

Premier Employer Grant

Application Summary and Analysis

Employer Overview

Premier Technology, Inc. is a vertically integrated engineering, manufacturing, fabrication and construction company serving the following industries, Food and Beverage, Nuclear, Mining, Federal and Commercial services, with innovative design, engineering, custom metal fabrication, system integration, and field installation support.

Project break down of Training Needs

Premier Technology's growing workforce needs are urgent as the company is currently projecting to add over 120 jobs to our workforce in the next 2 ½ years. We need to hire many production and professional employees but are in need of qualified welders the most. The huge shortage of welders in our area make it difficult to fill the many open positions.

Our products require high tolerances with various materials which require skilled welders. Locally, Idaho State University graduates 15-20 welders each year and College of Eastern Idaho graduates 10. We were able to visit and present to both graduating classes trying to recruit. Of those 25-30 students, we were able to hire 3, while the rest of the students went on to other opportunities. If you look at the Occupational Employment Statistics from the Department of Labor, the location quotient for Metal and Plastic Production Workers in Idaho is 0.77, significantly below the overall US average. We definitely see this shortage as we try to hire more welders. While our need is great, we are not the only company looking for welders, which makes the current pool quite small.

We have a continuous job posting for welders. In the last 6 months we have interviewed and weld tested 51 applicants. Of those 51 weld tested only 29 have passed and were hired as welders. We hired 5 that did not pass the weld test as laborers and plan to train them in the skills they need. Of the 29 that did pass, 12 were hired at a Level I and 17 at a Level II or III.

The majority of the planned training will be for employees in the welding field but we also have a significant number of other positions we will be hiring to support our growth. These positions including Quality Inspectors, Machinists, Electricians, Project Managers, Engineers, Drafters and Designers, all of which will need training as they transition and obtain competencies required to work for Premier.

With the rapid growth of Premier Technology over the next 2 ½ years, it is imperative we keep up with the skills and knowledge to enable us to meet our Mission: To Develop Our People Into The Leaders Of The Industry While Providing Our Customers With The Highest Quality Service.

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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
Safety Training	Forklift, Overhead Crane, Aerial Lift, Grinder, Welding Safety, Oxy Acetylene, Lockout Tagout	Premier Issued Certificate of Completion	Welder 1-3, Laborer, Driver, 1st - 4th Year Apprentice Electricians, Journeymen Electricians, Machine Operators 1-2, Machinists 1-3, Tool setter, Programmer, Painter
Geometric Dimensioning and Tolerancing Training	Provides a greater understanding of ASME Y14.5 Geometric Dimensioning and Tolerancing on drawings. This is critical for accurate understanding of customer requirements	Certificate of Completion	Machinists 1-3, Tool setter, Programmer, Drafters, Designers, Engineers, Project Manager, Quality Control Inspectors, Quality Control Supervisors, Quality Assurance Manager. Deputy Quality Assurance Director
Mastercam Training	Educates CNC Machine programmers to be able to program a variety of machined parts in various ways using Mastercam software	Certificate of Completion	Machinist 1-3, Programmers
CNC Machine Training	Educates operators how to use and operate various controllers and types of CNC machines	Certificate of Completion	Machinists 1-3, Tool Setter
Certified Welding Inspector	Weld Inspection/Certification/Code & Standard Proficiency	American Welding Society Certified Welding Inspector	Quality Control Inspector, Welder, Leadman
Inspector Training	Penetrant Testing, Visual Testing, Mag Particle Testing, Ultrasonic Testing, Radiographic Testing, Leak Testing	American Society for Nondestructive Testing Level II & III Inspector Certification	Quality Control Inspector, Welder 1-3, Leadsman
Quality Assurance Indoctrination	Quality Program Training	Premier Issued Certificate of Completion	Welder 1-3, Laborer, Driver, 1st - 4th Year Apprentice Electricians, Journeymen Electricians, Machine Operators 1-3, Machinists 1-3, Tool setter, Programmer, Painter
Blueprint reading	Ability to understand and build equipment to drawing specifications	Premier Issued Certificate of Completion	Welder 1-3, Laborer, Machine Operator 1-3, Machinist 1-3
TIG Welding Basics	Tig Welding	Premier Issued TIG Welding Certification	Welder 1-3, Leadman, Laborer, Machine Operator 1-3, Painter, Machinist 1-3
GMAW-Pulse Welding	GMAW Pulse Welding	Premier Issued GMAW-P Welding Certification	Welder 1-3, Leadman, Laborer, Machine Operator 1-3, Painter, Machinist 1-3
Stainless Steel Metal Finishing	Polishing Stainless Steel	Premier Issued Stainless Steel Finishing Certificate of Completion	Welder 1-3, Leadman, Laborer, Machine Operator 1-3, Painter, Machinist 1-3
Climax Line Boring	Line boring using Climax tools and procedures	Certificate of Completion	Welder 1-3, Leadman, Laborer, Machine Operator 1-3, Painter, Machinist 1-3
Robot Programing and Welding	Use of fanac robot, programming parts and welding parts, maintenance and up keep of robot cells	Certificate of Completion	Welder 1-3, Leadman, Laborer, Machine Operator 1-3, Painter, Machinist 1-3
Pipe Layout and Fitting	Ability to lay out pipe runs and fit pipe	Premier Issued Pipe Layout Certificate of Completion	Welder 1-3, Leadman, Laborer, Machine Operator 1-3, Painter, Machinist 1-3

