

Simplot – Idaho Plant

Application Summary and Analysis

Employer/Project Overview

The Idaho Plant is expanding its operational and technical capabilities. This involves the start-up of a new product line. Included in the start-up are over 150 new pieces of equipment, where employees are to learn the new systems and processes. The new technology includes: metal detection, defect, grading and size sorting, vacuum conveying, weighing, and process control computing systems. Specialized training will also occur on Simplot proprietary equipment. Simplot will train 490 existing employees during the grant period.

Project break down of Training Needs

Training for new hourly employees and hourly employees will continue through a mix of on the job training and classroom training. Further, employees will be certified in their skills, which are commutable.

Administrative personnel will also acquire new skills as well to keep up with technological advances in processing and in their particular functions. Their capabilities will be increased through the use of vendors and in-house training. The knowledge gained through training will enable our employees to operate equipment and manage processes safely and efficiently. Efficiency gains will increase chances of more capital investments, which will lead to stability of the workforce.

New technology and processes improvements will continue evolving, which will require skills training for Simplot employees to maintain and grow. We are committed to increasing the knowledge, skills and abilities of our employees.

Title of Training	Academic Degree, Occupational License	Number of
Excel 2	Certification	1
Confined Space (Safety)	iWorkwise Confined Space Certification	56
Line 5 -Roaster Oven Training	Roaster Oven Certificate	4
Line 5 -Translicer Training	TRANSLICER Certificate	4
Line 5 -Sorter/Peeler Training	Sorter Certification	4
Line 5 -Mixer Training	Mixer Certificate	4
Lean / Six Sigma	Yellow Belt Certification	5
Total Preventive Maintenance	Total Preventive Maintenance Coordinator Certificate	4
Lean Manufacturing	Shingo Certification	4
Machine Operation	Schubert Certification	12
Sorter Training	Tomra Sorting Solution Certifications	4
Sorter Training (Night Shift)	Tomra Sorting Solution Certifications	2

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Automatic Defect Removal	Key Technologies Certification	5
Master of Business Administration	Master of Business Administration	1
Professional Human Resource	Professional Human Resource	2
Robotics	Robotics Certificate	30
Laser Guided Vehicle / Robotics	Laser Guided Vehicle / Robotics	4
Robotics / Machine Operations	Case Packaging Certificate	30
Maintenance and Energy Conservation	Airborne Ultrasonic Detection	30
Rigging	Boise Rigging OSHA Certificate	50
Welding	Welding Certificate	35
Ultrasound Training Level 1 & 2	Ultrasound School Certificate	30
Pump Rebuild	Pump School Certification	35
Arc Flash Training	Arc Flash Industry Certificate	25
Field Balancing	Field Balance Certificate	4
Forklift Simulator (Safety)	Forklift Certification	175
Robot training maintenance	Certification of Maintenance	15
Learning Management System - Compliance Training	Learning Management System Certificate	2
Computer Logic Training	Computer Logic Training Certificate	30
Standard Timing Model	Standard Timing Model Certificate	4
Sorter Training	Certificate of Completion	15
ADR	Certificate of Completion	15
Peeler	Certificate of Completion	15
Machine Operations	Certificate of Completion	297
Orientation (Benefits) 56 sessions	Certificate of Completion	30
Train-the-Trainer Certification 3	Certificate of Completion	17
Standard Work	Certificate of Completion	17
Forklift Training	Certificate of Completion	17
Schubert Robotics	Certificate of Completion	6
Lean Six Sigma	Certificate of Completion	20
Plant Safety (Lock-Tag-Out)	Certificate of Completion	297
Sanitation	Certificate of Completion	30
Group 5 -6 Machine Training (Robotics)	Certificate of Completion	17
L5 Product Grading	Certificate of Completion	12

WDTF Request: \$575,657.00

Return On Investment

- This investment will return 4.83 times its cost over the 2 year contract period in total average wage increase (\$2,644,553.60/\$575,657).
- The scoring matrix recommends \$4,500 or less per employee for the internal training. The cost per position for training we are paying is \$1,174.81, but the average wage increase per position in two years is \$5,397.05.

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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	Plant Support	24	\$16.98	\$17.49	\$50,918.40
R	Outside Forklift	8	\$16.98	\$17.49	\$16,972.80
R	Logistics	100	\$19.41	\$20.00	\$245,440.00
R	Quality	28	\$21.77	\$22.41	\$74,547.20
R	Material Inventory	2	\$21.77	\$28.02	\$52,000.00
R	Cost	1	\$23.72	\$24.43	\$2,953.60
R	Training	1	\$23.80	\$24.51	\$2,953.60
R	Machine	220	\$28.10	\$29.80	\$1,555,840.00
R	Maintenance Support	27	\$28.99	\$29.86	\$97,718.40
R	Sorter	1	\$29.60	\$30.39	\$3,286.40
R	Controls and Instrumentation Technician	9	\$29.60	\$34.14	\$169,977.60
R	Boiler & Refrigeration Technician	10	\$30.49	\$32.72	\$92,768.00
R	Supervisors	28	\$31.25	\$32.18	\$108,326.40
R	Electrical Technician	10	\$32.10	\$33.38	\$53,248.00
R	Process Training	1	\$32.69	\$33.67	\$4,076.80
R	Human Resources	2	\$34.44	\$35.47	\$8,569.60
R	Manufacturing Sanitation Supervisor	1	\$35.24	\$36.29	\$4,368.00
R	Maintenance Planner	4	\$36.99	\$38.09	\$18,304.00
R	Production Planner	1	\$38.71	\$39.87	\$4,825.60
R	Electrical	1	\$42.02	\$43.28	\$5,241.60
R	Shift Managers	5	\$43.97	\$45.28	\$27,248.00
R	Process	1	\$49.49	\$50.97	\$6,156.80

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R	Manager, Human	1	\$50.00	\$51.44	\$5,990.40
R	Operations Improvement Black Belt	1	\$54.37	\$56.00	\$6,780.80
R	Maintenance Manager	1	\$56.82	\$58.52	\$7,072.00
R	Production	1	\$57.73	\$59.46	\$7,196.80
R	Reliability	1	\$61.00	\$63.83	\$11,772.80
				Total	\$2,644,553.60