

Nevada Governor's Office of
ECONOMIC DEVELOPMENT

Empowering Success

Workforce Innovations for a New Nevada - NSHE Capacity 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 per NRS 231.1415 who wishes to provide a workforce training program with WINN funding. A separate application is necessary for each training program. Applications requesting funding in excess of \$100,000 must be reviewed and approved by the Board.

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 supplemental information may be requested to complete the application process.

Authorized Provider Information

Institution Name

Truckee Meadows Community College (TMCC)

Address

7000 Dandini Blvd, Reno, Nevada 89512

Workforce Development Program Experience

TMCC has a demonstrated history of executing successful workforce development programs. We offer over 160 degrees & certificates in over 50 areas of study including the five areas that we are requesting funding for: advanced manufacturing, data science, diesel, logistics, & welding. TMCC is Northern Nevada's jobs college, preparing qualified students for jobs in industries here in Nevada. 95% of our students stay in Nevada after completion of their programs and build and support our local community. TMCC students, graduates and employees put more than \$678 million dollars into our region's economy.

TMCC is a leader in Career & Technical Education (CTE) and provides many opportunities for students to receive short-term training that will prepare them for high-wage jobs in our area. We offer stackable credentials including skills certificates, certificates of achievement, associates degrees and bachelor degrees. TMCC's workforce programs heavily rely on employer input to develop training that leads directly to jobs and we maintain active employer involvement through our program advisory boards.

We have successfully managed many workforce initiatives & grants including WINN awards, TAACCCT grants, the American Apprenticeship Initiative, the Sandi grant, Perkins, and several private donor workforce grants as well. Through these programs we have partnered with local businesses including

Tesla, Panasonic, and Renown and we have worked closely with our local workforce development agencies including NevadaWorks, EDAWN, Manufacture Nevada, DETR, and EmployNV.

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

TMCC’s FY 22-23 budget is over 50 million dollars. TMCC currently manages more than 15.5 million dollars in federal, private, and state pass-through grant funding. Over the past 50 years, TMCC has successfully managed grants from the US Department of Education, Labor, Health and Human Services, State of Nevada Department of Education and Health & Human Services, and nationally and locally based corporate and non-profit donor funding. TMCC adheres to all federal grants management policies in 2 CFR Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards.

Additionally, TMCC is governed by the Nevada System of Higher Education (NSHE) and its Board of Regents. TMCC adheres to all NSHE student information and human resources policies and procedures related to accounting and procurement. NSHE utilizes Workday for budgeting and financial accounting, facilitating easier financial data collection allowing for effective project management across institutions.

Post Award grant management (a division of TMCC’s foundation and grants) is responsible for grant compliance and works closely with TMCC Controllers Office, which is responsible for establishing sponsored accounts, financial reporting and fiscal compliance.

Project Information

Project Name

TMCC’s Advanced Manufacturing Mobilization

Primary Economic Sector

Advanced & General Manufacturing

Project Point of Contact

Amber Burroughs

Title

Associate Director of Workforce Development

Phone

(775) 674-7596

Email

aburroughs@tmcc.edu

Employer Partner(s)

Company 1

Company Name

TESLA

Company Point of Contact

Chris Reilly, Policy & Development

E-mail

creilly@tesla.com

Job Titles to Be Filled

Production Associates, Equipment Maintenance Technicians

Number of Job Openings to be Assisted

3,000

Average Hourly Wage for Job Hires
\$24-\$30/hr

Employer Commitment & Support Letter
Tesla Letter Of Support.pdf

Workforce Disruption - Prior 12 Months
No

Company 2

Company Name
Panasonic Energy of North America (PENA)

Company Point of Contact
Randy Fricot, Technical/Mobile Equipment Training
Supervisor

E-mail
randy.fricot@us.panasonic.com

Job Titles to Be Filled
Operations Technicians, Maintenance Technicians

Number of Job Openings to be Assisted
2,550

Average Hourly Wage for Job Hires
\$22-\$24/hr

Employer Commitment & Support Letter
Panasonic Letter of Support.docx

Workforce Disruption - Prior 12 Months
No

Company 3

Company Name
Haws Corporation

Company Point of Contact
LaReesa McNeil, Talent Acquisition & Training
Specialist

E-mail
lareesam@hawsco.com

Job Titles to Be Filled
Skilled Assemblers

Number of Job Openings to be Assisted
10

Average Hourly Wage for Job Hires
\$23/hr

Employer Commitment & Support Letter
HAWS Letter of Support.docx

Workforce Disruption - Prior 12 Months
No

Statement of Need

Needs Assessment

Manufacturing comprises \$8.37B of Nevada's economic activity and continues to grow. In a survey conducted by Manufacture Nevada, 73% of small and medium manufacturers indicated that they will need to hire additional workers to meet the needs of smart manufacturing. 68% of manufacturers would need to increase their workforce by 8%. Additional training will be required for both new and existing employees, and less than one-in-five existing employees have the skills to utilize smart manufacturing technologies. The majority of survey respondents (62%) believe that current employees could adapt if they had

additional training.

