



**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 SB <100 Priority Rate	Commercial Skills, Continuous Imp., Hazardous Materials, OSHA 10/30	48	8-60	0	\$1,040	\$15.07
				Weighted Avg: 40			

- Reimbursement Rate: Job #1: \$26 SB Priority
- County(ies): San Bernardino
- Occupations to be Trained: Engineer Furnish & Install (EF&I) Technician, Electrical Staff, Field Technician, Foreman
- Union Representation:  Yes  
 No
- Health Benefits: Job #1: \$2.34 per hour

**SUBCONTRACTORS**

- Development Services: Training Refund Group in Anaheim assisted with development for a flat fee of \$2,000.
- Administrative Services: Training Refund Group will also provide administrative services for a fee not to exceed 13% of payment earned.
- Training Vendors: To Be Determined

**OVERVIEW**

Metro R.F. Services, Inc. (Metro RF) was founded in 2001 to provide engineering and infrastructure development services to support the rapid expansion of an emerging wireless industry. Metro RF has become a full-service contractor that provides project management, as well as all aspects of civil and electrical solutions for today’s evolving telecommunications industry. The Company works with major wireless providers to install new systems, equipment, and towers; upgrade older technology to current standards; and maintain systems once they are in place. Metro RF works with phone carriers (AT&T, Verizon, and Sprint) either directly or through third parties such as Bechtel or Black & Veatch.

Metro RF is headquartered in Ontario, California and also has an office in New Jersey. The Company has managed infrastructure implementation projects for both the public and private sectors, from San Diego to Seattle and Philadelphia to Buffalo.

## **Need for Training**

Wireless communication is becoming increasingly more vital to overall commerce. It is cheaper, faster, and more efficient to add spectrum for wireless devices than it is to lay more underground cable. The telecommunications industry is in a constant state of upgrading older technology to meet newer requirements and customer demand. New technology requires increasingly more sophisticated installation procedures and the requisite skills to install, test, maintain, and repair the equipment. Much of the Company's sales growth is dependent on having adequately trained workers to fulfill contracts.

Metro RF job sites can often be in remote locations that require employees to be fully self-sufficient for the entire day. As such, there is significant skills cross training that must occur prior to workers being deployed to distant worksites. In addition, there are several intrinsic safety risks due to electricity, RF Radiation, and tower climbing that require an enhanced level of safety training. Workers must also be able to recognize the differences between various brands of technology and the unique needs that each piece of equipment has for power utilization. Metro RF employees must understand how to work safely and properly with highly technical equipment at all times.

The proposed training is designed to provide employees with the knowledge and skills to install equipment and configure it to work with a specific network (carrier), as well as test the equipment to ensure that it is working properly. Training will be delivered at the Company's facility in Ontario and will be delivered by in-house subject matter experts and training vendors to be identified during the contract term.

**Commercial Skills** – This training will be offered to all occupations. Training will cover various network carrier and industry-specific telecommunication skills. This training will help Metro RF improve performance efficiencies and reduce operational costs. Metro RF believes the commercial skills training outlined in the Curriculum will enable the Company to bid more competitively for work, particularly against out-of-state competitors.

**Continuous Improvement** – This training will be offered to all occupations. Training will focus on teambuilding, business communications, and leadership skills to enhance productivity.

**Hazardous Materials** – This training will be offered to Field Technicians, Electrical Staff, Foremen, and EF&I Technicians. These trainees will learn safe handling procedures for hazardous materials, including Hydrogen Sulfide.

## **Certified Safety Training**

**OSHA 10/30.** This training is a series of courses "bundled" by industry sector and occupation. It consists of 10 hours of classroom training for journey-level and 30 hours for frontline supervisors. The coursework is geared to construction work and manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA. This training will be offered to Field Technicians and Electrical Staff.

## **RECOMMENDATION**

Staff recommends approval of this proposal.

**Exhibit B: Menu Curriculum****Class/Lab Hours**

8 - 60

Trainees may receive any of the following:

**COMMERCIAL SKILLS**

- Aerial Lifts
- Anritsu
- Antenna Alignment Tool Training
- ASP-EF&I
- AT&T Antenna Alignment
- AT&T Ask Yourself
- AT&T Best Practices
- AT&T CAM Compliance/OSP/Tool
- AT&T Civils
- AT&T EAMS
- AT&T Quality Installations
- AT&T Supplier Awareness/Network Space
- AT&T VAST
- Basic Hand & Power Tools
- Bechtel Passport
- Bechtel Stop Work Authorization
- CA DAS (Distributed Array System) Certified Electrician
- Cadweld
- Capstan Hoist
- Close Outs (Multiple Carriers)
- Confined Space
- DAS Network
- Driver Safety
- Electrical Safety
- Emergency Prep
- Fall Protection
- Fiber Testing
- Forklift Operation
- All Terrain Forklift
- Ground Kit Installation
- Grounding
- Heat Illness
- Heavy Equipment Operator
- LOTO (Lock Out Tag Out)
- Magnetic Drill
- PIM (Passive Intermodulation) Testing
- PPC Wireless Connector
- PPE (Personal Protective Equipment)
- Project Cost Estimating
- Project Management Professional Certification
- RET (Remote Electronic Tilt) Testing
- RF (Radio Frequency) Awareness
- Rigging/Signal Person

- Scaffold
- Sub-Contractor Requirements (Multiple Carriers)
- Tower Climbing & Rescue
- Weatherproofing

#### **CONTINUOUS IMPROVEMENT**

- Communications
- Teambuilding
- Conflict Resolution
- Leadership

#### **HAZARDOUS MATERIALS**

- Hydrogen Sulfide
- Hazard Communications
- Class of Fires & Extinguishers
- Chemical Storage
- Types of Exposure & Symptoms
- Exposure Control & Protective Equipment
- Emergency Response

#### **OSHA 10/30 (Certified OSHA Instructor)**

- OSHA 10 (Requires Completion of 10 Hours)
- OSHA 30 (Requires Completion of 30 Hours)

Note: Reimbursement for retraining is capped at 60 total training hours per trainee, regardless of the method of delivery.