



**Training Proposal for:
Hughes Circuits Inc.
\$75,000 or Less: ET10-0289**

Panel Meeting of: October 23, 2009

ETP Regional Office: **San Diego**

Analyst: R. Swier

CONTRACTOR:

- Type of Industry: Manufacturing

 - Contractor's # of Full-Time Employees
 - *California:* 160
 - *Worldwide:* 160
 - Number to be trained: 100

 - Manager/Supervisor: 20%
 - Turnover Rate: 16%
 - Repeat Contractor: Yes No
 - Substantial Contribution: Yes No
- Priority Industry: Yes No

CONTRACT:

- Training Project Profile: Priority/Retrainee

- ETP Funding Amount: \$72,000
- In-Kind Contribution: \$50,000
- Average Cost per Trainee: \$720
- Post Retention Wage: \$13.48
- Health Benefits: \$2.25 per hour

- Occupations to be Trained: Manufacturing Tech, Administration Staff, Managers, Engineers
- 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: 40
- Multiple Job Numbers: Yes No
- County(ies) Served: San Diego
- Union Representation: Yes No
- Subcontractor: N/A
- Third Party Services: N/A

INTRODUCTION

Hughes Circuits Inc. (Hughes Circuits), located in San Marcos, is a manufacturer of printed circuit boards and assemblies. The industry has experienced intense competition from Asia and other US markets. Currently there is a lack of new labor entering the industry and experienced workers are retiring. The company's representative states that ETP funds will assist the company deliver formalized training to its workforce. The proposed training will allow the company to upgrade employee job skills, increase quality, promote company growth, become ISO900/AS9100 certified per customer demand, and help workers become more proficient in the manufacturing and production processes.

Hughes Circuits is eligible for standard retraining under the Out-of-State Competition Provisions, outlined under Title 22, California Code of Regulations, Section 4416(i)(1) for industrially-classified manufacturers retraining current employees.

RECOMMENDATION

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