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Pipe Welding	Ability to weld pipe to code	Premier Issued Pipe Welding Certificate of Completion	Welder 1-3, Leadman, Laborer, Machine Operator 1-3, Painter, Machinist 1-3
Sanitary Tube Fitting and Welding	Fit up and welding of food grade sanitary tubing	Premier Issued Sanitary Tub Tig Welding Certification	Welder 1-3, Leadman, Laborer, Machine Operator 1-3, Painter, Machinist 1-3
TIG Welding Aluminum	Weld Aluminum	Premier Issued Aluminum Tig Welding Certification	Welder 1-3, Leadman, Laborer, Machine Operator 1-3, Painter, Machinist 1-3
Electrical Apprenticeship	Educates apprentice electricians about the National Electric Code regarding electrical installations as well as theories, formulas, and calculations for correct applications of electrical	State Issued Apprentice Electrician License	1st - 4th Year Apprentice Electrician
Continuing Education for Journeyman Electricians	Continues to educate Journeyman/Master Electricians of National Electric Code changes as well as refreshing them regularly on current codes related to the industry	State Issued Journeyman/Master Electrician License	Journeyman, Master Electricians
NFPA70E Training	Educates Electricians of the electrical hazards that are present and how to work safely to avoid those hazards	Certificate of Completion	1st - 4th Year Apprentice, Journeyman Electrician
UL508A Training	Educates electricians on how to build Industrial control panels to UL (Underwriters Laboratories) standards	Certificate of Completion	1st - 4th Year Apprentice, Journeyman Electrician
Southeast Idaho Society for Human Resources Management (SHRM) Business Professionals Conference/Training	Maintain Human Resources Standard Body of Knowledge, required for certifications	Continuing Education Credits for SHRM - Certified Professional Certificate	Human Resources Manager, Human Resources Specialist
Society for Human Resources Management (SHRM) certification test	Show proficiency in Talent Acquisition, Compensation and Rewards, Learning and Development, Performance Management, and Employment Laws	SHRM - Certified Professional Certificate	Human Resources Specialist
Society for Human Resources Management (SHRM)- Certified Professional recertification	Maintain Human Resources Standard Body of Knowledge, required for certifications	SHRM - Certified Professional Certificate	Human Resource Manager
HR Certification Institute recertification	Maintain Human Resources Standard Body of Knowledge, required for certifications	Professional in Human Resources certification	Human Resource Manager
Understanding Welding Symbols	Gain understanding of Welding Symbols used on blueprints	AWS Certificate	Drafters, Designers, Engineers, Project Manager
Solidworks Essentials	Provides a thorough overview of the SOLIDWORKS approach to design concepts. It includes the fundamentals of part, assembly and drawing techniques.	Solidworks Certificate	Drafters, Designers, Engineers, Project Manager
Solidworks Drawings	Provides a basic overview of the SOLIDWORKS approach to design concepts.	Solidworks Certificate	Drafters, Designers, Engineers, Project Manager

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Lead Auditor Training	NQA1/Section 3 Auditing	Certificate of Completion	Quality Assurance Manager, Deputy Quality Assurance Director, Quality Engineer, Quality Control Supervisor
Craft Specialization Program-Quality Assurance Training	Provides training on Quality Procedures to include, practical Traveler training, understanding Nonconformance Report process, Corrective Action Report process, quality requirements for different positions, correcting quality documents, trackability of documents, material transfers, etc.)	Certificate of Completion and credit toward Craft Specialization - Nuclear Group	Welder 1-3, Laborer, Leadman, 1st-4th Year Apprentice Electrician, Journeyman Electrician

WDTF Request: \$ 423,690.00

Return On Investment:

- This investment will return **6.27** times its cost over the contract period in total average wage increase (\$2,658,323.20/\$423,690). This means that although we will pay \$1,668.07 per person to train, the employee's wages will rise by \$10,465.84 over the contract period. **That is a net gain of \$8,797.77 in gross taxable wages per person after 2 years.**
- The Quantitative Funding Model recommends \$3500 or less per employee. They are requesting \$1,668.07 per person for this training.
- **Employer's investment in equipment: \$50,000**

Projected Trainees and Hires:

