

WINN Project Pre-Application

We strongly encourage you to call our office to discuss your plans to submit a program pre-application prior to completing this form. A pre-application submission and approval is required prior to a full application being accepted for an employer-provider partnership. The Workforce Innovations for a New Nevada (WINN) Fund was established to provide programs of workforce recruitment, assessment or training to the benefit of new or expanding companies in Nevada. This pre-application is to be completed by a representative of an Authorized Provider who wishes to provide a WINN Program. This application was updated in August 2021 to include provisions of Senate Bill 24, 81st Legislative Session. Applications requesting funding in excess of \$100,000 must be reviewed and approved by the Board. GOED Board meetings are held quarterly. Funding is provided to Authorized Providers in Nevada. Entities not approved in advance of the WINN Application may be asked to submit additional information. On December 2, 2021, GOED's Board approved minimum wage thresholds for WINN Fund investments. Jobs supported by the training program in this proposal must pay at least \$17 per hour; additional requirements apply and information can be obtained by contacting our office.

Training Provider Information

Name

Western Nevada College

Address

2201 W. College Parkway, 146 Bristlecone Building, Carson City, Nevada 89703

Primary Point of Contact

April Heiselt

Title

Grant Writer

Phone

(775) 445-4448

Email

april.heiselt@wnc.edu

For NSHE Institutions ONLY: Have you made NSHE's Workforce Development staff aware of intent to apply for WINN funds?

Yes

Employer Partner(s)

Company 1 Name

New West Distributing

Company 1 Function or Industry

Distribution

Primary Point of Contact

Jamie Ebster

Email

jebster@nwdreno.com

Job Titles to Be Filled

Delivery Driver

Number of Jobs to Fill/Create

40

Estimated Hourly Wage

Company Type

\$25

Private For-Profit

Company 2 Name

Olcese Waste Services

Company 2 Function or Industry

Waste management and remediation services

Primary Point of Contact

Rick Lake

Email

rick@olceseservices.com

Job Titles to Be Filled

CDL Driver

Number of Jobs to Fill/Create

5

Estimated Hourly Wage

\$23

Company Type

Private For-Profit

Company 3 Name

ITS Logistics

Company 3 Function or Industry

Trucking

Primary Point of Contact

Patrick McFarland

Email

pmcfarland@its4logistics.com

Job Titles to Be Filled

Class A Driver

Number of Jobs to Fill/Create

50

Estimated Hourly Wage

\$31.25

Company Type

Private For-Profit

Additional Company Information

Description

Will this proposal utilize an existing training program?

Yes

Who are the intended trainees of this program? (Select all that apply)

Potential Hires

Screened Hires/Probationary Workforce

Incumbent Workers

Describe the proposed program of workforce recruitment, assessment and training, including skills to be taught and length of program

In 2021, the United States national truck driving industry driver shortage reached an historic high - at just over 80,000 with estimates of the shortage growing to over 170,000 by 2026 (American Trucking Associations National Truck Driving Shortage Report, 2021). US supply chain issues continue to remain problematic and with trained truck drivers retiring at record rates, there are not enough young people to replace those aging out of the workforce. Pete Buttigieg, United States Secretary of Transportation (2021) said that truckers "are the absolute backbone of a big part of our supply chain."

Seeking to understand the causes behind this unprecedented dearth of qualified drivers, a 2021 study identified six primary causes of the shortage - among them, difficulty attracting young talent to replace retiring drivers, the need for more licensed commercial drivers, and reduced labor force participation in the trucking industry due to COVID-19 (Coyote UPS, 2021). In fact, President Biden's administration was so concerned about the looming lack of truck drivers that an apprenticeship program allowing 18-20 year old truck drivers to drive across state lines was included in the recently passed infrastructure bill (prior to this time the federally mandated minimum age to drive commercially across state lines was 21).

Nevada has not been exempt from the challenges posed by the truck driver shortage. The Nevada Trucking Association estimates that roughly 92% of manufactured goods in Nevada are transported in trucks, making a trained truck driving workforce critical to ensure goods and services reach the state. Northern Nevada employers report increasing difficulty filling open commercial truck driver positions and are facing a hiring shortage of epic proportions. According to Bob Costello, American Trucking Associations Chief Economist, if the driver shortage is not addressed there will be many stores with empty shelves.

While there is no single cause of the truck driver shortage, trucking executives like Darren Hawkins of YRC Trucking, one of the nation's largest freight carriers, explained, "there's an industry problem and we have to do a better job of attracting new people into the driving occupation, previous audiences we haven't reached." The American Trucking Associations report (2021) noted that women and minorities make up just fractions of the overall trucking population, with women making up only 7% of truck drivers, well below their representation in the total workforce, and minorities making up only 40%.

As the demand for truck drivers continues to grow, Western Nevada College (WNC) aims to provide a pathway in the region to train students for meaningful careers in the transportation industry. To that end, in 2019 WNC launched a Commercial Driver's License (CDL) training program on their Fallon campus. Since its inception, the WNC CDL program has a proven track record of training diverse populations. In the past year, over a quarter (25%) of the CDL class was made up of women and 84% self-identified as low-income students. The program has proven its success with industry partners like Hertz Trucking who generously donated the initial truck for WNC's CDL training fleet.

There are currently no existing competitive CDL programs in Fallon (beyond WNC's) and only one program in Carson City. The cost of tuition for the CDL program currently in Carson City is unattainable for many students, and the only available scholarship option requires students to sign a 26-month contract with Swift Transportation, ensuring that many of this program's graduates are promised exclusively to this company for over two years, providing students with no flexibility and leaving local employers without the ability to hire these drivers. Further, this contract pays newly hired truck drivers a significantly lower wage than what is available to WNC CDL program graduates through local employers. There are two truck driving schools located in Sparks, Nevada. The costs of each of these programs exceeds the cost of the WNC CDL program, and scholarships are not available. Further, the length of these programs, combined with the 40+ minute drive for students located outside of the Reno-Sparks metro area, makes access difficult for students without reliable transportation, childcare, and income. The goal of the WNC CDL program expansion is to bridge the gap for students who could not otherwise access CDL training given the available options.

Carson City Mayor Lori Bagwell fully supports the expansion of the WNC CDL program to the Carson City campus. In her letter of support she stated, "The CDL training program is especially attractive to our region because skilled truck drivers are in high demand with local employers. This training provides a pathway to a meaningful career and a healthy paycheck. Creating a skilled workforce within Carson City has a positive impact on our entire local economy."

To address the pending truck driver shortage in Nevada and accelerate the creation of workforce opportunities for unemployed and underemployed individuals to obtain employment with family-sustaining

wages, WNC requests funds to enhance and expand the WNC Commercial Driver's License (CDL) workforce development program. This includes enhancement of the WNC Fallon CDL program and the expansion of the CDL program to the WNC Carson City campus. The WNC CDL program is prime for growth, and funding from the Nevada Governor's Office of Economic Development would provide WNC the ability to accelerate its plan to train students, bring CDL curriculum in line with new federal standards, and expedite examinations by becoming a DMV certified third-party testing site.

In order to decrease the time for student DMV testing, WNC seeks to become a DMV certified third-party testing site, giving the WNC CDL program the ability to test and license students. Currently, students are required to travel to Reno for CDL testing, and the Reno DMV only allows three student CDL exams per week. This places a burden both on students, as they are waiting to take their exams and on the DMV as the office is not set up to manage student volume. Not being a DMV certified third-party site also poses a financial and logistical challenge to the CDL program, as the DMV testing fees, travel time, and fuel costs combine to make testing operationally challenging. The requested funds will provide additional vehicles, enabling WNC to become a DMV certified third-party testing site, providing a "one-stop" opportunity for students on both campuses to, upon course completion, immediately take their licensure exam, obtain their CDL, and begin working. Without WINN funding, WNC will not be able to become a DMV certified third-party testing site meaning students will continue to have to wait several weeks if not up to a month to take their exams, taking vital time away from them being gainfully employed.

The WNC CDL program is part of a larger strategic plan aimed at serving a wide range of students in Northern Nevada, including workers recently displaced or underemployed and in need of the skills and training necessary to redefine their careers and better serve the unique needs of the Northern Nevada economy. Working with business partners and community members, the CDL program is designed to serve the immediate and future workforce needs of the region.

The need to build capacity for truck drivers will be around for many decades to come. Although automation technology is quickly developing in the transportation industry, automation will not fully erase the need for human truck drivers. According to the Harvard Business Review (2019) article, "Automation isn't about to make truckers obsolete" although autonomous vehicles may eliminate some trucking jobs, it will not be able to fully eliminate all of them due to the fact that truck drivers do a lot more than simply drive trucks. From checking vehicles to securing cargo to providing customer service, these tasks are nowhere close to becoming fully automated. For example, there is no current technology available to automate the loading or unloading of trucks. While automation sensors can indicate a flat tire, a human truck driver would still be needed to repair it. Further, full automation of truck driving is far into the future and, even then, will not be accessible to all companies. Rather, the focus would primarily be on long haul trucking which makes up less than 20% of trucks. Capacity building is also needed to accommodate President Biden's new apprenticeship program for 18-20 year old drivers. As the apprenticeship program takes shape, it will provide a new avenue for WNC to engage and train students, and facilitate their employment with industry partners.

This request includes funding for candidate assessment fees, curriculum development and instructional services, equipment for training, administrative support, program recruitment and promotion, and other necessary costs including fuel, vehicle maintenance, personal protective equipment (PPE) gloves, and classroom supplies. The WNC CDL program is designed to be a fully self-sustaining workforce development opportunity by the end of the funding period. WNC will provide \$196,800 to enhance the CDL program being taught on the Fallon campus and to expand the program to the Carson City campus. WNC will do this by funding two CDL training simulators, as well as dedicating parking for CDL training vehicles, CDL truck driving training driving space, and classrooms on the WNC Fallon and Carson City campuses, all of which are confirmed and can easily support this additional enrollment.

The infusion of funds from WINN will provide the WNC CDL program with the ability to quickly meet the area's urgent workforce needs. Following the funding period, WNC's CDL student tuition and fees will

cover all costs allowing the program to continue to contribute to the Nevada economy for years to come.

Workforce Recruitment

The expansion of the WNC CDL program to the Carson City campus will build upon the proven success of the existing CDL program already established on the Fallon campus. The Fallon campus CDL training program regularly hosts area employers, including Packer Transportation and the Nevada Department of Transportation, to build connections with and recruit students for post-course completion employment. Further, the program has developed an ongoing relationship with the advocacy group, REAL Women in Trucking, which provides valuable employment information to students, with a focus on opportunities for those with families and avoidance of predatory employment agreements, ensuring that students understand how to find good paying jobs rather than those offered by unscrupulous employers. Ms. Kimberly Yaeger, Director of Marketing and Member Relations at the Nevada Trucking Association, is enthusiastically supportive of the CDL training program expansion. Specifically, Ms. Yaeger is eager for WNC to recruit students and educate them about transportation employment opportunities. WNC and the Nevada Trucking Association will be scheduling talks in spring 2022 to discuss collaboration on the aforementioned newly created 18-20 year old truck driving apprenticeship program.

The WNC CDL program has received increasing interest from local employers who seek to upskill their existing workforce. Local companies, including CC Communications, The Two Truck Company, the City of Fallon, Waste Management, B&R Auto Wrecking, and the Churchill County School District have already enrolled or plan to enroll existing employees in the WNC CDL program. The program simultaneously provides employers with the ability to retain their most reliable and promising employees, while at the same time giving their employees the opportunity to earn higher wages and gain valuable skills.

