



**Training Proposal for:
Hixson Metal Finishing
\$75,000 or Less: ET10-0282**

Panel Meeting of: October 23, 2009

ETP Regional Office: **San Diego**

Analyst: K. Campion

CONTRACTOR:

- Type of Industry: Manufacturing
Aerospace and Defense
Priority Industry: Yes No
- Contractor's # of Full-Time Employees
 - *California:* 107
 - *Worldwide:* 107
 - Number to be trained: 47
- Manager/Supervisor: 13%
- Turnover Rate: 14%
- Repeat Contractor: Yes No
- Substantial Contribution: Yes No

CONTRACT:

- Training Project Profile: Priority/Retrainee
- ETP Funding Amount: \$73,602
- In-Kind Contribution: \$92,043
- Average Cost per Trainee: \$1,566
- Post Retention Wage: \$14.18
- Health Benefits: \$1.31 per hour

- Occupations to be Trained: Production Staff, Support Staff, Supervisor/Manager
- Training Menu:
 - Business Skills
 - Commercial Skills
 - Computer Skills
 - Cont. Improvement
 - Literacy Skills
 - Management Skills
 - Manufacturing Skills
 - Other:
- Advanced Technology: Yes No
- Range of Hours: 24 - 200 Weighted Average: 87
- Multiple Job Numbers: Yes No
- County(ies) Served: Orange
- Union Representation: Yes No
- Subcontractor: Supplier Excellence Alliance in Irvine, \$68,860 for class/lab training in Continuous Improvement.
- Third Party Services: None

INTRODUCTION

Located in Newport Beach, Hixson Metal Finishing (Hixson) is a metal finishing company that provides manufacturing services to the military, aerospace, and commercial aircraft communities. Hixson offers more than 80 finishing processes in its 40,000 square foot production facility including anodizing, plating, non-destructive testing, and metal painting. The company is a supplier to most major aerospace companies, including Boeing and Lockheed.

Hixson representatives report that the company faces increased competition from other US suppliers as well as suppliers located overseas. Additionally, its customers are demanding quicker turn-around times, 100% quality, and cheaper prices. Therefore, the company’s growth depends greatly on its ability to implement and maintain lean manufacturing processes to improve quality, reduce scrap, and improve lead times, all while remaining profitable. Training for the frontline workforce is critical to put the company on the cutting edge in its manufacturing and quality processes.

Hixson representatives project that the proposed training will result in improved product quality and increased manufacturing production efficiencies that will make the company more competitive in a global economy.

RECOMMENDATION

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