



**Training Proposal for:
Radiological Associates of Sacramento Medical Group, Inc.
Agreement Number: ET12-0287**

Panel Meeting of: **January 27, 2012**

ETP Regional Office: **Sacramento**

Analyst: J. Basquez

PROJECT PROFILE

Contract Attributes: SET Frontline - Retrainee
Priority

Industry Sector(s): Services
Healthcare

Counties Served: Sacramento, Solano, Placer

Repeat Contractor: Yes No

Union(s): Yes No

Priority Industry: Yes No

No. of Employees in CA: 835

No. of Employees Worldwide: 835

Turnover Rate %	Manager/Supervisor %
19%	N/A

FUNDING DETAIL

Program Costs	Substantial Contribution	Total ETP Funding
\$104,000	\$0	\$104,000

In-Kind Contribution
\$276,586

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	SET Front-Retrainees	Advanced Technology	25	24-200	0	\$4,160	\$26.17
				Weighted Avg: 160			

Minimum Wage by County: \$26.17 per hour statewide (SET Frontline Workers)

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

Up to \$1.67 per hour may be used to meet the Post-Retention Wage.

Wage Range by Occupation	
Occupation Title	Wage Range
ROC Engineers	
Radiologic Technologist	
Radiation Therapist	

INTRODUCTION

In this proposal, Radiological Associates of Sacramento Medical Group, Inc. (RAS) seeks funding for retraining as outlined below:

RAS provides diagnostic imaging, nuclear imaging, radiation oncology, and medical management services to customers including referring physicians and patients. There are 27 facilities in Sacramento, Placer and Solano counties.

The applicant qualifies for funding under Special Employment Training (SET) targeted to frontline workers who earn at least the State average hourly wage. (Title 22, California Code of Regulations (CCR), Section 4409.) This will be the fourth ETP project utilizing SET funds by RAS.

RAS has invested over \$6.4 million in the past year on new technology that includes; Picture Archiving & Communication System, Radiology Information System, Practice Management System, Voice Recognition for transcribing reports and Electronic Health Records for Urology and GYN/ONC. New equipment was also purchased includes Linear Accelerator and Digital Radiography.

PROJECT DETAILS

In this proposal RAS plans to retrain 25 employees in Advanced Technology (AT) skills on new procedures, treatment, and equipment. Trainees will learn skills in stereotactic breast biopsy, Breast Multiple Resonance Imaging and Radiation Oncology (ROC).

There is a high demand for qualified individuals to perform Stereotactic Breast Biopsies and Breast MRIs. Additionally, there are constant changes to the ROC treatment plans available for cancer patients requiring employees learn the new treatment plans and learn to use new equipment. To keep up with the demand, RAS must train additional technologists in these areas. It is costly for RAS to provide this type of training and the equipment is expensive.

Advanced Technology

RAS has requested the AT rate of \$26 per hour for 25 trainees in sophisticated and advanced technologies. ETP allows the AT rate for training requiring a trainer to trainee ratio of 1:10 or less and training customized to occupations involved in the use of sophisticated equipment in fields such as biotechnology. RAS plans to use a 1:1 ratio as discussed below.

According to RAS representatives funding from ETP is essential to cover expenses resulting from highly qualified trainers. The training will consist of hands on lab activities in a one-on-one ratio to allow sufficient time on the equipment and provide guidance in programming the computer and system controls. Individual training is necessary to have the trainee focus on the technological complexities and equipment functionality. Company representatives estimate that training costs range from \$43.20 to \$56.02 per hour/per trainee.

High Cost of Training

The high average cost (\$4,160) per trainee is based on the weighted average training hours (160) at the AT rate of \$26. RAS officials justify this high cost based on the need to use sophisticated equipment and deliver highly technical training that requires over 200 hours in a 1:1 ratio. RAS will provide training in excess of 160 hours as an In-Kind Contribution to this training program. Under the previous ETP Agreement 91% of the RAS trainees enrolled received 200 hours each; RAS expects 100% of the trainees will reach the maximum of 200 hours under this proposal, as well.

Commitment to Training

Currently, training at RAS consists of new hire, customer service, supervisor and online training (Including Safety Training, Medical Terminology, and Customer Service)

RAS represents that ETP funds will not displace the existing financial commitment to training. Indeed, the company anticipates that the opportunity for enhanced training made possible by ETP funds, will encourage an ongoing financial commitment in this area.

RAS represents that safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

Special Employment Training

SET funds are limited to 15% of the training funds available each year. However, under SET, the company is not required to demonstrate out-of-state competition, and the trainees are not required to meet eligibility standards for retraining. To qualify, trainees must be earning at least the state average hourly wage at the end of the retention period. (Unemployment Insurance Code 10214.5; Title 22, CCR, Section 4409(a).)

RECOMMENDATION

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

PRIOR PROJECTS

The following table summarizes performance by RAS under ETP Agreements that were completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned
ET08-0399	Statewide	03/08/08 – 03/07/10	\$104,000	\$104,000
*ET06-0135	Statewide	08/02/05 – 08/01/07	\$120,000	\$39,920

* ET16-0135 - RAS states this was their first ETP project and they were not able to provide the minimum amount of training to all the trainees within the term of the Agreement, however 11 of the 30 trainees obtained over 200 hours each.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

To be Determined






Exhibit B: Menu Curriculum

Class/Lab Hours

24-200

Trainees will receive any of the following:

ADVANCED TECHNOLOGY

-  Stereotactic Breast Biopsy
-  Breast MRI
-  ROC New Equipment
-  ROC New Treatment
-  ROC Engineering Advancement

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