

Unitech Employer Grant

Application Summary and Analysis

Employer Overview

Unitech Composites manufactures structural and non-structural composite laminates and assemblies for the aerospace industry. Our products range from simple air ducts and brackets to winglets, weapons pylons and rotor blades. Customers include aircraft OEM's (original equipment manufacturer) and many of their Tier 1 and Tier 2 suppliers. The vast majority of the parts we manufacture are build-to-print to a customer's design, but we also design and build some parts such as our weapons pylons for rotorcraft.

Project break down of Training Needs

Unitech Composites employs North Idaho residents that have little, if any, exposure to aerospace standards or the composites industry. To instill the necessary standards of craftsmanship and regulatory compliance, a robust training regimen is required. The need for this level of training coupled with the rapid expansion of our facility mandates our request for assistance.

Unitech has onboarded 27 new employees in the past six weeks and expects to bring on Over 100 additional personnel over the next 2 years. This growth is good news for our state and raises the bar for the advancement of technology based industry in North Idaho. Our planned training program utilizes a combination of dedicated SOJT with classroom training in composite fundamentals, safety, workplace ethics, and new industry technologies.

With a regional experience deficiency in aerospace composite manufacturing, it is paramount to implement a world class training program to fill the gap. Our SOJT program is a phased approach with periods for observation, observed manufacturing, and certification builds. Classroom type training is coordinated through an annual schedule that ensures all facets required to maintain and improve proficiency are met.

Title of Training	State the learning objectives (Skills Gained)	Type of Credential or Certification received (if applicable)
Technique for 2VSH45213	Will be able to read LMAPC001	NDI Certification
ITAR for the Empowered Official	Training for the newly appointed Empowerd Official	
NADCAP	Profficient in NADCAP auditing	NADCAP training certificate
AS9100 Internal Auditor training	AS9100 Internal Audit Training	Certified AS9100 internal auditor
AS9100 Lead Auditor	AS9100 Lead auditor training	Certified AS9100 Lead Auditor
Certified Quality Inspector	Certified quality inspector	CQI certificate
Six Sigma Training	Six Sigma Green Belt	Certified green belt in lean manufacturing
NDI lvl III introduction	Advance NDI skills	N/A

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Title of Training	State the learning objectives (Skills Gained)	Type of Credential or Certification received (if applicable)
Introduction to Lean Six Sigma	Six Sigma	Lean Certificate
OpenDemis Software training	Improved CMM programming skills	N/A
Microsoft Project training	Learn and use microsoft project efficiently	Microsoft Project Certificate
SPC Implementation	Implement SPC data collection and analysis	SPC certificate
Failure Mode and Effects Analysis	Ability to perform and lead risk analysis	FMEA certificate
The Case For Quality: Taking It To Management	Quality management skills	The Case For Quality: Taking It To Management
Certified Calibration Technician Certification Preparation	Certified quality inspector	Quality
AS9100	Training to keep our AS9100 certification	
Advanced Composite Manufacturing	Composites Manufacturing Training	
Adhesive Bonding of Composites & Metals	Composites Manufacturing Training	
Non Destructive Inspection Techniques	Improved Quality Inspection Skills	
Cure Management & Process Control for Composites	Improved Part Cures	
Fundamentals of Advanced Composites or Auditors	Improved Quality Inspection Skills	
Certified Composite Instructor	Train the Trainer in Composite Manufacturing	Certified Composites Instructor
PowerMill	CNC Training	
NDI Level 2 Certification	Will be able to perform NDI Inspections in house	Level 2 Certification
Ultrasonic Testing	Develop NDI Practice Skills	
SOJT LayUp Tech	To Lay-Up Parts	
SOJT Assembly	To Assemble Parts	
SOJT	To Operate CNC Machines	
To Operate the CMM and FARO Arm	To Operate the CMM and FARO Arm	
To Inspect Parts	To Inspect Parts	
To Trim and Drill Parts	To Trim and Drill Parts	

