts including programming, mechanical and electrical).
- Safety training specifically in the areas of robotics operations along with communication training will be delivered to all staff. Employer will provide continuous training for its existing staff as the robotics industry is ever changing.
- Managers will receive coaching in leadership and team building and instructional courses by Industry recognized vendors such as Price Associates, and Fred Pryor.

Robotics integration is a highly specialized industry requiring specific skillsets. Specialized courses are not available in the state of Idaho. Therefore, the employer must send several of their employees out of state for training. The employer strongly believes in educating its workforce and currently offers several trainings for those inside and outside the organization.

### **WDTF analysis tool summary outcome**

Based on wages, type of jobs, anticipated certifications, curriculum and SOJT, this project scored a funding level of \$3,500.00 per position for a total award of \$119,983.56. The House of Design is only asking for \$98,983.56.

### **RECOMMENDATION:**

Approve the entire grant request of \$98,983.56 to train a total of 34 employees, averaging \$2,911.28 per trainee.

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### Additional Information

Several of the trainings included in the Proposed Training Plan require employees to travel. The House of Design is an ABB Preferred Value Provider (Level 2). That means they have an investment of 1.5 million+ annually on ABB robots and supporting products. Because of this investment in ABB robots and products, ABB offers training to The House of Design on a complimentary basis excluding travel expenses. That training is currently only available in Auburn Hills, Michigan.

### Workforce Needs

Retrain 16 Incumbent Workers and Hire & Trainee 18 new employees:

New (N) or Retrained (R) Position?	Position Titles  <i>(include all new positions being added if the project is an expansion or a new company. If retraining of Incumbent Workforce, only include the positions for which training will be provided)</i>	Number of Positions	STARTING Wage	Wage AFTER Training
R	Principal/COO	1	\$56.59	
R	Principal/CEO	1	\$56.59	
R	Project Coordinator	1	\$34	\$38
R	Electrical Technician	1	\$30.00	\$31.25
R	Engineer in Training	1	\$19.09	\$21.35
R	Mechanical Engineer I	2	\$28	\$31.25
R	Mechanical Engineer II	2	\$43	\$45.67
R	Robotics Technician	2	\$22	\$24
R	Robotic System Engineer	2	\$32	\$34
R	Machine Shop Manager	1	\$38	\$41
R	Service Manager	1	\$43	\$46
R	Video Producer	1	\$18	\$24
N	Engineer in Training	1	\$19	\$21.35
N	Mechanical Engineer I	5	\$28	\$31.25
N	Mechanical Engineer II	2	\$43	\$45.67
N	Robotic Systems Engineer	2	\$32	\$34
N	Robotics Technician	2	\$22	\$24
N	Machine Shop Assistant	1	\$22	\$31
N	Bookkeeper	1	\$19	\$22
N	Engineering Manager	1	\$43	\$46
N	Operations Manager	1	\$43	\$46
N	Project Coordinator	1	\$34	\$38
N	Procurement and Process Controller	1	\$22	\$24