



**Training Proposal for:  
Ossur Americas, Inc.  
\$75,000 or Less: ET10-0296**

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

ETP Regional Office: **San Diego**

Analyst: S. Godin

**CONTRACTOR:**

- Type of Industry: Manufacturing  
Priority Industry:  Yes  No
- Contractor's # of Full-Time Employees
  - California: 395
  - Worldwide: 1,586
  - Number to be trained: 90
- Manager/Supervisor: 12%
- Turnover Rate: 9%
- Repeat Contractor:  Yes  No
- Substantial Contribution:  Yes  No

**CONTRACT:**

- Training Project Profile: Priority/Retrainee
- ETP Funding Amount: \$74,520
- In Kind Contribution: \$75,000
- Average Cost per Trainee: \$828
- Post Retention Wage: \$14.18
- Health Benefits: N/A
- Occupations to be Trained: Production Personnel, Distribution Personnel, Maintenance Technicians, Administrative Support Staff, Supervisors, Managers

- Training Menu:
 

<input 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: 46
- Multiple Job Numbers:  Yes  No
- County(ies) Served: Orange
- Union Representation:  Yes  No
- Subcontractor: KDR Associates, Carlsbad, will provide Class/Lab training in Continuous Improvement for an amount to be determined.
  
- Third Party Services: N/A

## **INTRODUCTION**

Ossur Americas, Inc. (Ossur) is a subsidiary of Össur hf, headquartered in Iceland. Ossur's Foothill Ranch facility designs, manufactures, and sells orthopedic prosthetics and bracing support solutions.

Company representatives state that ETP funds will assist the company in meeting customer demands; increasing productivity; reducing waste; and improving the company's manufacturing processes. The proposed training will enable the company to provide formal training to its employees in the design and manufacture of its prosthetics, removable orthotics, and orthopedics.

Although the Foothill Ranch facility manufactures most of its products, some manufacturing is still outsourced. To remain competitive and improve market share, the company has decided to adopt a Lean Manufacturing model with the goal of reducing the amount of product currently outsourced. ETP-funded training will increase employee skill sets, decrease production costs, and improve quality within the company.

## **RECOMMENDATION**

Staff recommends that the Panel approve this proposal based on Ossur's need to provide employees with the skills necessary to transform the company into a lean, high performance workplace.