

Employer Grant

Applicant	Pamela McClure
Applicant ID	APP-000465
Company Name	Unitech Composites
Recipient Address	Unitech Composites 10413 N. Aero Drive Hayden, ID 83835
Email	pmclure@unitechcomposites.com
Funding Requested	\$315,000.00
Status	Submitted
Funded	<input type="checkbox"/>

Application Title: Unitech - Employer Grant

Description:

Unitech is investing \$2,057,651 in workforce training that will take place over the next two years. The quantitative funding model recommends a reimbursable amount of \$1250 per trainee with a max funding amount of \$315,000. The employer will train 116 new hires and 136 existing employees during the 2 year period of the grant.

Review Notes:

May 25th Grant Review Committee Meeting Notes:

Unitech Composites is investing \$2,057,651 in workforce training that will take place over the next two years. The employer is also investing \$500,000 in their facility and \$1 million in equipment during the training period. The employer is updating their manufacturing processes as part of transition they are making toward more complex aerostructures manufactured by the business. During the training period the employer will hire and train 116 new workers and retrain 136 existing workers. The quantitative funding model recommends a reimbursable amount of \$1,250 per trainee with a maximum funding amount of \$315,000.

WDTF Request: \$315,000

Unitech employs 136 employees in Idaho. During their last grant they trained over 200 employees. Did Unitech lose employees due to layoffs?

- Unitech has seen turnover the past few years.

Does the Committee normally fund positions not receiving a wage increase?

- The policy indicates that the training must lead to a significant wage increase.
 - o The policy does say the wage increase is based on the skillset obtained.
 - o The five positions that would not receive a wage increase are higher level positions (operations director, general manager, engineering director, QA director, HR director) . There are 247 positions new and retrained that will receive an increase in pay after training.
- In the House of Design grant, there were a couple positions that did not receive a wage increase because the training was only 8 hours and did not warrant a wage increase upon completion.

It was surprising to see that Unitech wrote in their application that North Idaho is not a hub for

aerospace companies. According to Idaho Commerce North Idaho is a hub for aerospace companies. There are 30-40 aerospace companies in the area.

What did Unitech have to remove from their request to decrease their request amount to match the funding model recommendation?

- Unitech adjusted the budget not to go above the max funding amount recommended by the funding model. This does not mean they eliminated trainings. The company will be responsible for paying the remainder of the cost for any trainings that exceeds what is supported by the WDTF.

Why did the application score so low?

- The county average wage is \$18.91, and their average wage came in at \$19.63. There is a total of 30 points for wages. Unitech only received 6 out of the 30 points.
- Unitech only received 14 points for education and training. The industry economic multiplier and county rate both scored low. Program transferability scored at 10 points.
- The Policy Committee looks at the quantitative funding model annually to figure out if adjustments need to be made. If the Grant Committee sees changes that need to be made, those can be taken back to the Policy Committee for discussion.

The staff analysis mentions the Washington State apprenticeship training program. Is that program an IRAP program because it is not a USDOL program? What types of certificates does the training offer (e.g., certificates of completion vs. credentials)?

- The training will result in certificate rather than credentials.
- The Washington program is a State Apprenticeship Agency sponsored program. It is the equivalent of a Registered Apprenticeship program.
- This particular State Apprenticeship Agency program is more rigorous than a USDOL Registered program because it has a 1:1 apprentice to mentor ratio.
- 20 individuals will go through the apprenticeship program.

40% of Unitech's training is on-the-job training. That kind of training does not result in a credential or certificate.

- Unitech must provide the WDC with a list of trainings they will be providing. They commit to these trainings when the contract is signed. Ms. Ames verifies the trainings are reimbursable when a company submits for reimbursement.
- It would be nice to see more detail on the on-the-job-training being offered since it is a large portion of the budget.

Company Information

[WDTF Policy](#)

Question: Legal name as registered with the State of Idaho - Secretary of State Office

Unitech Composites Inc

Question: Doing business as (if applicable)

Motion by Senator Stennett to recommend approval of the Unitech Employer Grant in the full

Unitech Composites

Question: Federal Employer Identification Number

82-0355286

Question: Street Address

10413 N Aero Drive

Question: City

Hayden

Question: State

ID

Question: Zip Code

83835

Question: First name of grant administrator

Pamela

Question: Last name

McClure

Question: Title

HR Director

Question: Contact phone number

2082098200

Question: Email

pmcclure@unitechcomposites.com

Question: Company Website

Unitech-aerospace.com

Question: Briefly describe the nature of the company's business including the type of products and services provided:

Unitech manufactures structural and non-structural composite laminates and assemblies for the

aerospace and defense industry. The majority of the parts manufactured are built to customer specifications, but Unitech also designs and builds parts, such as weapons pylons for rotorcraft.

