



**Training Proposal for:
Mission Bell Mfg. Co., Inc.
\$75,000 or Less: ET10-0204**

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

ETP Regional Office: **San Francisco Bay Area**

Analyst: T. Teles

CONTRACTOR:

- Type of Industry: Manufacturing

 - Contractor's # of Full-Time Employees
 - *California:* 150
 - *Worldwide:* 150
 - Number to be trained: 77

 - Manager/Supervisor: 7%
 - Turnover Rate: 19%
 - Repeat Contractor: Yes No
 - Substantial Contribution: Yes No
- Priority Industry: Yes No

CONTRACT:

- Training Project Profile: Priority/Retrainee

- ETP Funding Amount: \$74,844
- In-Kind Contribution: \$98,752
- Average Cost per Trainee: \$972
- Post Retention Wage: \$16.74
- Health Benefits: N/A

- Occupations to be Trained: Project Managers, Project Engineers, Production Workers, Estimators, Administration Staff, Managers
- Training Menu:

<input type="checkbox"/> Business Skills	<input type="checkbox"/> Literacy Skills
<input checked="" 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: 54
- Multiple Job Numbers: Yes No
- County(ies) Served: Santa Clara, San Joaquin
- Union Representation: Yes: Carpenters 46 Northern California Counties, Local Millmans Union 262
- Subcontractor: N/A
- Third Party Services: N/A

INTRODUCTION

In this proposal, Mission Bell Mfg. Co., Inc. (Mission Bell) seeks funding for retraining as outlined below:

The company, founded in 1959 as Morgan Hill Millworks, and incorporated in 1963 as Mission Bell Mfg Co., Inc. Mission Bell specializes in architectural woodwork, millwork, and custom casework – from the most intricate one-of-a kind woodwork fixture to standard production cabinets. Mission Bell designs, builds, and installs architectural woodwork and casework for commercial workspaces - hospitals, professional and technology buildings, universities, and government buildings. The company is headquartered in Morgan Hill, has a manufacturing facility in Tracy, and a showroom in San Francisco.

Mission Bell is eligible for ETP funding under Title 22, California Code of Regulations, Section 4416(i)(2) as a company engaged in manufacturing.

Company representatives report that there has been an increase in the complexity of construction projects resulting from ever-changing building standards, construction materials, increasingly creative projects, energy efficiency, and environmental protection guidelines.

To be more competitive and to support future growth, the company restructured with smaller teams to allow leads and supervisors to provide direction, coaching, and training. The company also hired highly-skilled millmen and carpenters who need training to lead and supervise their team members.

In addition, demands to increase quality and reduce costs require new technologies, products, and operating concepts. The company has also experienced a significant increase in demand by customers for Lean in Construction and The Leadership in Energy and Environmental Design certifications for their building projects.

RECOMMENDATION

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

CARPENTERS

46 Northern California Counties Conference Board

BILL FEYLING

Executive Director

June 25, 2009

SENT REGULAR MAIL & FAXED

408 779-8150

bevs@missionbell.com

Bev Stenehgem
Mission Bell Mfg.
15740 Concord Circle
Morgan Hill, CA 95037

Dear Ms. Stenehgem:

In reference to the Mission Bell Manufacturing request for support of the Employment Training Panel Program, State Funded by the California Labor and Workforce Development, that Mission Bell Manufacturing wants to administer in their facility, please be advised that Carpenters 46 Northern California Counties Conference Board is in full support of such request based on the understanding and assurance that affected employees will be compensated as per the collective bargaining agreement.

Should you have any questions regarding this matter, please feel free to contact this office.

Sincerely,



William F. Feyling
Executive Director

WFF:pkf
opeiu#3 afl-cio

c: Glenn Skogen, Millmen Local Union 262
Mike Knab, NCCRC Southern District Manager