As the WNC CDL program is currently based in Fallon, WNC's most active partnerships are with employers in the Fallon area. Expansion to a Carson City location provides additional opportunities to develop business partnerships; a variety of local employers, including school districts, private trucking companies, and the Nevada Department of Transportation have stated their willingness to employ graduates of a Carson City based CDL training program.

The partnerships described above are a win-win for the Nevada economy. Local companies have expressed the need for skilled, safe truck drivers, and truck driving is a stable career offering family-sustaining wages for Nevadans. An increase of well-trained truck drivers into the Nevada workforce allows both private companies and public organizations to work more efficiently bringing products to shelves, providing vital public services, and addressing critical challenges within the supply chain. Further, strong initial wages and opportunities for salary growth with experience in the trucking industry ensure that graduates of the program will be able to meet the financial needs of their families for years to come.

WIOA State Plan Alignment

The goal of the WNC CDL program is aligned with the Workforce Innovation and Opportunity Act (WIOA) state plan's goal to increase access to education, training and support services and remove barriers to employment (Item 1). Specifically, the plan to expand the WNC CDL program to Carson City aligns with item 1.4 in the state's plan, "Ensure physical and geographical access to service delivery locations." Further, the plan aligns with the state plan's goal to meet the needs of Nevada's employers by enhancing the quality of an integrated workforce development system that provides measurable value on investment (Item 3). Specifically, the plan aligns with item 3.2.1, "Increase partnerships with employers to develop work readiness training programs" and item 3.3, "Ensure Nevada's workforce has the relevant skills, preparation and credentials necessary for in-demand employment." Additionally, the WNC CDL program will contribute to the accomplishment of outcomes 4.2.1, 4.2.2, 4.2.3 and 4.4.1 which are to: a) 4.2.1 - Align education and training programs to skilled, high-wage, in-demand jobs; b) 4.2.2 - Close skill gaps and ensure that appropriate education and training are available for Nevada job seekers, including individuals with disabilities; c) 4.2.3 - Increase the number of Nevada job seekers entering into training programs and earning credentials that are valued and relevant in the workplace; and d) 4.4.1 - Increase the number of

Nevadans earning sustainable living wages and support best practices that encourage high wage/career-track employment.

Assessment and Training

The WNC CDL program is designed to efficiently train students and prepare them for the workforce, with the shortest possible turnaround time in which students can reasonably master the material. Given this, monitoring and assessment of student progress is a key component of every class meeting, with a focus on the most challenging part of the DMV exam - the pre-trip check. During each class session, the course instructor provides a mock test with feedback for each student, ensuring that steady progress is being made throughout the course. Further, students are assessed on their driving skills during each behind the wheel session and additional instruction and feedback are provided in the areas of any student driving weakness. Recently, through the Coronavirus Aid, Relieve, and Economic Security Act (CARES) Act, WNC was able to secure funds for two driving simulators (one for each campus) that will provide additional opportunities for student practice, including the ability for students to experience brake failure and crash scenarios which cannot be enacted with moving vehicles. The simulators also provide customized assessments for both student and instructor immediately upon completion of each practice session.

The intended outcome of the WNC CDL training program is for students to obtain a Class A driver's license. In order to ensure success in obtaining this outcome, the CDL program curriculum was created in alignment with the most current Federal Motor Carrier Safety Administration (FMCSA) requirements, and includes the following training and skills:

- a) basic operations of a commercial vehicle, including control systems/dashboard, pre- and post-trip safety inspections, basic controls, shifting/operating transmissions, backing, docking, and coupling/uncoupling;
- b) safe operating procedures including visual search, communication, distracted driving, speed management, space management, night operation, and extreme driving conditions;
- c) advanced operation practices including hazard perception, skid/control recovery, responding to jackknifing and other emergencies, and railroad-highway grade crossings;
- d) vehicle systems and reporting malfunctions, including identification and diagnosis of malfunctions, roadside inspections, and maintenance;
- e) non-driving activities including handling and documenting cargo, environmental compliance issues, hours of service requirements, fatigue and wellness awareness, post-crash procedures, external communications, whistleblower/coercion, trip planning, rules related to drug and alcohol use, and the medical requirements for driving privileges.

At present, the WNC CDL course includes four (4) weeks of instruction with two (2) days of six (6) hours of instruction per week. WNC's CDL instructor provides several opportunities for additional student practice/instruction as needed. Up to 12 students can be enrolled in the class at a time; adding a second location and instructor would expand availability of enrollment to 24 concurrently enrolled students.

In February 2022, the FMCSA will release a new mandated curriculum. In order to remain in good standing, the WNC CDL program will be required to adopt this new curriculum. The requested funds will allow the department to effectively implement all new FMCSA requirements and remain in compliance.

Indicate which community stakeholders are involved in this program to date

Western Nevada College
School District (including CTE)
JOIN, Inc. and Community Chest

Please briefly describe the role of community stakeholders in the development of the program and their eventual ongoing roles.

There are several community stakeholders who play a significant role in the development and success of WNC's CDL program. These include:

a) Hertz Trucking – Donated the truck that initially launched the WNC CDL program and now provides low-cost/free maintenance services to keep the training truck in working order. Loaned WNC the flatbed trailer currently used for the program. Assists in the development of WNC's CDL program standards. Identifies and recommends students for CDL program training, and employs CDL graduates.

b) Packer Transportation – Recruits and employs CDL program graduates. WNC anticipates that Packer will provide truck maintenance for WNC's Carson City CDL training truck.

c) Nevada Department of Transportation (NDOT) – Recruits and employs CDL program graduates.

d) ITS Logistics – Recommends current employees to participate in the CDL program and employs program graduates as drivers.

e) Waste Management – Recommends current employees to participate in the CDL program and employs program graduates as drivers.

f) City of Fallon – Recommends current employees to participate in the CDL program and employs program graduates as drivers.

g) Carson City - Fully supports the expansion of the WNC CDL program to the Carson City campus and has agreed to recommend current employees to participate in the CDL program and employ program graduates as drivers.

h) JOIN, Inc. and Community Chest of Northern Nevada – Identifies and recommends students for CDL program training, and provides WIOA funding to cover the cost of student tuition.

i) REAL Women in Trucking – Informs the CDL curriculum, provides guest speakers, and serves as instructors for the WNC CDL program.

j) Nevada Trucking Association – Assists in obtaining CDL program donations, identifies students for CDL program training, networks with trucking groups, informs the WNC CDL curriculum and serves as guest speakers to the class.

k) Nevada DMV – Ensures that the CDL program training aligns with CDL testing requirements. Upon WNC obtaining the required equipment, the DMV will certify WNC as a third-party testing site.

l) Federal Motor Carrier Safety Administration (FMCSA) – Ensures that the WNC CDL curriculum and program training meets industry approved standards.

m) William N. Pennington Foundation – Provides funding for CDL student scholarships.

n) Churchill County School District – Donated a school bus to be used for CDL training. Recommends current employees to participate in the CDL program and employs program graduates as school bus drivers.

Indicate other funding commitments

WIOA Training Funds

In-kind donations

CARES Act
Self-funded
Private contributions

Please confirm your understanding and agreement to utilize WINN funds where other funds are not already used or allocated.

Agree

Is this program consistent with Nevada's WIOA Unified State Plan?

Yes

Describe initial plans to ensure access and workforce diversity in the program.

To ensure that the WNC CDL program is all inclusive, efforts will be made to market the program throughout the community, with a focus on locations with low-income population density, including rural community libraries, churches, and veteran support centers. The WNC CDL program is included on the State of Nevada's eligible training provider list, qualifying the program for WIOA funding from community partners such as JOIN, Inc., JobConnect, and Community Chest of Northern Nevada. This means that eligible low-income students, dislocated workers, and out-of-school young adults can attend the course with no out-of-pocket expense. In addition, through the generosity of the William N. Pennington Foundation students with financial need are eligible for a scholarship through the WNC Foundation which covers the full cost of CDL tuition. To date, 63% of WNC's CDL students have received full scholarships from the William N. Pennington Foundation. Another 21% of the CDL students have been funded by JOIN, Inc. or the Nevada Department of Employment, Training, and Rehabilitation (DETR), and the remaining 16% of trainees have been funded through employers like the City of Fallon.

Marketing materials will target underserved populations (women, veterans, etc.) in order to bring awareness and information to the public in regard to the career options available in the trucking field. This outreach campaign will educate the public about the ways trucking has changed and how with these changes, trucking may be a more viable career option for those who may have thought otherwise.

Additionally, knowing that one of the most powerful ways to support underserved student populations is by ensuring a diversification of teaching staff (Beyond College Access, 2020), WNC has demonstrated a dedication to diversity in hiring a CDL instructor who is a veteran and person of color. This commitment will continue as WNC seeks to hire an instructor for the Carson City campus CDL training program.

WNC's Continuing Education Department has also developed a partnership with REAL Women in Trucking, to ensure that our curriculum addresses the unique needs of women in the trucking industry. Initial meetings have been held with Desiree Wood, Founder and President of REAL Women in Trucking and Lauren Slemenda, WNC's Continuing Education Coordinator. Ms. Wood has expressed her commitment to assisting with the development of the WNC Carson City CDL program curriculum.

Finally, courses on the Carson City campus will be offered in evenings and on weekends, in addition to during traditional class times, to accommodate students whose schedules require a non-traditional class schedule. Both the Fallon and Carson City campuses will also offer summer CDL courses.

Does this partnership need GOED support to develop a Workforce Development Action Plan?

No

Estimated Total Project Cost
\$591,358.53

Estimated WINN Request
\$394,558.53

Estimated Start Date
3/17/2022

Estimated End Date
6/30/2023

Workforce Innovations for a New Nevada - Program Application

The Workforce Innovations for a New Nevada (WINN) Fund was established to provide programs of workforce recruitment, assessment or training to the benefit of new or expanding companies in Nevada.

This application is to be completed by a representative of an Authorized Provider who wishes to provide a WINN Program. This application was updated in August 2021 to include provisions of Senate Bill 24, 81st Legislative Session. Applications requesting funding in excess of \$100,000 must be reviewed and approved by the Board. GOED Board meetings are held quarterly.

Funding is provided to Authorized Providers in Nevada. Entities not approved in advance of the WINN Application may be asked to submit additional information.

Authorized Provider Information

Authorized Provider Name

Western Nevada College

Project Name

Commercial Driver's License Program

Private Postsecondary Institutions

Workforce Development Program Experience

Western Nevada College (WNC) has administered state and federal grant funds since its inception in 1971. WNC has experience administering Workforce Innovation Opportunities Act (WIOA), Perkins, and private foundation grants including those from The William N. Pennington Foundation. WNC's experience with the WIOA Adult Education Family Literacy Act (AEFLA) grant is detailed below.

An example of WNC's capacity to effectively track and document grants includes WNC's Adult College Career Education and Literacy (ACCEL) program funding from the Nevada Department of Education (NDE) for WIOA programs including the AEFLA. The assessment of the ACCEL program is built into the AEFLA grant. The AEFLA grant is funded based upon performance indicators decided by NDE. WNC maintains enrollment records and submits them in compliance with federal, state, and local regulations and policies. Enrollment information is also shared between WNC's Office of Institutional Research and the NDE. WNC reports to NDE the number of students in each performance indicator category. The ACCEL program is monitored annually by the NDE and WNC has consistently received a clean audit for each year it has received grant funds.