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Title of Training	State the learning objectives (Skills Gained)	Type of Credential or Certification received (if applicable)
To Prepare Parts for Paint	To Prepare Parts for Paint	
To Operator the Gerber Machine	To Operator the Gerber Machine	
To operate the AutoClave	To operate the AutoClave	
To pour paraplast	To pour paraplast	
To Finish Part	To Finish Part	
PMP (Program Manager Prep) Exam Prep	Program manager certification	certification
CAPM Training	Certified Associate in Program Management	CAPM Certification
SOJT (Re-Training)To Assemble Parts	To Assemble Parts	
SOJT (Re-Training)To Operate the CMM and FARO Arm	To Operate the CMM and FARO Arm	
SOJT (Re-Training)Continual training for CNC Operators	Continual training for CNC Operators	
SOJT (Re-Training)To expand customer service skills	To expand customer service skills	
SOJT (Re-Training)Expand FAI skills	Expand FAI skills	
SOJT (Re-Training)Continual training for Lay-Up Techs	Continual training for Lay-Up Techs	
SOJT (Re-Training)Continual training for Quality Inspectors	Continual training for Quality Inspectors	
Total Trainings-45	Total Learning Objectives-0	Total Credential or Certifications-0

WDTF Request: \$ 822,337.00

Return on Investment

The Quantitative Funding Model recommended a discretionary amount (\$0-\$1,999) per employee. Employer's initial request was for \$1,654,680.00 or \$3777.81 per person.

This investment will return 5.08 times its cost over the contract period in total average wage increase (\$4,176,640.00/\$822,337.00). This means that although we will pay \$1,953.29 per person to train, the average employee's wages will rise by \$9,920.76 over the contract period of 2 years. It will take us only .39 years to recover our investment in additional wages paid per employee.

- **Projected investment in facilities: \$5 million**
- **Projected investment in equipmnet: \$3.5 million**

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Projected Trainees and Hires:

Position Title	Number of Positions	New or Retrained? (pick from dropdown)	Starting Wage	Anticipated Wage after Training
Assembly Techs	20	N	\$13.00	\$15.00
Assembly Techs	20	R	\$13.00	\$15.00
Autoclave Techs	10	N	\$13.00	\$15.00
CMM Inspector	2	N	\$20.00	\$20.00
CMM Operator	2	R	\$20.00	\$20.00
CNC Machine Operators	14	R	\$16.00	\$20.00
CNC Operators	10	N	\$16.00	\$20.00
Customer Support	8	R	\$15.00	\$20.00
Expiditer	10	N	\$17.00	\$17.00
FAI Coordinator	2	N	\$15.00	\$17.00
FAI Coordinator	2	R	\$15.00	\$17.00
Finishing Tech	16	N	\$13.00	\$15.00
Gerber Operators	10	N	\$13.00	\$15.00
LayUp Techs	60	N	\$13.00	\$15.00
LayUp Techs	120	R	\$13.00	\$15.00
Para Plast Tech	8	N	\$13.00	\$15.00
Quality Inspector	10	N	\$15.00	\$17.00
Quality Inspector	24	R	\$13.00	\$15.00
Sand and Fill Technicians	5	N	\$13.00	\$15.00
Trim Tech	14	N	\$13.00	\$15.00
Work Order Closure Clerk	2	N	\$15.00	\$17.00
NDI Level II	2	N	\$20.00	\$25.00
Program Engineer	10	N	\$30.00	\$35.00
Production Supervisor	10	N	\$20.00	\$25.00
Buyer	5	N	\$25.00	\$30.00
Quality Manager	1	R	\$30.00	\$35.00
Quality Supervisor	1	R	\$25.00	\$30.00
Engineering Director	1	R	\$40.00	\$45.00
Production Leads	11	R	\$15.00	\$17.00
Program Manager	10	R	\$30.00	\$35.00
HR Director	1	R	\$39.66	\$43.62

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Grant Review Committee Meeting Notes:

At the last meeting the Committee requested the application be returned to Unitech and a new budget created that fits within \$2,000 per job and to focus on high wage jobs and transferrable skill sets. Their original request was \$1,654,680.

Unitech revised their budget and the new request amount is \$822,337. This comes out to about \$1,953.29 per position.

Is this the first training fund grant Unitech has received?

- They received a \$400,000 employer grant in 2011

Motion by Ms. Meuleman to approve the Unitech Employer Grant in the amount of \$822,337. Second by Mr. Touchstone. Motion carried.