



Training Proposal for:
Trim-Lok Inc.
\$75,000 or Less: ET10-0290

Panel Meeting of: October 23, 2009

ETP Regional Office: **San Diego**

Analyst: J. Davey

CONTRACTOR:

- Type of Industry: Manufacturing
 - Contractor's # of Full-Time Employees
 - *California:* 124
 - *Worldwide:* 124
 - Number to be trained: 95
 - Manager/Supervisor: 15%
 - Turnover Rate: 11%
 - Repeat Contractor: Yes No
 - Substantial Contribution: Yes No
- Priority Industry: Yes No

CONTRACT:

- Training Project Profile: Priority/Retrainee
- ETP Funding Amount: \$73,530
- In-Kind Contribution: \$75,000
- Average Cost per Trainee: \$774
- Post Retention Wage: \$14.18
- Health Benefits: \$2.50 per hour

- Occupations to be Trained: Administrative Staff, Maintenance/Production Support Staff, Managers/Supervisors, Production Staff
- Training Menu:

<input checked="" type="checkbox"/> Business Skills	<input checked="" type="checkbox"/> Literacy Skills
<input checked="" type="checkbox"/> Commercial Skills	<input type="checkbox"/> Management Skills
<input checked="" type="checkbox"/> Computer Skills	<input type="checkbox"/> Manufacturing Skills
<input checked="" type="checkbox"/> Cont. Improvement	<input type="checkbox"/> Other:
- Advanced Technology: Yes No
- Range of Hours: 24 - 60 Weighted Average: 43
- Multiple Job Numbers: Yes No
- County(ies) Served: Orange
- Union Representation: Yes No
- Subcontractor: Custom Corporate Communication - Redondo Beach will provide Administration for an amount not to exceed 13% of payment earned.
- Third Party Services: Custom Corporate Communication also provided project development at no charge.

INTRODUCTION

Trim-Lok Inc. (Trim-Lok), founded in 1971 and headquartered in Buena Park, manufactures specialized rubber, PVC vinyl, adhesives, plastics, and other similar products. The company has customers in the automotive, recreational vehicle, marine, architectural, and industrial industries. Customers also include direct consumers, wholesalers, and retailers worldwide. Trim-Lok is eligible for standard retraining as a NAICS identified manufacturer under Title 22, California Code of Regulations, Section 4416(i)(1).

The company reports that during the recent economy downturn, it has seen steep declines in new orders. In order to remain competitive, Trim-Lok must reduce waste, manufacture better products, and keep pace with its worldwide competitors.

The company has initiated Lean Manufacturing and other quality improvement training on a small scale to selected employees. ETP funding will assist Trim-Lok to broaden its training program, thereby helping the company to meet competitive and market pressures.

RECOMMENDATION

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

PRIOR PROJECTS

The following table summarizes performance by the company under an ETP Agreement that was completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned
ET04-0414	Buena Park	8/4/03 – 8/3/05	\$70,460	\$49,920