

# Fiberguide

## Application Summary and Analysis

### Employer Overview

Fiberguide designs and manufactures optic fiber and fiber optic assemblies that are used in medical applications, digital projection, research and data communications.

### Project break down of Training Needs

The employer is planning a significant expansion of its facility in Caldwell, Idaho. The expansion will involve the addition of approximately \$5.7 million in capital equipment, expansion of their facility by 10,000 square feet, and vertically integrating processes that are currently being performed by their New Jersey facility and European suppliers. The expansion will require 12-18 months and at least 15 full-time employees for those processes.

To ensure the expansion and new manufacturing processes are optimally designed, production manager and process engineers will receive Lean Six Sigma training during the grant period. The Lean Six Sigma training is part of the first phase of training required for the expansion. The employer anticipates the training will be completed by the end of 2018. Future trainings will take place over the next 12-18 months as part expansion process.

| Title of Training | Specific Skills Gained (e.g. blueprint reading etc.)                                                     | Academic Degree, Occupational License or Industry or Personnel Credential attained (if applicable) | Position Title     |
|-------------------|----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|--------------------|
| Lean Six Sigma    | Lean Principles, waste reduction, variation reduction, root cause identification, counter measure design | Lean Six Sigma Green Belt                                                                          | Production Manager |
| Lean Six Sigma    | Lean Principles, waste reduction, variation reduction, root cause identification, counter measure design | Lean Six Sigma Green Belt                                                                          | Process Engineers  |

**WDTF Request: \$ 6,750.00**

### Return On Investment

- The employer has not indicated how much the employees' wages will increase after this training.
- The Quantitative Funding Model recommends \$4,000 or less per employee. They are requesting \$1,125.00 per person for this training.

### Projected Trainees and Hires:

| New (N) or Retrained (R) Position? | Position Titles    | Number of Positions | STARTING Wage | Wage AFTER Training |
|------------------------------------|--------------------|---------------------|---------------|---------------------|
| R                                  | Production Manager | 1                   | \$47.00       | \$47.00             |
| R                                  | Process Engineers  | 5                   | \$23.00       | \$23.00             |

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### Grant Review Committee

#### Meeting Minutes – November 27, 2018

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To ensure the expansion and new manufacturing processes are optimally designed, production manager and process engineers will receive Lean Six Sigma training during the grant period. The Lean Six Sigma training is part of the first phase of training required for the expansion. The employer anticipates the training will be completed by the end of 2018. Future trainings will take place over the next 12-18 months as part expansion process.

##### Discussion:

Fiberguide is requesting a total amount of \$6,750.00.

**Motion by Mr. Larsen to fund the Fiberguide Employer Grant in the full amount of \$6,750. Second by Ms. Smyser.**

Is there a reason they did not request funds for those new employees coming with the expansion?

- They need this training to allow them to build a training plan for their expansion. They plan to submit another application for additional new employees. This will set them up to be able to expand their production.

**Motion carried.**