The WNC Continuing Education Department has workforce development program experience in a variety of areas, including Healthcare, Business, Computer Science, Hospitality, and Education. WNC's Continuing Education Department issues Certificates of Completion in over 50 programs, including Medical Billing and Coding, Pharmacy Technician, Bookkeeping, Hotel Management, Freight Brokerage, Python Developer, Paralegal, and the Commercial Driver's License (CDL) certificate of completion, and attainment of the Class A driver's license in partnership with the DMV. WNC's Continuing Education Coordinator (CEC) has overseen the development and management of each of these programs for over three years, including budget management, supply procurement, and data collection. The Continuing Education

Department is self-supporting, requiring detailed budget management and responsible use of funds.

Additionally, the WNC Continuing Education program has over 30 programs on Nevada's Eligible Training Provider List, and has enrolled 43 students in career training programs in the last three years using WIOA funding through organizations including JOIN, Inc., Community Chest of Northern Nevada, Vocational Rehabilitation, Community Services Agency and several Indian tribes, including the Washoe Tribe and the Reno Sparks Indian Colony. The Continuing Education Department has successfully met all reporting and budgeting requirements for each of these programs, as evidenced by the continued students referred to WNC through each of these partners.

WNC's Continuing Education Department works with a variety of state and national certifying agencies to ensure that students have a direct pipeline to industry-recognized certifications. WNC has certification partnerships with the National Healthcareer Association, the State of Nevada Department of Motor Vehicles (DMV), the National Association of Legal Assistants, and the International Association of Administrative Professionals. The Continuing Education Department also offers externship programs in cooperation with local employers, including CVS and Walgreens, as a part of its Pharmacy Technician and Clinical Dental Assisting programs. WNC has strong relationships, especially as it relates to employer partner recruitment, upskilling, and hiring with companies including, but not limited to Tesla, NV Energy, ITS Logistics, Southwest Gas, and Carson Tahoe Hospital. WNC provides certificates of achievement, associate of applied science degrees, and bachelor of applied science degrees to students in a variety of programs offered in departments throughout the college.

The Western Nevada College Foundation (WNCF) has a full-time grant coordinator on staff to assist with the administrative requirements of all grants obtained by WNC. This is a new investment that the College has made with the intent of expanding WNC's bandwidth to apply for and coordinate all grants. WNC's Continuing Education Coordinator (CEC), has been in the position for over three years. Funded in part by the proposed grant funding, the CEC will be responsible for implementing CDL program activities and events targeted at student engagement and recruitment, building and maintaining relationships with employer partners, and tracking grant deliverables and other administrative items directly related to Workforce Innovations for the New Nevada (WINN) funding such as program billing and accountability.

In short, WNC has managed a wide variety of large projects on time and within budget, including annual contracts with Nevada Works and the NDE. WNC adheres to general accounting principles in all project investments, and regularly reports on expenditures and performance with funding authorities. WNC has quality assurance measures and controls in place to assure transparency in budgeting and expenditures.

Primary applicants must be able to effectively track and document expenses related to this grant, procure equipment in a timely fashion, maintain procedures and internal controls for accounting, and have infrastructure for maintaining data and completing reports.

Organizational Capacity

WNC's Grant Writer Coordinator and Continuing Education Coordinator (CEC) will be responsible for the administration of the WINN funds in cooperation with WNC's Chief Financial Officer. The CEC will be responsible for the day-to-day administration of WINN program application requirements which includes procurement and maintenance of CDL training vehicles and equipment, supervision of CDL program curriculum and instructional services, management of CDL student assessments, and CDL program student recruitment and promotional marketing. The CEC will also serve as the CDL program's employer-liaison, building relationships while marketing, promoting, and recruiting students with assistance from WNC's Advancement Team. In partnership with WNC's Chief Financial Officer, WNCF's Grant Writer Coordinator will maintain stewardship of WINN funds by ensuring grant reporting deadlines and budget guidelines are met. Further, WNC's Controller's Office will provide additional oversight of all financial reporting and accountability of WNC's college-related grants; maintaining overall responsibility for the collection, disbursement, and custody of the WINN funds.

Has your institution ever been suspended or debarred from receiving federal or state funds?

No

Has your institution ever been found non-compliant or otherwise sanctioned for failure to perform on a grant?

No

Explanation(s)

Statement of Need

Needs Assessment

In 2021, the United States national truck driving industry driver shortage reached an historic high - at just over 80,000 with estimates of the shortage growing to over 170,000 by 2026 (American Trucking Associations National Truck Driving Shortage Report, 2021). US supply chain issues continue to remain problematic and with trained truck drivers retiring at record rates, there are not enough young people to replace those aging out of the workforce.

Seeking to understand the causes behind this unprecedented dearth of qualified drivers, a 2021 study identified six primary causes of the shortage - among them, difficulty attracting young talent to replace retiring drivers, the need for more licensed commercial drivers, and reduced labor force participation in the trucking industry due to COVID-19 (Coyote UPS, 2021). In fact, President Biden's administration was so concerned about the looming lack of truck drivers that an apprenticeship program allowing 18-20-year-old truck drivers to drive across state lines was included in the recently passed infrastructure bill (prior to this time the federally mandated minimum age to drive commercially across state lines was 21).

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provide a new avenue for WNC to engage and train students, and facilitate their employment with industry partners.

As the demand for truck drivers continues to grow, Western Nevada College (WNC) aims to provide a pathway in the region to train students for meaningful careers in the transportation industry. To that end, in 2019 WNC launched a Commercial Driver's License (CDL) training program on their Fallon campus. Since its inception, the WNC CDL program has a proven track record of training diverse populations. In the past year, over a quarter (25%) of the CDL class was made up of women and 84% self-identified as low-income students. The program has proven its success with industry partners like Hertz Trucking who generously donated the initial truck for WNC's CDL training fleet.

There are currently no existing competitive CDL programs in Fallon, beyond WNC's and only one program in Carson City. The cost of tuition for the CDL program currently in Carson City is unattainable for many students, and the only available scholarship option requires students to sign a 26-month contract with Swift Transportation, ensuring that many of this program's graduates are promised exclusively to this company for over two years, providing students with no flexibility and leaving local employers without the ability to hire these drivers. Further, this contract pays a significantly lower wage than what is available to WNC CDL program graduates through local employers. There are two additional truck driving schools located in Sparks, Nevada. The costs of each of these programs exceeds the cost of the WNC CDL program, and scholarships are not available. Further, the length of these programs, combined with the 45+ minute drive for students located outside of the Reno-Sparks metro area, makes access difficult for students without reliable transportation, childcare, and income. The goal of the WNC CDL program expansion is to bridge the gap for students who could not otherwise access CDL training given the available options.

Due to the significant need for industries like logistics and transportation, waste management, product distribution, farming, utilities, and landscaping to hire more truck drivers and the lack of CDL programs in the surrounding area there is a gap that the WNC CDL program is seeking to fill. WNC's CEC has developed relationships with industry partners like Reno Rock Transport, who are in need of Class A Drivers and pay between \$18-28 an hour; Olcese Waste Services with Class A Driver openings at \$22 per hour; the Food Bank of Northern Nevada with Class A Driver openings at \$21 per hour; New West Distributing with an estimated 40 delivery driver openings over the next five years at \$23-27 per hour, plus delivery incentives; Hiskett & Sons, with three to five driver openings over the next two years; Chicken Hawk Transport, with three to five Class A driver openings at \$23 per hour, and ITS Logistics with Class A Driver openings, paying 65,000 to 100,000 dollars per year. Each of these positions require a valid Class A Commercial Driver's License, familiarity with and the ability to meet Federal Motor Carrier Safety Administration (FMCSA) guidelines, and a good driving record.

Currently, the WNC Fallon CDL program has the capacity to enroll up to 12 students every five weeks. WINN funding will allow WNC to bring the CDL program to the WNC Carson City campus, expanding the program's capacity to up to 24 students every 5 weeks. Further, CDL courses on the Carson City campus will be offered in evenings and on weekends, in addition to traditional class times, in order to accommodate students who require a non-traditional class schedule. Both the Fallon and Carson City campuses will also offer summer CDL courses.

The WNC CDL program is part of a larger strategic plan aimed at serving a wide range of students in Northern Nevada, including workers recently displaced or underemployed and in need of the skills and training necessary to redefine their careers and better serve the unique needs of the Northern Nevada economy. Working with industry partners and community members, the CDL program is designed to serve the immediate and future workforce needs of the region.

Industry Engagement

WNC's CDL program is engaging industry partners in a variety of ways. First, by addressing partner needs. WNC has received increasing interest from local employers, many of whom are small businesses without

the capacity to create internal CDL training programs, but who are seeking to upskill their existing workforce. Some of these companies, including CC Communications, B&R Auto Wrecking, and Peek Brothers Construction have already sent their employees to WNC for upskilling. Other small businesses including Hiskett & Sons who, although they have a smaller hiring capacity, are helping WNC make connections with additional partners, growing the overall infrastructure of WNC's industry partner engagement.

Second, WNC's CDL program supports larger industry partners with more employment capacity including the City of Fallon, Waste Management, and the Churchill County School District. Some larger partners require that CDL applicants have a minimum of one year of experience before applying to certain driving positions. WNC's CDL program provides an avenue for Nevadans to obtain training, find an employer, and then either remain with the employer and upskill, or apply to a larger company trained with more experience providing opportunities for a higher wage. Southwest Gas encourages and pays their incumbent workers to upskill with the WNC CDL program so that they can continue as employees of Southwest Gas at a higher wage. All of these partners have already enrolled or plan to enroll existing employees in WNC's CDL program, which in turn provides drivers to keep goods and services moving throughout the state.

Third, WNC's Continuing Education Coordinator (CEC) networks with industry partners who are actively recruiting available candidates for immediate employment. Patrick McFarland, Director of Marketing for ITS Logistics, stated that the wages a Class A licensed truck driver can make at ITS Logistics range from \$65,000 to \$100,000 per year, plus full benefits, depending on previous work experience. ITS Logistics is just one example of an employer who hires CDL graduates upon completion of the program. New West Distributing, Reno Rock Transport, Southwest Gas, and Olcese Waste Services committed to employing WNC CDL graduates, including those from WNC's Adult College Career Education and Literacy (ACCEL) program if their qualifications are appropriate. These partners estimate that they will need a minimum of 60 or more drivers within the next three years and are prepared to hire WNC CDL program graduates. The CDL program simultaneously provides employers with the ability to retain their most reliable and promising employees, while at the same time giving their employees the opportunity to earn higher wages and gain valuable skills.

As the WNC CDL program is currently based in Fallon, WNC's most active partnerships are with employers in Fallon. Expansion to a Carson City location provides additional opportunities to develop business partnerships; a variety of local employers, including school districts, private trucking companies, and the Nevada Department of Transportation (NDOT) have stated their willingness to employ graduates of a Carson City based CDL training program.

The expansion of the WNC CDL program to the Carson City campus will build upon the proven success of the existing CDL program already established on the Fallon campus. Due to the more concentrated, smaller CDL program class size the WNC CEC and the CDL Instructor get to know the students in the program and build relationships. By doing so, they can directly connect these students with employers they feel would make a good fit. When a CDL student is ready to graduate from the program and has earned a Class A driver's license, the student is immediately connected with employer partners who have current job openings. WNC CDL employer partners like New West Distributing and Olcese Waste Services have agreed to recruit from the WNC CDL program. WNC's employer partners recognize the need to continue to employ truck drivers, and as such have agreed to continue to support WNC to guarantee sustainability of the CDL training program.

