

DELEGATION ORDER



RETRAINEE - JOB CREATION

Training Proposal for:

Cal Net Enterprises, LLC dba Cal Net Technology Group

Agreement Number: ET16-0357

Approval Date: February 4, 2016

ETP Regional Office: North Hollywood

Analyst: J. Romero

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee Job Creation Initiative	Industry Sector(s):	Technology/IT Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 105	U.S.: 105	Worldwide: 105
<u>Turnover Rate:</u>	11%		
<u>Managers/Supervisors:</u> (% of total trainees)	15%		

FUNDING DETAIL

Program Costs	-	(Substantial Contribution)	(High Earner Reduction)	=	Total ETP Funding
\$87,600		\$0	\$0		\$87,600

In-Kind Contribution:	100% of Total ETP Funding Required	\$87,600
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TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	Retrainee Priority Rate	Computer Skills	80	8-200	0	\$720	\$18.00
				Weighted Avg: 40			
2	Job Creation Initiative Priority Rate	Computer Skills	15	8-200	0	\$2,000	\$18.00
				Weighted Avg: 100			

Minimum Wage by County: \$16.48 for Los Angeles County on Job 1; and \$13.73 for Job 2 (Job Creation).

Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: Yes No Maybe

Wage Range by Occupation

Occupation Titles	Wage Range	Estimated # of Trainees
Job Number 1:		
Systems Engineer 1		9
Systems Engineer 2		25
System Engineer 3		10
Technology Manager		6
Project Manager 1		9
Project Manager 2		9
Manager		12
Job Number 2:		
Systems Engineer 1		15

INTRODUCTION

Founded in 1995, Cal Net Enterprises, LLC dba Cal Net Technology Group (Cal Net), (www.CalNettech.com) is a leading provider of outsourced Information Technology (IT), Cloud, and Unified Communications (UC) to various organizations in the public and private sector. The Company currently operates in two facilities in California, located in Chatsworth and Anaheim. Cal Net offers implementation and support services, with onsite and remote delivery models through system software.

Cal Net is eligible for standard retraining under the Out-of-State Competition Provisions for companies facing out-of-state competition.

Cal Net has grown at a steady rate since 1998. After extending clientele services to include business entities in addition to residential, over the past five years, it has continued to grow at an average rate of 25% per year. This expansion of services created an increase in demand, requiring additional staff. Training under this proposal will take place at the Company's facilities in Chatsworth and Anaheim. This will be Cal Net's first ETP agreement.

PROJECT DETAILS

With continuous change and updates in the technology integration industry, training is essential for Cal Net to retain existing business relationships, and enter new markets. Cal Net plans to train newly-hired staff on company processes as well as cross-train incumbent staff with a higher level of skills. The higher skill set will require training in intermediate and advanced software modules: TECManage, COManage and SYSManage and their UC.

Retrainee - Job Creation

In support of job creation, the Panel offers incentives to companies that commit to hiring new employees. Under the Retrainee-Job Creation program, training for newly-hired employees will be reimbursed at a higher rate and trainees will be subject to a lower post-retention wage.

Cal Net has committed to hiring 15 new employees (Job Number 2). The date-of-hire for all trainees in the Job Creation program will be within the three-month period before contract approval or within the term-of-contract. These trainees will be hired into "net new jobs" as a condition of contract.

Cal Net's plan to hire additional staff under this Agreement is in response to an increase in product demand and services, which has grown steadily since 1998. The Company hired 12 new employees in November; six of them Systems Engineers that will be included in this training. These employees need more training to become familiar with the Company's software systems to a level of skill required to perform their job.

Training Plan

Cal Net is requesting ETP funds to train their employees in their innovative products and software systems to improve employee skills and knowledge and maximize job-performance. Cal Net plans to train employees in Computer Skills which includes analytics training on different company software, system upgrades and optimization. Training will be provided on different levels of intensity and scope consistent with the needs of the staff and their base line knowledge.

Computer Skills (100%): This training will be offered to all occupations. Cal Net's software products are very complex and utilize sophisticated procedures. This training will provide skills to

install, implement, maintain, and upgrade the new software. This training is vital to enabling employees to be responsive to customer demands and keeping the Company efficient.

Commitment to Training

Cal Net spends approximately \$200,000 annually on providing job-specific training to its workforce. The training include new-hire orientation, OSHA mandated training, sexual harassment prevention and first-aid training.

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

➤ Training Infrastructure

Training will be delivered by qualified in-house trainers. Cal Net is ready to start training upon approval of this proposal. The Company has assigned a number of staff dedicated to scheduling and tracking the training, and act as the designated contact with ETP.

RECOMMENDATION

Staff recommends approval of this proposal.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum

Class/Lab Hours

8 – 200

Trainees may receive any of the following:

COMPUTER SKILLS

- Microsoft Exams
 - Implementing a Desktop Infrastructure
 - Configuring Windows 8
 - Managing and Maintaining Windows 8
 - Upgrading Your Skills to MCSA Windows 8
- HP
 - Architecting HP FlexNetwork Solutions
 - Implementing HP MSM Wireless Networks
 - Creating HP Software-Defined Networks
 - HP Unified Wired-Wireless Networks and BYOD
 - Building HP FlexFabric Data Centers
 - Creating HP Software-Defined Networks
 - HP Unified Wired-Wireless Networks and BYOD
 - Building HP FlexFabric Data Centers
 - HP Advanced Sales Certified
- Dell
 - Security Competency Overview - SECC0913WBTS
 - SonicWALL Sales Training - DSWS0512WBTS
- EMC
 - Technical Architect Specialist Course
- VMware
 - VCP-DCV vSphere: Install, Configure, Manage
 - VCAP-DCD vSphere: Design Workshop

<p>Note: Reimbursement for retraining is capped at 200 total training hours per trainee, regardless of the method of delivery.</p>
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