

# NewCold

---

## Application Summary and Analysis

### **Employer/Project Overview**

NewCold is a service operator in cold chain logistics. The company serves the logistic and storage needs of leading producers, with long-term operating service agreements in targeted markets globally. NewCold is considered a pioneer within the cold storage industry, with products and services which have been recognized globally for innovation and design excellence.

NewCold's state-of-the-art automated coldstore includes an Automated Storage and Retrieval System (ASRS), which moves and stores products in the facility's dark high-bay warehouse. Operators will use automated advanced software systems, such as ASRS, to keep in-motion products in optimal condition within the cold store area. These systems offer a high and consistently high level of service logistics, and above all, are a more sustainable food safety alternative to more conventional cold storage solution.

Additionally, these automated products are at the forefront of cold chain logistics, and knowledge and skill set associated with the operation are highly desired by key competitors. NewCold's systems can also accommodate multiple customers, which enables local and non-local frozen food producers to effectively reach, and serve their markets

### **Project break down of Training Needs**

The training plan outlined in this application will create a highly knowledgeable and skilled workforce at the NewCold Burley warehouse. The skillset achieved by Seventy (70) NewCold Burley employees following this training is highly sought-after within the cold storage and logistics services industry. Both Americold and VersaCold, the largest cold storage providers worldwide, have recently followed NewCold in creating automated cold storage warehouses in the United States for their clients.

Grand View Research has noted that "growing automation of refrigerated warehouses is anticipated to enhance the demand for the product," referring to cold storage demand over the next 7-years. The Association of Cold Storage has made similar remarks, and interviewed Jonas Swarttouw, NewCold's US Country Manager, on the topic. NewCold's multi-part training includes train-the-trainer and on-site on-the-job (OJT) training in Tacoma, Washington and on-site on-the-job (OJT) training in Burley, Idaho.

NewCold has established an Implementation Team, comprised of sixteen (16) Tacoma-based employees. The Implementation Team will spend time learning operations and processes in Tacoma, where the company just opened another state-of-the-art warehouse. The team will also develop trainings and learn train-the-trainer techniques while in Tacoma, making several trips to Burley to train the Burley-based Operational Team, which consists of seventy (70) trainees. These trainers (e.g., Implementation Team) will spend between one (1) and four (4) months in Tacoma preparing, with regular trips to Burley to work alongside and train incoming employees. These trips will be staggered so there is a constant flow of training and knowledge from Tacoma, while keeping the Tacoma operation running smoothly.

The Burley Operational Team will also train and work in Tacoma. Depending on role, trainees will spend between two (2) and eleven (11) weeks in Tacoma. The Burley Operational Team trainees will learn core-functions of the business, software, client-

# NewCold

## Application Summary and Analysis

specific services, standard operating procedures, safety training, and role specific training (e.g., forklift driver training, planner training). Approximately 15% of hours are a result of Tacoma-based training, in preparation for OJT training in Burley, which represents the remaining 85% of hours. To build an effective workforce in Burley, and achieve the expected effectiveness of advanced Question: Describe why your company needs workforce training assistance. logistics software for McCain, NewCold employees must participate in the proposed plan.

NewCold has experience with this plan at other US-based warehouses, and has realized positive internal and external impacts following completion. Within the training plan, we have divided airfare (\$47,995), lodging (\$92,119), and meals (\$66,846) for the sixteen (16) trainers (e.g., Implementation Team) equally across the 106 training courses. We have also identified employee trainer wages of \$100 per hour. Costs associated with Burley Operational Team travel to Tacoma are not included in this plan, but are a significant expense for NewCold.