The partnerships described above are a win-win for the Nevada economy. Local companies have expressed the need for skilled, safe truck drivers, and truck driving is a stable career offering family-sustaining wages for Nevadans. An increase of well-trained truck drivers into the Nevada workforce allows both private companies and public organizations to work more efficiently bringing products to shelves, providing vital public services, and addressing critical challenges within the supply chain. Further, strong

initial wages and opportunities for salary growth with experience in the trucking industry ensure that graduates of the program will be able to meet the financial needs of their families for years to come.

Employer Statement

Carson City Mayor Letter of Support.pdf

D&S Tow Letter of Support.pdf

Hert Trucking Letter of Support.pdf

Hiskett & Sons Letter of Support.pdf

ITS Logistics Letter of Support.docx.pdf

Morrey Letter of Support.pdf

Nevada Trucking Association Letter of Support.pdf

New West Distributing Letter of Support.pdf

Reno Rock Transport Letter of Support.pdf

Southwest Gas Letter of Support.pdf

Environmental Protection Services Letter of Support.pdf

Food Bank of Northern Nevada Letter of Support.pdf

Olcese Waste Services Letter of Support.pdf

Workforce Disruption - Prior 12 Months

No

Additional Employer Partners

WNC Commercial Driver's License (CDL) Program Industry Partnerships 3.7.22.pdf

Program Objectives and Outcomes

Program Design

The training solution developed provides employer partners with an opportunity to upskill or initially train their employees through employee participation in WNC's CDL program on the Fallon and Carson City campuses. WNC's current CDL course is a continuing education, non-academic credit bearing course. The differences between a continuing education (CE) course and an academic, credit bearing course are: 1) continuing education students do not earn academic credit for their involvement in the program; instead, they earn a certification which allows them to immediately pursue employment; 2) while students who are enrolled in academic courses are issued student identification numbers by the Nevada System of Higher Education, CE students are not; and 3) the CE department is fully funded by student fees and does not receive state funding to support its activities.

The WNC CDL program includes four (4) weeks of instruction with two (2) days of six (6) hours of instruction per week. In February 2022, the Federal Motor Carrier Safety Administration (FMCSA) released a new mandated curriculum. In order to remain in good standing, the WNC CDL program will be required to adopt this new curriculum which may include longer course instruction time.

In light of the FMCSA changes there has been a significant increase in the number of people needing to go back to school to receive training in order to renew and upgrade to provide proof of completion of entry level driver training, even if they currently have a Class A driver's license. The WNC CDL program is nimble and as such, has worked with partners to develop a customized training CDL program course specifically tailored to experienced truck drivers in order to meet this need. Peek Brothers Construction has

already enrolled three of their employees in this course, beginning in late February 2022, in order for their employees to meet this new FMCSA requirement and once the information about the course is shared, more industry partners are soon to have their employees participate.

In addition, a recent meeting with New West Distributing revealed a need for ongoing training of employees upon receipt of their Class A driver's license, and WNC is working closely with this industry partner to offer ongoing training in sales and communication skills for new employees, and yearly safety training for all of the company's drivers.

Continuous quality improvement is a primary goal of the CDL program, and the CDL program instructor and CEC work regularly with WNC's Instructional Specialist and Instructional Innovation team to make programmatic improvements to ensure student success.

Skills and Competencies

The intended outcome of the WNC CDL training program is for students to obtain a Class A, commercial driver's license. In order to ensure success in obtaining this outcome, the CDL program curriculum was created in alignment with the most current Federal Motor Carrier Safety Administration (FMCSA) requirements, and includes the following training and skills:

- a) basic operations of a commercial vehicle, including control systems/dashboard, pre- and post-trip safety inspections, basic controls, shifting/operating transmissions, backing, docking, and coupling/uncoupling;
- b) safe operating procedures including visual search, communication, distracted driving, speed management, space management, night operation, and extreme driving conditions;
- c) advanced operation practices including hazard perception, skid/control recovery, responding to jackknifing and other emergencies, and railroad-highway grade crossings;
- d) vehicle systems and reporting malfunctions, including identification and diagnosis of malfunctions, roadside inspections, and maintenance;
- e) non-driving activities including handling and documenting cargo, environmental compliance issues, hours of service requirements, fatigue and wellness awareness, post-crash procedures, external communications, whistleblower/coercion, trip planning, rules related to drug and alcohol use, and the medical requirements for driving privileges.

A key component of the training program is the CDL Truck Driving Simulators (one on each campus), purchased by WNC in January 2022. This evidence- and proficiency-based virtual reality technology includes award-winning basic skills training and driver safety training. It includes unique features such as a Fuel Efficiency Training Program, which teaches students to drive in a fuel-efficient manner, accurate air braking and transmission simulation, the latest visual display technology, and integrated motion/vibration system. This system allows students to experience a wider variety of scenarios than could otherwise be offered, including winter conditions, low visibility and driving a loaded truck on hills. Practice of this kind is valuable not just to new drivers, but to experienced drivers as well, and will be a valuable asset to local industry partners for new and incumbent workers alike.

With WINN funding, CDL students will be able to complete their Class A Driver's License assessment on-site and as such, are able to be employed as commercial drivers following program graduation.

Recruitment

The target audience for the CDL program are adults 18 years of age and older who do not have an industry-recognized credential/degree or are seeking to upskill in their current position. The CEC will recruit these candidates by developing a direct mail campaign with postcards sent to homes within the

surrounding communities with individuals of age to participate in a CDL program; advertising the CDL program through WNC's social media outlets including Facebook, Instagram, Twitter, and Tik Tok; sending press releases to the media informing them about the need for licensed truck drivers and how WNC is meeting that need; posting CDL program fliers throughout local communities with a focus on locations with low-income population density (i.e. rural community libraries, churches, veteran support centers, etc.); by promoting the CDL program on the WNC website; and, by working with community partners and the WNC Advancement team to share information about the CDL program with potential employers. WNC will continue its partnerships with Community Chest of Northern Nevada and JOIN, Inc., who are dedicated to referring students and covering training costs for qualified candidates. WNC Adult College Career Education and Literacy (ACCEL) programs also have career specialists that refer qualified students to the CDL program.

Leveraging Resources

WNCF has awarded 13 CDL scholarships in the amount of \$32,000 for the 2021-2022 academic year, so tuition need not be the barrier between earning a CDL and beginning employment. In fiscal year 2021-2022 the WNC Foundation will have fundraised over \$700,000 available to WNC students in scholarship support. These funds are available for students enrolled in WNC's Continuing Education programs, including CDL. Industry employers like CC Communications already fund scholarships in addition to educational incentives for their incumbent workers. WNCF also has emergency funding capacity and WNC has other campus financial assistance programs should food, rent, transportation, or another financial emergency threaten a student's ability to complete the CDL program.

Workforce Development Integration

WNC coordinates ACCEL, one of Nevada's Adult Education and Family Literacy Act (AEFLA) programs, which is federally-funded through WIOA. ACCEL administers both the GED and the HiSet exam at its Testing Center on the WNC Carson City campus. The proximity of Nevadans taking their GED or High School Equivalency (HSE) where they can also register for college programs like CDL helps market the program and ensure diverse prospective students are reached. In this way, ACCEL will serve as a referral for the CDL program. Further, WNC's CEC is working with ACCEL to develop a custom CDL course, focused toward ACCEL student learning and will co-enroll HSE and English Language Learners (ELL) in the program and provide integrated support that allows the students to apply the CDL material to their HSE or ELL course material.

The CDL program also works with JOIN to identify and enroll students that are a good fit for the program. JOIN Inc. provides career-building opportunities with access to free educational and occupational training to Northern Nevadans in 13 counties. JOIN's career-based training programs are often free or low cost to ensure that students do not have to absorb debt when seeking new skills. Eligible individuals receive a variety of services including occupational skills training, work experience opportunities, and employability skills training.

The WNC CDL program is included on the State of Nevada's eligible training provider list, qualifying the program for WIOA funding from community partners such as JOIN, Inc., JobConnect, and Community Chest of Northern Nevada. This means that eligible low-income students, dislocated workers, and out-of-school young adults can attend the course with no out-of-pocket expense. In addition, through the generosity of the William N. Pennington Foundation students with financial need are eligible for a scholarship through the WNC Foundation which covers the full cost of CDL tuition. To date, 63% of WNC's CDL students have received full scholarships. Another 21% of the CDL students have been funded by JOIN, Inc. or the Nevada Department of Employment, Training, and Rehabilitation (DETR), and the remaining 16% of trainees have been funded through employers like the City of Fallon.

Through a Third-Party Cooperative Arrangement (TPCA) with WNC, Vocational Rehabilitation (VR) also provides services to individuals with disabilities entering into postsecondary education. VR works closely with WNC throughout the referral, eligibility and follow-up processes leading to successful employment

outcomes. WNC students are able to access VR to ensure a more seamless transition to the workforce. CDL students in need of these services can access VR support via phone and online. The CDL program is on the WIOA approved training list.

Job Placement

The WNC CDL program has enjoyed fruitful and growing employer connections over its first three years of development. Employers have evolved with WNC to provide active input in the CDL class and program content, and to interact with students for speaker presentations and recruitment. For example, employment partner New West Distributing indicated that they need employees who know how to put chains on trucks, and that trucking schools are not currently training students to do this task. As a result, WNC's CDL program has added this to the curriculum. Additionally, employment partner Olcese Waste Services communicates regularly with the WNC CEC and the CDL program instructor to identify students who might be a good fit for employment at their company; because their jobs require more physical labor than over-the-road (or "long haul") trucking, it has been a benefit to this company to be able to identify students who are willing and able to do the additional work associated with these jobs.

Moreover, several companies, including CC Communications and Southwest Gas prefer hiring employees into entry level positions, and promoting from within to CDL positions. WNC has established partnerships with these companies that allow them to send their employees to WNC for training and upskilling.

These connections will continue to expand as the CDL program provides WNC the ability to work in an integrated fashion to suit individual employer and site needs (please see the attached Western Nevada College Commercial Driver's License Program Industry Partnerships list). The employer partners for this grant request have agreed to provide interviews and hire qualified WNC students. The CEC will be responsible for aiding students searching for employment and coordinating with employers.

Outcomes

WNC's CDL program goals include the following:

1. Place 90% or more of graduated students (who are not currently employed) into a CDL position with an industry partner at the minimum starting wage of \$18 dollars an hour, by the end of the grant period.
2. Maintain contact with employed students of the WNC CDL program and document their wages, with a goal of a \$2 or more per hour pay increase in the year following their program completion.
3. Offer a minimum of 8 CDL classes on both the Carson City and Fallon campuses, annually.
4. Through CDL program marketing and promotion, enroll a minimum of ten students per session.
5. Graduate a minimum of six students per CDL session.

The WNC CDL program will continue on the Fallon campus in spring 2022. The newly proposed CDL program on the Carson City campus will begin no later than September 2022. The CDL program is anticipated to continue in both locations and to be expanded to other WNC campus locations in the future as needed.

