



**Training Proposal for:  
Elementis Specialties, Inc.  
\$75,000 or Less: ET10-0281**

Panel Meeting of: **October 23, 2009**

ETP Regional Office: **San Diego**

Analyst: R. Swier

**CONTRACTOR:**

- Type of Industry: Manufacturing  
Mining/Forestry  
Priority Industry:  Yes  No
- Contractor's # of Full-Time Employees
  - California: 33
  - Worldwide: 1,500
  - Number to be trained: 30
- Manager/Supervisor: 20%
- Turnover Rate: 2%
- Repeat Contractor:  Yes  No
- Substantial Contribution:  Yes  No

**CONTRACT:**

- Training Project Profile: Priority/Retrainee
- ETP Funding Amount: \$18,900
- In-Kind Contribution: \$29,744
- Average Cost per Trainee: \$630
- Post Retention Wage: \$13.00
- Health Benefits: N/A

- Occupations to be Trained: Production Staff, Administration Staff, Supervisor, Manager
- Training Menu:
 

<input checked="" type="checkbox"/> Business Skills	<input type="checkbox"/> Literacy Skills
<input type="checkbox"/> Commercial Skills	<input type="checkbox"/> Management Skills
<input checked="" type="checkbox"/> Computer Skills	<input checked="" type="checkbox"/> Manufacturing Skills
<input checked="" type="checkbox"/> Cont. Improvement	<input type="checkbox"/> Other:
- Advanced Technology:  Yes  No
- Range of Hours: 24-200 Weighted Average: 35
- Multiple Job Numbers:  Yes  No
- County(ies) Served: San Bernardino
- Union Representation:  Yes United Steel and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union Local 535
- Subcontractor: N/A
- Third Party Services: Training Funding Source, Seal Beach, will provide project development for an amount to be determined.

**INTRODUCTION**

Elementis Specialties, Inc. (Elementis) located in Newberry Springs, produces clay based rheological additives for the coatings, consumer, construction, and oil field markets. The requested ETP funds are needed to increase productivity as Elementis currently is experiencing increased customer demand. Adding new systems and upgrading existing ones will increase Elementis’ ability to supply its products and reduce overhead. Business skills training will improve communication skills in engineering, design, and planning staff. Project Management skills will enable staff to work together to accomplish more complex projects with a higher degree of effectiveness. The overall goal of ETP training is to create an environment that allows retrainees the opportunity to increase their knowledge and skills through training while sustaining Elementis’ competitive position in the market place.

Elementis is eligible for standard retraining under the Out-of-State Competition Provisions outlined under Title 22, California Code of Regulations, Section 4416(i)(2) for companies meeting the definition of an industry, such as Mining.

**RECOMMENDATION**

For the reasons set forth above, staff recommends approval of this proposal.

USW local 535

August 19, 2009

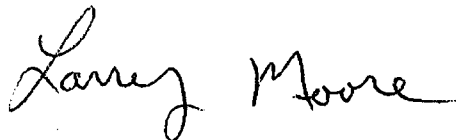
Union Support for ETP Funding

Mr. Brain McMahon  
Executive Director  
The Employment Training Panel  
1100 J Street  
Fourth Floor  
Sacramento, Ca. 95814

Mr. Brain McMahon

This letter is to confirm support by United Steel, Steel and Forestry, Rubber,  
Manufacturing, Energy, Allied Industrial and Service Workers International Union  
Local 535 for Elementis Specialties proposed training to be submitted to  
The Employment Training Panel

Sincerely



Mr. Larry Moore  
President of Local 535