Title of Training	Length of training (in hours)	State the learning objectives (Skills Gained)	How will the effectiveness of the training be measured?	Type of Credential or Certification received (if applicable)
Abbreviations	1	The abbreviations training will focus on word abbreviations and interface message abbreviations in Corax, the management system that controls logistics of NewCold's refrigerated warehouse. Understanding Corax messaging language is critical to completing and scheduling tasks and processes.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Additional Services SOP	4	Training in additional services as agreed with McCain. This can be dilution orders, sampling activities or correctional actions	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Assigning Stock	3	Training in allocating specific pallets as requested by the customer	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Bailer	5.5	How to use the cardboard bailer	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training

# NewCold

## Application Summary and Analysis

Title of Training	Length of training (in hours)	State the learning objectives (Skills Gained)	How will the effectiveness of the training be measured?	Type of Credential or Certification received (if applicable)
Baler	5.5	How to use the plastic bailer	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Basic Instructions MFCS	4	<p>The Basic Instructions MFCS is designed to provide employees an introduction to the Material Flow Control System, covering the following areas: layout of a facility (e.g., highbay view), system boards, system board stacks, locations and channels, Corax communications with programmable logic controllers (PLCs), conveyors, configurations, settings, checks (e.g., height, weight, deviation, error codes, end locations, calibration counters), endpoints, cranes, messages, using GL Automation (e.g., GLAGUI), transport orders, and destination request. Employees who complete this training will be prepared to operate the Corax system and move on to more advanced trainings within the system.</p>	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Battery Charging	5.5	How to charge the forklift battery	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
BCP	4	Training how to escalate problems as described in the Business Continuity Plan	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training

# NewCold

## Application Summary and Analysis

Title of Training	Length of training (in hours)	State the learning objectives (Skills Gained)	How will the effectiveness of the training be measured?	Type of Credential or Certification received (if applicable)
Broken Glass & Brittle Plastics	0.5	The Broken Glass & Brittle Plastics training is designed to help employees handle safety situations, which may cause hazard to operations and other employees. Given the involvement of software, proper steps need to be taken to ensure safe clean-up of glass and plastics, as well as necessary forms and system steps required.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Buffer Lanes	1.5	How to use the buffer lanes that are used to stage pallets for outbound. What are the key things to take into account and how to tackle problems.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Case Picking	4	The Case Picking Training provides employees background on picking, from order assign to moving product on to conveyors. This process, and training, include the following steps and topics: Zebra scanners, scanning, picking quantities, pallet wrapping, label printing, and filing orders.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Checking / Placing Seals	0.5	Properly sealing trailers and containers, and ensuring continuous seal integrity, are crucial steps in a secure supply chain. A high-security seal must be affixed to every loaded trailer and container bound for the U.S or destined for export from the U.S. The seal must be checked at each stage of the supply chain to ensure seal integrity, and it must be intact until the trailer or container reaches its destination. The Checking and Placing Seals training provides employees with skills needed to properly install and check seals.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training

# NewCold

## Application Summary and Analysis

Title of Training	Length of training (in hours)	State the learning objectives (Skills Gained)	How will the effectiveness of the training be measured?	Type of Credential or Certification received (if applicable)
Checking-Placing Seals	1.5	Properly sealing trailers and containers, and ensuring continuous seal integrity, are crucial steps in a secure supply chain. A high-security seal must be affixed to every loaded trailer and container bound for the U.S or destined for export from the U.S. The seal must be checked at each stage of the supply chain to ensure seal integrity, and it must be intact until the trailer or container reaches its destination. The Checking and Placing Seals training provides employees with skills needed to properly install and check seals.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Completing Inbound-Outbound Check Sheet	1.5	Properly sealing trailers and containers, and ensuring continuous seal integrity, are crucial steps in a secure supply chain. A high-security seal must be affixed to every loaded trailer and container bound for the U.S or destined for export from the U.S. The seal must be checked at each stage of the supply chain to ensure seal integrity, and it must be intact until the trailer or container reaches its destination. The Checking and Placing Seals training provides employees with skills needed to properly install and check seals.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Completing Outbound / Inbound Check Sheets	1	Properly sealing trailers and containers, and ensuring continuous seal integrity, are crucial steps in a secure supply chain. A high-security seal must be affixed to every loaded trailer and container bound for the U.S or destined for export from the U.S. The seal must be checked at each stage of the supply chain to ensure seal integrity, and it must be intact until the trailer or container reaches its destination. The Checking and Placing Seals training provides employees with skills needed to properly install and check seals.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Control of Non-conforming Product, Damages & Returns Procedure	1.5	How to communicate non-conforming pallets. Broken pallets, wrong labels, no wrapping, wrong ASN. This is important information to help improve the quality of inbound pallets from the customer	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training