Acquiring a CDL certification can change career trajectories for community members, especially those located in remote rural areas. Having a Class A driver's license can lead to improved employment that can positively impact the financial well-being of entire families. For many, however, the time and logistics involved in accessing programs within a college campus can represent major obstacles. A CDL program on two campuses with wrap-around programmatic services will give Nevadans opportunities to improve their skills, and ultimately their employment status, through hands-on training and education.

A powerful example of the outcomes that have been achieved by the WNC CDL program is that of former CDL program student Jacob Reeves. B&R Auto Wrecking enrolled Jason in the WNC CDL program for upskilling. Upon Jacob's graduation from the program, B&R Auto Wrecking informed Jacob that due to his new licensure they would be able to expand the company, buying new trucks and hiring several new drivers. Jacob was also given a significant raise and a retirement account from B&R Auto Wrecking and he could not be happier with the company and his new role. Says Jacob, "Because I have my CDL, we've really been able to take towing to the next step, and there's even more on the horizon."

Jacob reports that the WNC CDL program was the stepping stone he needed to take the next step in his life, saying, "I had a job, but I needed a career because I want to start a family someday. Now, I have that."

Reporting

Internally, WNC's CEC and CDL program instructors will work in tandem to track numbers including, but not limited to the following: number of enrolled CDL program students on each campus (both new and those employed who are being paid to upskill); student training progress toward program completion, credentials obtained (i.e. Class A license), and employment gained following program graduation. The CEC will verify this information with employer partners. WNC's CEC will serve as the primary contact with employer partners in obtaining data to review progress toward CDL program outcomes. The CEC has built strong relationships with industry partners and will collect this data by emailing partners monthly, sending Google forms to receive reports about WNC CDL program student hiring, position wages, new hiring/recruitment opportunities, and any additional information that the partners may want to include.

Supporting Documents

Workforce Diversity Action Plan

WINN requires that projects consider how to ensure equitable access to high-skill and high-wage opportunities for all Nevadans.

This application must include an explanation of the actions that will be taken and strategies that will be implemented to promote workforce diversity and the goals and performance measures which will be used to measure the success of the plan in achieving those goals.

A strong plan will show an understanding of the interventions and supports diverse participants will need to prepare them for success and include methods for monitoring at the training and employment levels of the project.

Veterans

Prior to the pandemic, WNC's veteran student enrollment was at almost 10%. COVID-19 forced the closure of the Veterans Resource Center (VRC) and since that time the veteran student population has declined by 62%. WINN funds would provide a means by which the WNC CDL program would grow, creating the opportunity to market education and resources that would increase veteran student enrollment and promote economic recovery. These funds address the needs of employers and the funds will support the needs of veterans who require resources to find workforce success.

Additionally, knowing that one of the most powerful ways to support underserved student populations is by ensuring a diversification of teaching staff (Beyond College Access, 2020), WNC has demonstrated a dedication to diversity in hiring a CDL instructor who is a veteran. This commitment will continue as WNC seeks to hire an instructor for the Carson City campus CDL training program.

Gender (Non-traditional Employment)

WNC's LGBTQIA Alliance works to create a safe and inclusive environment for people of all sexual orientations and for those who are gender non-conforming or transgender. They seek to build awareness

of challenges facing LGBTQIA people, improve dialogue and understanding with those outside the LGBTQIA community, and continue important conversations within it. Further, WNC's LGBTQIA Alliance strives to ensure that each member of the WNC college community is affirmed, valued, and respected, regardless of sexual orientation, gender identity, and/or expression.

WNC's peer mentors are embedded in academic programs to encourage those who identify as female, and promote equal participation and credential attainment. Some of the WINN CDL program recruitment and promotional funds will be budgeted to connect with women's organizations and businesses in order to discuss and recruit for the CDL program.

WNC's Continuing Education Coordinator (CEC) has also developed a partnership with REAL Women in Trucking, to ensure that the WNC CDL curriculum addresses the unique needs of women in the trucking industry. Initial meetings have been held with Desiree Wood, Founder and President of REAL Women in Trucking and WNC's CEC. Ms. Wood has expressed her commitment to assisting with the development of the WNC Carson City CDL program curriculum and to possibly become a CDL program instructor.

WNC complies with Title IX. Title IX of the Education Amendments Act of 1972 prohibits discrimination based on sex in educational programs and activities that receive federal financial assistance. To ensure compliance with Title IX and other federal and state civil rights laws, the college has developed policies that prohibit sex discrimination, which includes sexual harassment, sexual assault, and sexual violence by employees, students, or third parties.

Title IX training, including the prevention of sex discrimination, sexual harassment, and sexual assault, is required of all WNC employees every two years and is offered to WNC students each semester. The Title IX training requirement for employees can be satisfied by completing the Law Room online training program or by attending an in-person training session. Title IX training for students is offered through the Campus Clarity online training program, and while students are not required to complete Title IX training, doing so is the best way for them to understand their rights and responsibilities.

Title IX Non-Discrimination Statement

Western Nevada College hereby adopts the Title IX Notice of Non-Discrimination Statement found in Board of Regents Handbook, Title 4, Chapter 8, Section 13 as its Title IX Notice of Non-Discrimination, and any amendments to that notice as may be adopted by the Board of Regents from time to time. The notice provides: "NSHE and its member institutions do not discriminate on the basis of sex in their education programs and activities; Title IX of the Education Amendments Act of 1972 is a federal law that states at 20 U.S.C. §1681(a): 'No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.' The Chancellor and each president shall designate an administrator to serve as the Title IX coordinator, whose duties shall include overseeing all Title IX complaints and identifying and addressing any patterns or systemic problems that arise during the review of such complaints. Inquiries concerning the application of Title IX may be referred to each member institution's Title IX coordinator or the Office for Civil Rights of the United States Department of Education. Each member institution shall include on its website and in its general catalog, its Title IX coordinator's name, office address, telephone number, and email address. Although it is the application of Title IX to athletics that has gained the greatest public visibility, the law applies to every single aspect of education, including course offerings, counseling and counseling materials, financial assistance, student health and insurance benefits and/or other services, housing, marital and parental status of students, physical education and athletics, education programs and activities sponsored by the institution, and employment. Member institutions shall notify all students and employees of the name or title and contact information of its Title IX Coordinator."

Race/Ethnicity

WNC's largest student groups include the Hispanic/Latinx population and first-generation college students. Almost 30% of WNC students are first in their families to attend college. WNC's Hispanic/Latinx enrollment has grown to over 25% and as a result, WNC has earned the distinction of becoming a Hispanic Serving Institution (HSI).

WNC's Latino Outreach Office serves as a liaison between WNC and the Latino families in WNC's surrounding communities. The bilingual staff welcomes first-generation students and their families in order to assist students in navigating their path to the timely completion of a college degree. In addition, the Latino Outreach Office coordinates the Latino Leadership Academy (LLA). The LLA offers students a two-year academic plan to complete an Associate Degree. LLA students thrive in their college experience and enjoy attending classes with other students who share cultural similarities. In addition to academic support, the students receive individual assistance in applying for financial aid and scholarships. The program also provides a safe space for DACA and undocumented students to address their unique needs.

The mission of the Latino Leadership Academy is to increase access and success to first-generation Latinos transitioning into college after school and to increase student retention and degree completion among this underserved student population. The bilingual staff also supports the Jump Start program available to high school students during their junior and senior years of high school to help students advance toward higher education.

The bilingual staff will be available to assist CDL students on both the WNC Fallon and Carson City campuses with registration and additional class support.

Based on the success of the Latino Leadership Academy, WNC has started an Indigenous Student Association (ISA) who's goal is to create a sense of community among Indigenous students, providing guidance and support to them through their WNC educational journey. The ISA's intention is to support students seeking a GED, receiving a degree, or certification in a trade. ISA members respect each other's tribal values and promote a safe and respectful environment.

All cohorts conduct outreach on Twitter, Instagram, and Facebook, and in person at career and college fairs in all service area schools. WINN funds would be used to recruit potential CDL students of diverse races and ethnicities, and to coordinate and conduct bilingual Spanish/English recruitment.

Additionally, knowing that one of the most powerful ways to support underserved student populations is by ensuring a diversification of teaching staff (Beyond College Access, 2020), WNC has demonstrated a dedication to diversity in hiring a CDL instructor who is a person of color. This commitment will continue as WNC seeks to hire an instructor for the Carson City campus CDL training program.

Recipients of Public Assistance

WNC works with Supplemental Nutrition Assistance Program (SNAP) recipients and Tribal Temporary Assistance for Needy Families (TANF) and TANF New Employees of Nevada (NEON) recipients to coordinate education and training funds offered through TANF and SNAP and connect them with available WNC scholarships and federal financial aid. The CDL program currently participates with JOIN, Nevadaworks, and WIOA to employ recipients of public assistance.

WNCF has awarded 13 CDL scholarships in the amount of \$32,000 for the 2021-2022 academic year, so tuition need not be the barrier between earning a CDL and beginning employment. In fiscal year 2021-2022 the WNC Foundation will have fundraised over \$700,000 available to WNC students in scholarship support. These funds are available for students enrolled in WNC's Continuing Education programs, including CDL. WNCF also has emergency funding capacity and other campus financial assistance programs should food, rent, transportation, or another financial emergency threaten a student's ability to complete the CDL program.

Re-Entry or Returning Citizens

WNC partners with the Nevada Department of Corrections (NDOC) Warm Springs (WSCC) and Northern Nevada (NNCC) correctional centers to offer postsecondary education to incarcerated men through the Prison Education Program (PEP). The program currently serves 85 part-time students. The Stewart Conservation Camp (SCC), a minimum-security facility in northern Nevada for men who will be released within a short period of time, has expressed interest in partnering on a CDL certification program utilizing a CDL simulator as well as a truck available for student training at SCC. The NDOC Deputy Director, Bill Quenga, is in support of this unique CDL program, taking into consideration the factors that could be potential challenges (i.e. obtaining driver's licenses, etc.) to program development. WINN funding will be used to market the CDL program as an employment option to interested students.

Often, WNC PEP students are also employees of Silver State Industries (SSI). SSI is a self-supporting industrial program within the NDOC. SSI's products are manufactured inside of the prison, utilizing inmate labor. All of Silver State Industries Programs are self-supportive and actually return monies to the state, thus lowering tax dollars required to house inmates. SSI's mission is to reduce government operating costs, provide inmate skills necessary to successfully re-enter society, and enhance the safe operation of correctional facilities.

Persons with Disabilities

There are WINN funds budgeted for outreach and recruitment of students with disabilities. The Disability Support Services (DSS) program director at WNC conducts intake appointments and determines accommodations, which may include: extended time for testing, note taking assistance, distraction reduced testing room, assistive technology, academic coaching, auxiliary aides, ASL interpreters and/or captioning.

Students with disabilities who are attending at least one WNC class at any campus/center or web-based class, and have an open case with DETR-VR can apply for assistance. Staff will work closely with a DETR-VR Counselor throughout the referral, eligibility, planning, and follow-up processes to ensure coordinated service provision will lead to successful employment outcomes.

Other Diversity Action Plans

WNC will engage with communities through social and traditional media to showcase the CDL program. Successful students from the area and the populations targeted will be spotlighted. WNC will engage employer partners for shared statements about the value of the program as it relates to finding a career or upskilling employment. Leveraging partners in business and industry such as veteran's services, tribal leadership, and job placement firms, WNC will convey the message that obtaining a CDL is one component to climbing the career ladder. Part of the CEC's role partially funded by WINN funds will be to conduct outreach and recruitment efforts to local high schools, tribes, prisons, congregations, and Nevada JobConnect offices to reach underemployed or unemployed individuals who would benefit from this program.