New (N) or Retained (R) Position?	Position Titles	Number of Positions	STARTING Wage	Wage AFTER Training
N	Welder 1	25	\$15.00	\$17.00
R	Welder 1	20	\$16.00	\$18.00
N	Welder 2	25	\$18	\$20
R	Welder 2	10	\$18.00	\$20.00
N	Laborer	7	\$12.00	\$15.00
R	Laborer	10	\$12	\$15.00
R	Leadman	10	\$23	\$25.00
N	Driver	2	\$15	\$18
N	Apprentice Electrician 1st Year	2	\$12	\$16
R	Apprentice Electrician 1st Year	2	\$12	\$16
N	Apprentice Electrician 2nd Year	2	\$16	\$18
R	Apprentice Electrician 2nd Year	1	\$16	\$18
N	Apprentice Electrician 3rd Year	2	\$18	\$20.00

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R	Apprentice Electrician 3rd Year	2	\$18	\$20.00
N	Apprentice Electrician 4th Year	2	\$20	\$22.00
R	Apprentice Electrician 4th Year	1	\$20	\$22
N	Journeyman Electrician	4	\$24	\$26
R	Journeyman Electrician	8	\$24	\$26
R	Master Electrician	2	\$25	\$28
N	Machine Operator 1	5	\$15	\$17
R	Machine Operator 1	4	\$15	\$17
N	Machine Operator 2	2	\$18	\$20
R	Machine Operator 2	2	\$18	\$20
R	Machine Operator 3	2	\$25.00	\$28.00
N	Machinist 1	4	\$16.00	\$18.00
R	Machinist 1	2	\$16.00	\$18.00
N	Machinist 2	4	\$18.00	\$20.00
R	Machinist 2	2	\$18	\$20
R	Machinist 3	2	\$25.00	\$28.00
N	Tool setter	1	\$12.00	\$14.00
N	Programmer	1	\$25.00	\$28.00
R	Programmer	1	\$25.00	\$28.00
N	Painter	2	\$12.00	\$18.00
R	Painter	7	\$12.00	\$18.00
N	Drafter	4	\$16.00	\$18.00
R	Drafter	5	\$16.00	\$18.00
N	Designer	3	\$18.00	\$20.00
R	Designer	5	\$18.00	\$20.00
N	Engineer	1	\$33.65	\$36.05
R	Engineer	3	\$33.65	\$36.05
N	Project Manager	10	\$24.03	\$26.44
R	Project Manager	10	\$24.03	\$26.44
N	Quality Control Inspector	7	\$19.00	\$23.00
R	Quality Control Inspector	8	\$19.00	\$23.00
R	Quality Control Supervisor	1	\$35.00	\$38.00
N	Quality Engineer	2	\$24.03	\$28.84
R	Quality Engineer	3	\$24.03	\$28.84
N	Receipt Inspector	4	\$12.00	\$15.00
R	Receipt Inspector	1	\$12.00	\$15.00
R	Human Resource Manager	1	\$28.84	\$31.25

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N	Human Resource Specialist	1	\$20.67	\$21.63
R	Quality Assurance Manager	1	\$38.46	\$40.86
R	Deputy Quality Assurance Manager	1	\$38.46	\$40.86

Grant Review Committee

Meeting Minutes – November 27, 2018

In June, a grant for Premier Technology was approved by the Council. Premier had a number of changes take place in the company that impacted their training plan. They decided to not sign the contract and to reapply for a new grant. Premier decreased the amount of positions in the new application. The original grant was \$581,440 for 394 positions. This new application requests \$423,690 for 254 positions.

Summary:

Premier Technology's growing workforce needs are urgent as the company is currently projecting to add over 120 jobs to our workforce in the next 2 ½ years. We need to hire many production and professional employees but are in need of qualified welders the most. The huge shortage of welders in our area make it difficult to fill the many open positions. Our products require high tolerances with various materials which require skilled welders. Locally, Idaho State University graduates 15-20 welders each year and College of Eastern Idaho graduates 10. We were able to visit and present to both graduating classes trying to recruit. Of those 25-30 students, we were able to hire 3, while the rest of the students went on to other opportunities. While our need is great, we are not the only company looking for welders, which makes the current pool quite small.

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Discussion:

Premier Technology is requesting a total amount of \$423,690. They are requesting \$32,000 in safety training.

Motion by Mr. Wiesmore to approve the Premier Technology Employer Grant in the full amount of \$423,690. Second by Mr. Touchstone.

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Is there a reason why they are using a Premier Technology certification for the TIG welding?

- We are not sure why they are only going to an internal certification level and not an AWS level.
- There is concern about training for a certification that does not carry any weight outside of Premier. It is important to direct people to industry certifications that are going to be transferrable.

The Grant Review Committee is looking for more direction from the Policy Committee on what types of training should and should not be funded. This will give the Grant Review Committee more direction to make decisions about the types of trainings and certifications questioned above.

Motion carried.