# NewCold

## Application Summary and Analysis

Title of Training	Length of training (in hours)	State the learning objectives (Skills Gained)	How will the effectiveness of the training be measured?	Type of Credential or Certification received (if applicable)
Conveyor Control Box	5.5	How to use the Operator Control Box. Used to manually control the conveyor sections	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Corax Introduction	3	General overview of the Warehouse Management System that we use.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Crane orders	15	How to manually operate and move the cranes	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Creating a Trip for Inbound and Outbound	0.5	This training will teach employees the skills to create an inbound and outbound trip in Corax. Topics include creating inbound and outbound orders and receipts in Corax. Employees will also learn how to attach receipts to orders in Corax, in an actual simulation.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Dambach Cranes – Part 1-3	25	How to manually operate and move the cranes	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
DCS Maintenance & Controls	25	How to manually operate and move the cranes	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training

# NewCold

## Application Summary and Analysis

Title of Training	Length of training (in hours)	State the learning objectives (Skills Gained)	How will the effectiveness of the training be measured?	Type of Credential or Certification received (if applicable)
Dock Control	1.5	How to manually operate and move the cranes	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Drop and Pick solution	4	SOP on how the yard process works, who is involved and which flows are handled using a drop and pick program. This is used to tackle inefficiencies in the distribution network of our customers.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Empty Pallet Check Sheet	1.5	How to check the quality of empty pallets for inbound	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
End of Day	1	End of day training is an instructional guide to preparing the warehouse for non-occupancy. Employees will learn how to visually check dock vestibules, check external doors, and document loaded trailers and containers. Employees will also learn how to transition instructions to night shift security, who will check running units regularly throughout the night.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
FAIS Controls – Part 1-3	25	How to manually operate and move the conveyors and buffer lanes	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Fall protection & Respirator (SCBA)	25	Safety training on climbing gear and oxygen masks because NewCold runs their storage on low oxygen as a fire prevention system	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training

# NewCold

## Application Summary and Analysis

Title of Training	Length of training (in hours)	State the learning objectives (Skills Gained)	How will the effectiveness of the training be measured?	Type of Credential or Certification received (if applicable)
Fire Alarm System	25	Training in how to operate the fire alarm system	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Forklift Inspection	5.5	How to inspect the forklift and spot damages for safety	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Forklift Performance Evaluation	5.5	The Forklift Performance Evaluation is designed to confirm mastery of skills in forklift operation. Topics will include receipt of goods, outbound and inbound scenarios from various countries/locations, check sheets, placing seals, return procedures, dock control, buffer lane operations, battery charging, and truck loading patterns.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
GLA Overview – part 1-2	15	Training on how to use the Material Flow Control system. This is next to the WMS the most important software package that is used to operate the automation	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Good Manufacturing Practices	1	The Good Manufacturing Practices training is designed to provide employees skills to become reliable, safe, and sustainable participants in the manufacturing process. This training includes topics from a range of areas, including disease control, pest control, VAL room sanitation procedures, waste product management, chemical procedures, spill clean-up, and site security.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training