Further, WNC's Policy 3-4-2: Campus Plan For Admission, Recruitment, and Retention of Minority Students states that WNC will offer an open door to all students, regardless of race or color, while reaffirming to minority students the promise of social integration, empowerment, and increased quality of life through education.

Workforce Diversity Commitment Statement

WNC is a community of lifelong learners that welcomes, values, encourages, and respects diversity. The college fosters a climate of mutual respect that celebrates diversity by embracing our differences. WNC's strategic plan focuses on a commitment to diversity. WNC demonstrates this commitment by serving students, faculty, staff and community members with fairness and equality to prepare all lifelong learners to succeed in a global society.

WNC is guided by the principle that there shall be no difference in the treatment of persons because of

race, religion, color, age, sex, including a pregnancy-related condition, sexual-orientation, military status or military obligations, disability, including veterans with service-connected disabilities, or national origin, and that equal opportunity and access to facilities shall be available to all. Similarly, there shall be no difference in the treatment of persons who file charges of discrimination, participate in a discrimination proceeding, or otherwise oppose discrimination. It is WNC's policy to comply fully with the non-discrimination provision of all state and federal regulations with regard to recruitment, admission, financial aid, activities, hiring, promotions, training, terminations, benefits and compensation.

Statement to Comply with Federal & State Law

WNC does not discriminate on the basis of race; color; national origin; sex; disability; age; gender, including a pregnancy-related condition; gender identity or expression; sexual-orientation; protected veterans' status; genetics; or religion in its programs and activities and provides equal access to facilities to all. Similarly, there shall be no difference in the treatment of persons who file charges of discrimination, participate in a discrimination proceeding, or otherwise oppose discrimination. It is our policy to comply fully with the non-discrimination provision of all state and federal regulations in all programs and activities, including, but not limited to recruitment, admission, financial aid, activities, hiring, promotions, training, terminations, benefits and compensation. Inquiries concerning the application of non-discrimination policies and/or questions as to how to file a complaint of discrimination may be referred to the Title IX Coordinator or Director of Human Resources.

Statewide Portability Plan

Potential or Existing Plan

WINN funds will shore up the WNC CDL program in Fallon as well as expand the CDL program to Carson City providing opportunities for students in cities and rural locations to obtain their Class A driver's license and obtain employment. WNC's CDL program can be replicated anywhere WNC can obtain a certified instructor, appropriate training vehicles, and a practice location for students. WNC's CEC has already made a commitment to offering CDL training in Hawthorne in spring 2022 and is willing to organize instructor travel throughout the WNC service area to offer the CDL program as requested. WNC has already established community and employer support due to the need for truck drivers. With an expansion of the CDL program to the Carson City campus, more students in the state can be trained and possibilities of further expansion of the CDL program throughout the state can be developed.

Sustainability Plan

This WINN request includes funding for candidate assessment fees, curriculum development and instructional services, equipment for training, administrative support, program recruitment and promotion, and other necessary costs including fuel, vehicle maintenance, personal protective equipment (PPE) gloves, and classroom supplies. The WNC CDL program is designed to be a fully self-sustaining workforce development opportunity by the end of the funding period. WNC will provide \$196,800 to enhance the CDL program being taught on the Fallon campus and to expand the program to the Carson City campus. WNC will do this by funding two CDL training simulators, as well as dedicating parking for CDL training vehicles, CDL truck driving training space, and classrooms on the WNC Fallon and Carson City campuses, all of which are confirmed and can easily support this additional enrollment.

The infusion of funds from WINN will provide the WNC CDL program with the ability to quickly meet the area's urgent workforce needs. Following the funding period, WNC's CDL student tuition and fees will cover all costs allowing the program to continue to contribute to the Nevada economy for years to come.

A key piece of the program's sustainability plan is the state-of-the-art Commercial Truck Driving Training simulators WNC purchased at the start of the year. These simulators allow for self-paced training, reducing the need for instructor time and allowing students to practice specific skills for as long as needed to master that skill, without the requisite wear and tear on trucking equipment that can result from repeated use by drivers learning new skills.

The WNCF is an avenue for sustainable funding for all WNC priorities, including the CDL program. WNCF was able to add a Grant Writer Coordinator position in 2019. The Grant Writer will be responsible for grant tracking, budget commitments, and reporting timelines. WNC's experienced CEC will be responsible for CDL program recruitment, and supervision of curriculum and instruction, ensuring program consistency. These two positions, along with the CDL instructors will be dedicated to ensuring the success of the WNC CDL program.

Further, fiscal year 2021 represented WNCF's most successful fundraising year to date, with accomplishments including raising over \$2.3 million dollars in gifts for the college, providing nearly \$700,000 in student scholarships, and growing assets to over \$6.7 million dollars, up from \$4.5 million in fiscal year 2020. In addition, WNC's CDL industry partners, Southwest Gas and A&K Earth Movers expressed investment in ensuring sustainability of the CDL program through their commitment to send their current employees to obtain their Class A Driver's Licenses. The other private funder of the program, The WNC Foundation is invested in the continued success and sustainability of the CDL program and is committed to supporting students in obtaining their education. Overall CDL program sustainability will be maintained as once the initial WINN funds infusion is used to obtain the required equipment, CDL student tuition and fees will cover ongoing program costs for the foreseeable future.

Authorized Provider Training Facilities

Facility 1

Facility Name

Western Nevada College Carson City Campus

Website

<https://www.wnc.edu/continuing-education/commercialdrivers/>

Address

2201 W. College Parkway, 147 Bristlecone Building, Carson City, Nevada 89703

Capacity

As the CDL program will be new to the WNC Carson City campus, the lower campus parking lot will need to be customized with ground markers for training and parking, as well as a concrete block placed for docking practice. The Carson City campus parking lot is currently outfitted with fencing, so that will not be required. The WNC Continuing Education Coordinator has researched these facility adjustments and determined that they can be completed within three to four months, ensuring that the Carson City campus CDL program facility will be ready for training by the proposed program beginning date of September 2022.

Facility 2

Facility Name

Western Nevada College Fallon Campus

Website

<https://www.wnc.edu/continuing-education/commercialdrivers/>

Address

160 Campus Way, -, Fallon, Nevada 89406

Capacity

The current WNC CDL program training facility on the Fallon campus has a fenced parking lot that has been customized with ground markers for training and parking, and a concrete block that is used to mimic a dock for docking practice. No adjustments will be needed to enable delivery of the CDL program at this

facility.

Request for Funding

Total Project Cost
\$591,363.68

WINN Funding Request
\$394,563.68

Does a portion of the budget include Incumbent Workers?
No

Proposed Match Amount for Incumbent Worker Budget Share

Has this program received other public funding? Indicate all sources of prior funding:
Department of Education - Project SANDI

Cost Estimates
FY22-23-WINN-Application-Budget for WNC CDL Program.xlsx

Budget Narrative
WINN Program Application WNC CDL Budget Narrative.pdf

Match Commitments

WINN is primarily a reimbursement-based grant. Can your institution cover the costs included in your budget without advanced funding?
Yes

Reimbursement invoices must be submitted quarterly, but may be submitted as often as monthly. What are your invoicing plans?
Monthly

APPLICATION FOR WINN FUNDS - BUDGET BREAKDOWN

APPLICANT NAME: Western Nevada College (WNC)

PROJECT NAME: WNC Commercial Driver's License Program

PROJECT PERIOD: March 17, 2022 - June 30, 2023

PRIORITY PROGRAM COSTS

Enter the total cost for each line in the far right column	Total WINN Request
Candidate Assessment Fees	\$9,895.43
Curriculum Development and Instructional Services	\$252,487.50
Equipment or Technology for Training	\$74,000.00
Priority Costs Subtotal:	\$336,382.93

ALLOWABLE PROGRAM COSTS

Enter the total cost for each line in the far right column	Total WINN Request
Training Fees	
Analysis of On-Site Training	
Administrative or Support Personnel <i>(May not exceed 10% of total request)</i>	\$15,000.00
Instructional Facility Costs	
Program Recruiting and Promotion	\$20,645.60
Other Necessary Costs	\$22,535.15
Non-Priority Costs Subtotal:	\$58,180.75

TOTAL WINN REQUEST: \$394,563.68

Please contact Stacey Bostwick at 702-486-0609 with any questions regarding the budget breakdown template.

TOTAL PROJECT FUNDING SOURCES

APPLICANT NAME: Western Nevada College (WNC)
PROJECT NAME: WNC Commercial Driver's License Program

<u>Budget Category</u>	<u>Source of Funds</u>			<u>Total</u>
	<u>WINN Funds</u>	<u>Western Nevada College</u>		
Priority Program Costs	\$ 336,382.93	\$ 196,800.00	\$	533,182.93
Allowable Program Costs	\$ 58,180.75		\$	58,180.75
Total Budget:	\$394,563.68	\$196,800.00		\$591,363.68

Additional Information on Total Project Cost, if any:

WNC will provide CARES Act funding in the amount of \$196,800 to purchase two CDL simulators (at \$98,400 each) one each for the Carson City and Fallon campus.

WINN Application
Western Nevada College (WNC) Carson City Commercial Driver's License (CDL) Program
BUDGET NARRATIVE

A. Candidate Assessment Fees: \$9,895.43

WNC will be required to pay a site testing fee of \$550 for the Carson City and Fallon campuses annually for a total of \$1,100. A site test examiner will be required so students can take their exams at \$54.63 per student @161 students, for a total of \$8,795.43.

WNC Site Testing Fees \$550 x 2 campuses = \$1,100 + Site Assessor at \$54.63 per student x 161 students = \$8,795.43= \$9,895.43.

B. Curriculum Development and Instructional Services: \$252,487.50

Full-time salary (100% FTE) is requested to hire an instructor for the WNC Carson City CDL program at a base of \$75,000 annually over 15 months, for a total of \$93,750. Fringe benefits for instructors are calculated at WNC's standard rate of 34.66% of salary at \$32,493.75 for 15 months for a total of \$126,243.75.

WNC CDL Carson City Instructor =
\$126,243.75 (\$75,000 per year at \$6,250 per month @ 15 months= \$93,750 + \$32,493.75 (34.66% fringe annually for 15 months).

WNC Fallon CDL program instructor salary is requested at \$75,000 annually over 15 months, for a total of \$93,750 with fringe benefits calculated at WNC's standard rate of 34.66% of salary at \$32,493.75 for 15 months for a total of \$32,493.75.

WNC CDL Fallon Campus Instructor =
\$126,243.75 (\$75,000 per year at \$6,250 per month @ 15 months= \$93,750 + \$32,493.75 (34.66% fringe annually for 15 months).

Using the new 2022 Federal Motor Carrier Safety Administration (FMSCA) guidelines, both CDL instructors will teach courses approximately every six weeks. CDL program instructors provide curriculum development, build relationships with businesses and community partners, design course materials, and recruit students. Hiring an additional instructor provides an opportunity to expand the WNC CDL program to the Carson City campus, creating more availability for student enrollment, licensure and employment.