Question: Does the company provide a health benefit plan that meets the requirements of this grant application. (For full health benefit plan requirements click on the WDTF Policy link at the top of this section.)

Yes

No

Project Information

Employer Eligibility:

Idaho employers who are increasing their current workforce and/or retraining existing workers with skills necessary for specific economic opportunities or industrial expansion initiatives. The fund is designed to support an employer's innovation of its processes, products and services; and/or the development of new goods or services which will improve the employer's competitive position within the industry.

Question: Please describe why your company is increasing its current workforce and/or retraining existing workers.

We have transitioned towards more complex aerostructures. With this transition comes the need for a higher skill level. Employees need to be multi-trade instead of a traditional, singularly focused role. Diversifying the skillset will require a significant training investment. We also anticipate increasing the number of direct and indirect employees as a result of recent contract wins. Since North Idaho is not a hub of aerospace manufacturing, we are required to train many employees from scratch. This grant will help offset the training and development cost, making the company more competitive.

Question: Total number of employees in Idaho?

136.00

Question: Please provide a brief description of how the training will impact existing employees? (i.e. will the training significantly increase the promotability or employability of the worker(s) and will training result in a significant wage increase?)

Existing employees will have more flexibility to move within jobs at the factory. This flexibility creates value inside and outside the company. Additional skills are rewarded with higher pay and additional responsibilities. Those employees who demonstrate active engagement in their development, are more likely to be promoted.

Question: Number of full-time, non-seasonal employees to be retrained in Idaho during grant period?

136.00

Question: Please provide a brief description of how the training will impact new employees? (i.e. will the training significantly increase the employability of the worker and will training result in a significant wage increase?)

New employees will also need to be more flexible. We anticipate to begin hiring sometime in the second quarter. With this next round of hiring we will be looking to find people that are flexible to move around and we will train them to do the job as opposed to looking for candidates that already have composite experience.

Question: Number of full-time, non-seasonal new employees to be hired in Idaho during grant period?

116.00

Question: Please provide an estimate of the business's investment in property for this project during the 24 month grant period.

0.00

Question: Please provide an estimate of the business's investment in facilities for this project during the 24 month grant period.

500000.00

Question: Please provide an estimate of the business's investment in equipment for this project during the 24 month grant period.

1000000.00

Workforce Training Information

[Idaho LEADER Initiative](#)
[Work-Based Learning Continuum](#)

Question: Does your business use a workforce training model that aligns with the Idaho LEADER Initiative? If yes, please explain. For information on LEADER click on the links at the top of this section. For questions call Matthew Thomsen at 208-488-7562

No

Question: Are you interested in being contacted to learn more about the Idaho LEADER Initiative?

Yes

No

Positions to be Trained Summary

Employer grant applications require a training plan that includes all training taking place during the two year period of the grant. Please download Training Plan using link below. A grant application will not be considered until a completed training plan has been uploaded to this section. Note: The information on the training plan assists with determining the amount awarded to the applicant. Please be as thorough as possible.

[Training Plan](#)

Question: Do all position being trained as part of the grant application pay at least \$12 per hour.

Yes

No

Question: Please attach your Training Plan here. A link to the Training Plan is provided at the top of this section.

[Training Plan 2021 \(adjusted\).xls](#) (5/19/2021 11:52 AM)

[Training Plan 2021.xls](#) (5/18/2021 1:02 PM)

Question: Please attach job descriptions for all positions receiving training during grant period.

[Job Descriptions Part 3.pdf](#) (5/12/2021 2:53 PM)

[Job Descriptions Part 2.pdf](#) (4/14/2021 2:32 PM)

[Job Descriptions Part 1.pdf](#) (4/14/2021 2:29 PM)

Terms and Conditions

[Link to Terms and Conditions](#)

Question: I certify I have read the terms and conditions governing the Workforce Development Training Fund grant and agree to comply if awarded a training grant. Click on the link above to view a copy of the terms and conditions.

Yes

No