# NewCold

## Application Summary and Analysis

Title of Training	Length of training (in hours)	State the learning objectives (Skills Gained)	How will the effectiveness of the training be measured?	Type of Credential or Certification received (if applicable)
Hands-on Fall Protection	25	Safety training on climbing gear and oxygen masks because NewCold runs their storage on low oxygen as a fire prevention system	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Inbound - ASN	4	SOP training for inbound	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Inbound - ATU	4	SOP training for inbound that is specified for the Automatic Truck Unloading system	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Inbound - Manual receiving	4	SOP training for manual receiving of pallets. In this case NewCold needs to fill in more information per pallet as compared to the ASN scenario	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Inbound - Rail	4	SOP training for the RAIL process. How to receive Railcars	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Inbound - Returns & Refusals	4	The Inbound Returns and Refusals training is designed to provide employees the proper skills to successfully return and refuse orders in Corax. This process includes return authorizations, appointments, engaging client support centers, and proper documentation in Corax.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training

# NewCold

## Application Summary and Analysis

Title of Training	Length of training (in hours)	State the learning objectives (Skills Gained)	How will the effectiveness of the training be measured?	Type of Credential or Certification received (if applicable)
Inbound Introduction	1	The Inbound Introduction training is designed to provide employees skills in Corax to formally set up inbound operations. Employees will complete this training with a strong foundation in creating receipts, inventory returns, re-boxing, and third party orders.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Inbound Overview	3	The Inbound Introduction training is designed to provide employees skills in Corax to formally set up inbound operations. Employees will complete this training with a strong foundation in creating receipts, inventory returns, re-boxing, and third party orders.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Inbound Scenario – McCain (ATU)	1.5	The Inbound Scenarios training, whether generic or customer specific, will review the following topics within the Corax system: Overriding serial numbers for pallets, creating a hold status within the order line, stocking, scanning, value added stocks, random weight products, and ContainerID. The trainee will go through each process from start to finish with a designated trainer, and repeat steps until skills are mastered in the Corax system.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Inbound Scenario – McCain (From 3rd Party warehouses)	1.5	The Inbound Scenarios training, whether generic or customer specific, will review the following topics within the Corax system: Overriding serial numbers for pallets, creating a hold status within the order line, stocking, scanning, value added stocks, random weight products, and ContainerID. The trainee will go through each process from start to finish with a designated trainer, and repeat steps until skills are mastered in the Corax system.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Inbound Scenario – McCain (from co-packers)	1.5	The Inbound Scenarios training, whether generic or customer specific, will review the following topics within the Corax system: Overriding serial numbers for pallets, creating a hold status within the order line, stocking, scanning, value added stocks, random weight products, and ContainerID. The trainee will go through each process from start to finish with a designated trainer, and	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training

# NewCold

## Application Summary and Analysis

Title of Training	Length of training (in hours)	State the learning objectives (Skills Gained)	How will the effectiveness of the training be measured?	Type of Credential or Certification received (if applicable)
Inbound Scenario – McCain (From McCain Plants)	1.5	The Inbound Scenarios training, whether generic or customer specific, will review the following topics within the Corax system: Overriding serial numbers for pallets, creating a hold status within the order line, stocking, scanning, value added stocks, random weight products, and ContainerID. The trainee will go through each process from start to finish with a designated trainer, and repeat steps until skills are mastered in the Corax system.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Inbound Scenario – McCain (Rail)	1.5	The Inbound Scenarios training, whether generic or customer specific, will review the following topics within the Corax system: Overriding serial numbers for pallets, creating a hold status within the order line, stocking, scanning, value added stocks, random weight products, and ContainerID. The trainee will go through each process from start to finish with a designated trainer, and repeat steps until skills are mastered in the Corax system.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Inbound Scenarios	4	The Inbound Scenarios training, whether generic or customer specific, will review the following topics within the Corax system: Overriding serial numbers for pallets, creating a hold status within the order line, stocking, scanning, value added stocks, random weight products, and ContainerID. The trainee will go through each process from start to finish with a designated trainer, and repeat steps until skills are mastered in the Corax system.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
I-Point Rejects	5.5	The I-Point Rejections training is designed to provide employees skills, which will enable them to solve, understand layouts, and process pallets within Corax. Employees will go through various I-Point scenarios with a trainer.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
I-Point Rejects – Solving stock Issues	3	The I-Point Rejections training is designed to provide employees skills, which will enable them to solve, understand layouts, and process pallets within Corax. Employees will go through various I-Point scenarios with a trainer.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training