C. Equipment or Technology for Training: \$74,000.00

To supply students with the most updated training experience, especially as it relates to driver safety and the environmental conditions students will encounter when professionally driving, the WNC Carson City CDL program requires a trailer priced at \$9,500 and a tractor priced at \$55,000, including vehicle shipping. In order to streamline costs, WNC is seeking a pre-2007 model tractor (which will, therefore, be exempt from emissions requirements) and a used 28' freightliner trailer from an LTL freight company, specifically a long-hood truck (either a 379 or W900). Research has been done by the program to ensure availability of this equipment. Because the program will be purchasing used items, we do not anticipate a delay in the procurement of this equipment, and a storage location for the additional truck on the Carson City campus has been identified. To establish the WNC CDL program as a certified DMV testing site, it is required that WNC have two tractor trailers and one additional commercial vehicle. Therefore, an additional trailer is needed for the WNC Fallon Campus CDL program. A box trailer that is owned by WNC (as compared to the flatbed trailer currently being loaned to the CDL program by Hert Trucking) will ensure consistent availability of all needed equipment and will give students a realistic idea of the challenges of driving a commercial vehicle in Nevada, where high winds

frequently impact trucks. Funds are requested in the amount of \$9,500 for the WNC Fallon CDL program tractor trailer.

WNC Carson City CDL program tractor \$55,000 + WNC Carson City CDL program trailer \$9,500 + WNC Fallon CDL program trailer \$9,500 = \$74,000.

D. Administrative or Support Personnel: \$15,000.00

A stipend of \$1,000 per month for 15 months for the WNC Continuing Education Coordinator (CEC) is requested in order to assist the WNC CDL program instructors and students. In support of the program, the WNC CEC will be responsible for purchasing, budget management, records maintenance, student enrollment, and maintaining communication with community partners and businesses. Further, the WNC CEC will ensure program compliance with state and federal program mandates and program alignment with Eligible Training Provider List requirements, and provide supervision to program instructors. This stipend allows the WNC CEC to provide the needed administrative and supervisory support so instructors can focus on curriculum development and student training.

Continuing Education Coordinator Stipend - \$15,000 (\$1,000 monthly @ 15 months)

E. Program Recruiting and Promotion: \$20,645.60

In order to promote the CDL program and recruit students WNC will develop a direct mail campaign and send materials to 75,000 homes in Carson City and the surrounding areas. The campaign will cost .20 cents x 75,000 pieces=\$15,000. An informational banner will be purchased to display on Carson City's main street promoting the program, \$600; as well as promotional marketing items at \$5,045.60.

Direct mail campaign .20 cents x 75,000=\$15,000 + informational banner at \$600 + promotional marketing materials at \$5,045.60=\$20,645.60.

F. Other Necessary Costs: \$22,535.15

Canvas Software Program Instance (\$12,499.95). WNC's CDL training program students do not have access to WNC's Canvas online classroom software system as they are enrolled in a continuing education program, and not a for-credit course. As such, they do not have NSHE (Nevada System of Higher Education) ID numbers and cannot use WNC's Canvas. To facilitate the new Federal Motor Carrier Safety Administration (FMCSA) requirements, a Canvas site (i.e. Instance) will be created specifically for the CDL program.

Canvas instance \$10,000 annually/12 months= \$833.33 x 15 months= \$12,499.95

Classroom Supplies (\$132.20). Onsite classroom supply funds are requested for the following items: tire valve caps at \$6.59 each x 4 (\$26.36); replacement fuses at \$7.98 each x 4 (\$31.92); tire thumpers at \$19.97 each x 2 (\$39.94); and tire pressure gauges \$16.99 x 2 (\$33.98).

Tire valve caps \$26.36 + replacement fuses \$31.92 + tire thumpers \$39.94 + tire pressure gauges \$33.98= \$132.20 total over 15 months.

Fuel (\$4,500.00). Fuel costs are requested at \$300 per class @ 15 classes for a total of \$4,500 over 15 months.

Personal Protective Equipment or PPE (\$403.00). PPE gloves at \$2.50 a pair for 161 students = \$403.

Vehicle Maintenance (\$5000.00). The trucks and trailers used in student training require regular maintenance to ensure they are in good working condition. Funds are requested to cover the costs of two oil changes for

each vehicle at \$400 per vehicle at three (3) vehicles per year for a total of \$2,400 and an additional \$2,600 for incidental vehicle maintenance (i.e. popped tire, etc.) over 15 months.

Oil changes $\$400 \times 3$ vehicles per year = \$2,400 + \$2,600 for incidental maintenance over 15 months = \$5,000

**Western Nevada College Commercial Driver's License (CDL) Program
Industry Partnerships***

Submitted March 7, 2022

Industry Partner	Number of Positions	Position Title	Starting Wage
Chicken Hawk Transport	3-5	Class A CDL Driver	\$23/hour
Environmental Protection Services	12	Commercial Driver	\$18-28/hour
Hiskett & Sons	3-5	Class A Driver	\$19-28/hour
ITS Logistics	40-50	CDL Driver	\$1,250/week
New West Distributing	40	Delivery Driver	\$23-27/hour + delivery incentive
Northern Nevada Food Bank	2-3	Class A Driver	\$21/hour
Morrey Distributing	4	Truck Driver	\$24-26/hour
Olcese Waste Services	5+	CDL Driver	\$22-24/hour
Reno Rock Transport	5	Class A Driver	\$18-28/hour
Southwest Gas	5-7	Service Technician Crew Leader Specialist (requires Class A)	\$30-40/hour

*The industry partners listed above have relationships with the Western Nevada College (WNC) Commercial Driver's License CDL) program, but the list is not all inclusive. As WNC continues to build the program, a strong network of industry partners is being created. In fact, in all of the industry partner meetings thus far, WNC has been invited to network and connect to other industry partners. As such, WNC's CDL program industry partnerships are poised to expand even further in the future.

February 16, 2022

Workforce Innovations for a New Nevada
Governor's Office of Economic Development
808 West Nye Lane
Carson City, NV 89703

To the Grant Review Committee:

By this letter, we wish to express our support for the CDL Skills Test Preparation program at Western Nevada College, built to serve the needs of transportation employers seeking skilled workers in Nevada. This program offers high-wage opportunities to workers obtaining skills at Western Nevada College. At our company, we are always looking for new drivers and are confident that this program will help provide the skilled workforce we will need.

This application for WINN funds was developed through a collaborative partnership of regional stakeholders, including Hertz Trucking and the Churchill County School District. We recognize the need for, and support the development of, this industry-based training program.

We look forward to continuing to work in partnership with Western Nevada College and other stakeholders in this important effort.

Sincerely,

Susan Zinser

Susan Zinser
President
D & S Tow, Inc.



February 16, 2022

Workforce Innovations for a New Nevada
Governor's Office of Economic Development
808 West Nye Lane
Carson City, NV 89703

To the Grant Review Committee:

The Food Bank of Northern Nevada relies significantly on an efficient logistics team to deliver more than 20 million meals every year throughout northern Nevada. With a service area of greater than 90,000 square miles, properly trained drivers with CDL certification are vital to our mission. Families count on us every day and having adequate staffing is vital to our success.

By this letter, we wish to express our support for the CDL Skills Test Preparation program at Western Nevada College, built to serve the needs of transportation employers seeking skilled workers in Nevada. This program offers high-wage opportunities to workers obtaining skills at Western Nevada College. At our company, we have struggled to consistently hire our Class A driver positions due to competition in the marketplace as a non-profit organization. We are excited for the opportunity to partner with this program to keep our organization fully staffed.

This application for WINN funds was developed through a collaborative partnership of regional stakeholders and is designed to meet the needs of local employers. We recognize the need for, and support the development of, this industry-based training program. We look forward to continuing to work in partnership with Western Nevada College and other stakeholders in this important effort.

Sincerely,

Nicole Lambole
President & CEO

S. S. HERT TRUCKING, INC.

380 N. Taylor, Fallon, NV 89406
(760) 953-2033

January 29, 2022

Workforce Innovations for a New Nevada
Governor's Office of Economic Development
808 West Nye Lane
Carson City, NV 89703

To the Grant Review Committee:

With a driver shortage across the nation, state and in our local area, we at SS Hert Trucking, Inc. are excited to see our local college, Western Nevada College, aspire to expand their commercial driver license program.

When asked to donate a truck to this program in 2019, we felt that it was a great opportunity to better our community and produce more CDL drivers in our area. We were also compelled to help support his program from its infancy in ways such as maintenance on equipment and instructional assistance.

After hearing about the possibility of getting a full-time instructor position and adding additional equipment to the program, we are even more thrilled about the potential for this program. The influx of commercial drivers in our area is beneficial for growth in not only our company, but many other parts of our local and state economies.

We at S.S. Hert Trucking, Inc. fully support Western Nevada College's application for funding and are looking to the bright future of this program. We are excited to continue our partnership with WNC and offer continued support to make this program not only successful in producing quality CDL drivers, but also make it a self-sustaining program.

Please do not hesitate to reach out to me with any questions you may have.

With regards,

Steven Hert

Steven Hert
Vice President and Fallon Facility Manager



Workforce Innovations for a New Nevada
Governor's Office of Economic Development
808 West Nye Lane
Carson City, NV 89703

February 17, 2022

To the Grant Review Committee:

It is my pleasure to write this letter in support of the CDL Skills Program proposal being submitted to WINN by Western Nevada College. This program provides students with skills that are urgently needed in our community and having additional Class A licensed drivers in the community will allow us to continue our tradition of excellence. At our company, we anticipate approximately 3-5 such openings in the next 1-2 years and are confident that this program will help provide the skilled workforce we will need.

A priority need for the WNC CDL program is the addition of a second training site in Carson City. This requires funding for a second tractor-trailer, as well as a second instructor. A second training site would allow for additional students to be trained and increase the availability of skilled workers for our company. We recognize the need for, and support the development of, this industry-based training program.

We look forward to continuing to work in partnership with Western Nevada College and other stakeholders in this important effort.

Please see the attached Hiskett & Sons company story.

Thank you for this opportunity and please, do not hesitate to call the undersigned for any further assistance. (775.745.1695)

Thank You,
Steve Hiskett



Hiskett & Sons

In 1962 Howard Hiskett founded Hiskett and Sons in Fallon, Nev. With the help of his son, Thurman, and eventually his grandsons, Steve, and Sean, Hiskett and Sons has evolved from 30-year-old "hand lever" physical concrete batching and ditch cleaning into 21st Century concrete production and commercial earthwork, including aggregate production, septic systems, building pads, site prep and road work.

Howard began by purchasing a John Deere crawler backhoe to clean ditches for the farmers. In 1971 they started producing and delivering concrete with a 4-yard GI Mixer. Through the years they added equipment and survived two recessions because of several jobs that seemed to fall from the sky. During the '07 recession, Thurm, Steve and Sean built a modern, computerized batch plant. Hiskett & Sons continues to perform earthwork on several commercial and residential sites, and is currently producing concrete for multiple Navy, geothermal, and residential projects.

February 4, 2022

Workforce Innovations for a New Nevada
Governor's Office of Economic Development
808 West Nye Lane
Carson City, NV 89703

To the Grant Review Committee:

Headquartered in Reno, NV, ITS Logistics is a premier Third-Party Logistics company that provides creative supply chain solutions with an asset-lite transportation division that ranks #35 in North America, a top-tier asset-based dedicated fleet, a Top 20 intermodal and drayage division, and innovative omnichannel distribution and fulfillment services. With the highest level of service, unmatched industry experience and work ethic, and a laser focus on innovation and technology—our purpose is to improve the quality of life by delivering excellence in everything we do.