# NewCold

## Application Summary and Analysis

Title of Training	Length of training (in hours)	State the learning objectives (Skills Gained)	How will the effectiveness of the training be measured?	Type of Credential or Certification received (if applicable)
Lam positions	15	Specific training for controlling the big stacker cranes	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Layout of Ipoint & Reject Rework Areas	1	How to operate the Inspection point that check the pallet information and physical parameters	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Loading Sequence	3	How to manage the loading sequence in trips. This is indicated by the carrier when they select orders that need to go in the same truck.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Lot Serial Override	2	This training relates to a Corax procedure, which is required in certain scenarios, where an operator needs to override an order. This training will cover the following topics: Changing lot serial numbers, batch numbers, and processing inbound check sheets with multiple CFNs.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Manual Operation – Highbay	25	Manual operation of the cranes and how to do this safely	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training
Masterdata Understanding	3	The Master Data training is designed to help employees master client communications in Corax, related to environmental product needs in the warehouse, implementation of needs in the WMS, communication with client data teams, proper recording of dimensions and weight, and onboarding new customer data into Corax.	Training effectiveness will be measured through supervisor, trainer, and trainee assessment. Informal tests, related to specific knowledge or processes will also be administered.	Industry recognition for completion of NewCold training

# NewCold

## Application Summary and Analysis

**WDTF Request: \$139,930.00**

### Return On Investment

The Quantitative Funding Model recommended a discretionary amount (\$0-\$1,999) per employee. The employer's initial request was for \$408,441.00 or \$5,834.87 per person.

This investment will return zero times its cost over the contract period in total average wage increase.

**Projected investment in property: \$40,000,000**

**Projected investment in facility: \$20,000,000**

**Projected investment in equipment: \$43,000,000**

### Projected Trainees and Hires:

Position Title	Number of Positions	New or Retained? (pick from dropdown)	Starting Wage	Anticipated Wage after Training
Site Manager	1	New	\$55.29	\$55.29
Warehouse OPS Manager	1	New	\$46.60	\$46.60
Finance Manager	1	New	\$38.61	\$38.61
QESH Manager	1	New	\$36.47	\$36.47
Customer Service Manager	1	New	\$33.00	\$33.00
IT SuperUser	1	New	\$43.35	\$43.35
Maintenance Supervisor	1	New	\$36.99	\$36.99
Shift Supervisor	4	New	\$36.99	\$36.99
Lead Planner	1	New	\$37.50	\$37.50
Planner	5	New	\$28.63	\$28.63
Maintenance Tech	4	New	\$28.25	\$28.25
System Operator	4	New	\$30.23	\$30.23
Shift Leader - Order Picking	4	New	\$21.16	\$21.16
Shift Leader - Dispatch	4	New	\$21.16	\$21.16
Shift Leader - Rail Operation	4	New	\$21.16	\$21.16
Office Manager	1	New	\$20.52	\$20.52
Pickers	16	New	\$16.00	\$16.00
FLT drivers	16	New	\$16.00	\$16.00

# NewCold

---

## Application Summary and Analysis

### **Grant Review Committee Meeting Notes:**

NewCold is requesting an amount of \$139,930 to train 70 employees. This comes out to \$1,999 per position. They have a property investment at \$40 million, facility investment at \$20 million, and equipment investment at \$43 million. They are offering an average wage of about 40% higher than the average county wage. This will explain why there is no wage increase after training.

Is there any issue that this is a new company to Idaho?

- The policy committee has expressed that they want to keep this opportunity open, but it is not the primary use of the fund.

\$40 million in a property investment seems high.

**Motion by Mr. Touchstone to approve the NewCold Employer Grant in the amount of \$139,930.  
Second by Ms. Meuleman. Motion carried.**