We are writing to express support for Western Nevada College in the pursuit of the expansion of the Commercial Driver training program. ITS Logistics supports WNC with their efforts to provide CDL Class A training opportunities to a region in need of creative economic solutions.

We believe that this program is ideal for making educational opportunities available for ALL Nevadans, including the underserved, unemployed, and underemployed. The individuals who stand to complete this training will benefit from learning the skills necessary to fill positions that are in high-demand with local employers. CDL A drivers continue to be a valuable work force for our company, and we anticipate that our demand for this skilled position will only grow in the coming years. And we would assume that is the same for every other trucking company in our region.

ITS Logistics supports this project as it is designed to produce a skilled workforce capable of filling in-demand jobs in the transportation and logistics fields. If you have any further questions, please don't hesitate to reach out. Thank you for your consideration.

Sincerely,



Tim Aboussleman
Sr. Director of Operations
ITS Logistics



February 21, 2022

Workforce Innovations for a New Nevada
Governor's Office of Economic Development
808 West Nye Lane
Carson City, NV 89703

To the Grant Review Committee:

[Morrey Distributing is an alcoholic/non-alcoholic distributor to the Reno/Sparks area. Established in 1954, we pride ourselves on providing a family like work environment to the interested future Morrey professionals. At our company, we anticipate approximately 4 such openings in the next year and are confident that this program will help provide the skilled workforce we will need.

Thank you for the opportunity to provide this letter in support of the CDL Skills Program proposal being submitted to WINN by Western Nevada College. As an organization that unites the many companies that make up the motor carrier industry in Nevada, we are acutely aware of the need for additional qualified, well trained Class A drivers. Further, we have experienced firsthand the life-changing power of a Class A license for individuals seeking a career with family-sustaining wages.

To date, the WNC CDL Skills Program has made impressive strides, obtaining a full-time instructor, consistently increasing enrollment, and obtaining donations of both a truck and a school bus for training purposes. The WINN grant will allow the program to continue its excellent work by expanding to an additional, more centrally located campus and hiring a second instructor to increase their ability to train students for the workforce. We fully support this effort.

We look forward to continuing to work in partnership with Western Nevada College to train students for rewarding careers in the trucking industry and provide Nevada with the urgently-needed transportation workforce to move our economy forward.

Sincerely,

Larry Cooper

Larry Cooper
Driver Supervisor



Wednesday, February 16, 2022

Workforce Innovations for a New Nevada
Governor's Office of Economic Development
808 West Nye Lane
Carson City, NV 89703

To the Grant Review Committee:

New West Distributing is a Beverage/alcohol distributor in Northern Nevada. We employ roughly 30 class A, certified CDL drivers. In the past we have had onsite certification training to combat the lack of qualified CDL drivers in Northern Nevada. Due to new FMCSA regulations, that started February 7, 2022, we are unable to meet the new requirements that are now enforced. Western Nevada College has given us a means to recruit qualified and certified CDL drivers that we would not have had otherwise.

By this letter, we at New West Distributing, Inc. would like to express our full support for the CDL Skills Test Preparation program at Western Nevada College, built to serve the needs of transportation employers seeking skilled workers in Nevada. This program offers high-wage opportunities to workers obtaining skills at Western Nevada College. At our company, we anticipate approximately 40 such openings in the next 5 years and are confident that this program will help provide the skilled workforce we will need.

This application for WINN funds was developed through a collaborative partnership of regional stakeholders and is designed to meet the needs of local employers. We recognize the need for, and support the development of, this industry-based training program.

We look forward to continuing to work in partnership with Western Nevada College and other stakeholders in this important effort.

Sincerely,

Matthew Park
General Manager

February 9, 2022

Workforce Innovations for a New Nevada
Governor's Office of Economic Development
808 West Nye Lane
Carson City, NV 89703

To the Grant Review Committee:

Olcese Waste Services was established in 1997 and serves approximately 3,000 customers every month. Located in Moundhouse, NV, we have 11 CDL drivers working out of our yards in Fallon, Eureka and Moundhouse. We are always growing and looking for more drivers with a CDL. Our hope is to build a skilled workforce that results in well-paying truck driving careers, not only at our company, but throughout Northern Nevada.

We are writing to support the grant application that has been submitted to the Governor's Office of Economic Development by Western Nevada College for the expansion of the WNC commercial driver training program. This grant would assist WNC in training unemployed and underemployed Nevadans and help construct a pathway to a career with family-sustaining wages.

We're confident the WNC CDL program will help us meet some of our employment goals while providing more prosperous career opportunities for Nevada residents. Furthermore, we are convinced that the best path to a prosperous economy, is to train Nevadans for jobs in Nevada.

We are proud to support WNC's application to the GOED Workforce Innovations in Northern Nevada grant.

Sincerely,



Rick Lake
General Manager
Olcese Waste Services



February 15, 2022

Workforce Innovations for a New Nevada
Governor's Office of Economic Development
808 West Nye Lane
Carson City, NV 89703

To the Grant Review Committee:

Reno Rock Transport is an aggregate hauling and general trucking company, we also work with Reno Dumpster and Reno Rock Landscaping & Design with their hauling needs.

Reno Rock Transport is writing to express support for Western Nevada College in the pursuit of the expansion of the Commercial Driver training program. Reno Rock Transport supports WNC with their efforts to provide training opportunities to a region in need of creative economic solutions.

Reno Rock Transport believes that this program is ideal for making educational opportunities available for underserved, unemployed, and underemployed Nevadans. The individuals who stand to complete this training will benefit from learning the skills necessary to fill positions that are in high demand with local employers. At Reno Rock Transport, we anticipate to continually have openings in the upcoming years and are confident that this program will help provide the skilled workforce we will need.

Reno Rock Transport supports this project as it is designed to produce a skilled workforce capable of filling in-demand jobs in the transportation and logistics fields.

If you have any further questions, please don't hesitate to reach out. Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink, appearing to read "Kyle Archie", is written over the word "Sincerely,".

Kyle Archie
Manager

2-17-2022

Workforce Innovations for a New Nevada
Governor's Office of Economic Development
808 West Nye Lane
Carson City, NV 89703

To the Grant Review Committee:

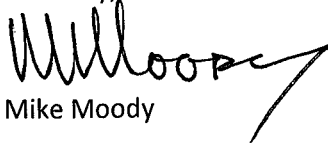
Due to the new Federal Motor Carrier Safety Administration's mandate effective February 7, 2022, all new drivers attempting to obtain a Class A driver's license must attend a 4-week accredited driving school. Southwest Gas Corporation supports this mandate because it aligns with our company's safety culture. Improving safety on our country's roadways is important to all of us who travel by vehicle. Southwest Gas enjoys a service territory in Nevada, Arizona, and parts of southern California. When we hire or transfer individuals into work groups requiring a Class A license, we require them to obtain a Class A license within 6 months.

Thank you for the opportunity to provide this letter in support of the CDL Skills Program proposal being submitted to WINN by Western Nevada College. As an organization that unites the many companies that make up the motor carrier industry in Nevada, we are acutely aware of the need for additional qualified, well trained Class A drivers. Further, we have experienced firsthand the life-changing power of a Class A license for individuals seeking a career with family-sustaining wages.

To date, the WNC CDL Skills Program has made impressive strides, obtaining a full time instructor, consistently increasing enrollment, and obtaining donations of both a truck and a school bus for training purposes. The WINN grant will allow the program to continue its excellent work by expanding to an additional, more centrally located campus and hiring a second instructor to increase their ability to train students for the workforce. We fully support this effort.

We look forward to continuing to work in partnership with Western Nevada College to train students for rewarding careers in the trucking industry and provide Nevada with the urgently-needed transportation workforce to move our economy forward.

Sincerely,

A handwritten signature in black ink, appearing to read "Mike Moody", with a stylized flourish at the end.

Mike Moody

Safety/Risk Administrator

Southwest Gas Corporation



January 19, 2022

Workforce Innovations for a New Nevada
Governor's Office of Economic Development
808 West Nye Lane
Carson City, NV 89703

To the Grant Review Committee:

The Nevada Trucking Association is a non-profit association that helps its members navigate through the challenges the industry faces; #1 being a shortage of qualified truck drivers. We are here to remind our lawmakers, regulators, the media and the public that trucking is essential. 80% of Nevada's communities depend exclusively on trucks to move their goods. In 2021 the truck driver shortage hit a historic high of just over 80,000 drivers. ... At current trends, the shortage could surpass **160,000 in 2030**. This forecast is based on driver demographic trends, including gender and age, as well as expected freight growth.

Thank you for the opportunity to provide this letter in support of the CDL Skills Program proposal being submitted to WINN by Western Nevada College. As an organization that unites the many companies that make up the motor carrier industry in Nevada, we are acutely aware of the need for additional qualified, well trained Class A drivers. Further, we have experienced firsthand the life-changing power of a Class A license for individuals seeking a career with family-sustaining wages.

To date, the WNC CDL Skills Program has made impressive strides, obtaining a full-time instructor, consistently increasing enrollment, and obtaining donations of both a truck and a school bus for training purposes. The WINN grant will allow the program to continue its excellent work by expanding to an additional, more centrally located campus and hiring a second instructor to increase their ability to train students for the workforce. We fully support this effort.

We look forward to continuing to work in partnership with Western Nevada College to train students for rewarding careers in the trucking industry and provide Nevada with the urgently-needed transportation workforce to move our economy forward.

Sincerely,

A handwritten signature in blue ink that reads "Kim Yaeger".

Kimberly Yaeger

Director of Marketing and Member Relation

CARSON CITY, NEVADA

CONSOLIDATED MUNICIPALITY AND STATE CAPITAL



January 29, 2022

Workforce Innovations for a New Nevada
Governor's Office of Economic Development
808 West Nye Lane
Carson City, NV 89703

To the Grant Review Committee:

I am writing to encourage you to support the expansion of the Western Nevada College Commercial Driver's License (CDL) training program. As you know, there is a nationwide shortage of truck drivers. The problem has only gotten worse as the COVID-19 pandemic has brought on increased demand for transporting goods due to changes in buying habits as consumers have moved to online shopping and e-commerce. As a result, truck drivers have become more important than ever.

Here in Carson City, we depend on the truck-driving industry to deliver goods that are not manufactured locally. According to the Nevada Trucking Association, the state transports 55,410 tons of goods every day. As a desert state, we don't have rivers or seaports to support the transportation which brings us our groceries, our gasoline, our clothing and our furniture. Additionally, Carson City has a strong manufacturing sector that is reliant on trucking to export products across the nation. Locally, trucking accounts for 95% of all freight.

As we continue to recover from the pandemic, training programs offered through our local community college become increasingly important. The CDL training program is especially attractive to our region because skilled truck drivers are in high demand with local employers. This training provides a pathway to a meaningful career and a healthy paycheck. Creating a skilled workforce within Carson City has a positive impact on our entire local economy.

Western Nevada College provides many programs that local employers demand our community is reliant on this training. I am please that they are pursuing a CDL training program for our community. As a WNC graduate, I am certain WNC's plans for the CDL program will be executed effectively with the determination and passion they put into all of their programs. Please consider providing the funding needed to create this important training for our community. If you need additional information on the need for this program within Carson City, please feel free to contact me at (775) 283-7144.

Sincerely,

Lori Bagwell, Mayor

Lori Bagwell, Mayor
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