The Economic Development Association of Western Nevada (EDAWN) has named advanced manufacturing one of their key industries. With companies like Tesla building new facilities that will require 3,000 more employees, it is imperative that we as the community college be ready to provide the training necessary to have a skilled workforce. Over the past year we have grown our advisory board from just a few companies, to more than 20 different companies in the area. These employers are letting us know that they are in need of training that can be mobilized. They can't afford to have their employees take time off the line in order to come for training and instead they need an option that can be brought to their facility for on-site training. Currently, we have no way of meeting the employer needs in our area in closer proximity to their locations and with a just-in-time flexibility, and this funding would allow us to mobilize our efforts.

Western Nevada College (WNC) also offers a program for advanced manufacturing in the Northern Nevada area, and TMCC strives to collaborate to jointly meet the needs of area employers. The combined capacity of programs at both institutions is still less than the employer demand. We do not anticipate overlap between institutional projects and the need will continue to grow rather than diminish. While TMCC offers a complete advanced manufacturing curriculum, we remain in need of more instructors, instructors that are paid better, and mobile equipment to meet the increased demand of local employers.

Program Objectives and Outcomes

Program Overview

As a leader in Advanced Manufacturing training in Northern Nevada, TMCC offers a Bachelor's Degree in Cyber Physical Manufacturing, one AAS, two Certificates of Achievement, and seven Skills Certificates - all developed in response to industry demands. To meet the growing need for high-tech trained personnel in Advanced Manufacturing, TMCC must hire two new full-time instructors in Advanced Manufacturing, as well as offer competitive and equitable salaries to retain our two existing full-time instructors.

The program must acquire a pair of vehicles and the mobile equipment necessary to deliver training on-site, in order to maximize access for employees while maintaining company productivity. This mobilization will make it possible to bring required training equipment to local employers and provide customized training opportunities to their employees. Our flagship course will be our MPT 101 course (Basics of Operations and Maintenance) which can be used toward several degree/certificate options as a part of our stackable credentials model.

Employer Engagement

Our advanced manufacturing program provides a variety of skills needed to be successful in the industry today. As aforementioned, we have grown our advisory board over the past year to include a diverse group of employers in the area. Advisory board meetings provide a venue for employers to influence curriculum development and maintain a connection with our faculty/staff/students. Many of these employers have indicated that they would be interested in having training on-site at their facility and those include Click Bond and Mars Global. One of the companies that we have successfully created an on-site training program with is Panasonic. We have two instructors that go out to the gigafactory to provide training to their employees, but at this time we are limited to this partnership for mobile training opportunities.

We also have a notable partnership with Tesla and we hope to build on this in the future. There are currently three pathways between Tesla and TMCC. The first is Tesla's MDP program that provides a way for high school graduates to be hired with Tesla and receive training prior to starting their career. The second is the START program where current employees are trained at the TMCC Applied Tech Center campus. These students earn a certification and provide Tesla's quality technicians with foundational and technical knowledge. The last program is a new EAP program that allows for any Tesla employee to take courses in the advanced manufacturing area to further their knowledge and skills in order to prepare them for advancement within the company. TMCC has even transitioned one classroom into a dedicated space

for Tesla, equipped with eight fully functional robots for automation courses.

Capacity-Building Program Design

The program enhancement will go toward both instructional faculty and for equipment and training infrastructure needs. We plan on hiring two new full-time instructors in Advanced Manufacturing, as well as offer competitive and equitable salaries to retain our two existing full-time instructors. These new instructors will be tasked with providing training to local companies seeking upskilling/training opportunities for their employees. They will also work with local organizations in search of avenues for training prospective employees as well.

Currently, our program has all of their training equipment at the Applied Tech Center campus and it is stationary. In order to mobilize our efforts and meet the industry needs, we will need to acquire two vehicles (large cargo vans preferred) that will hold our training equipment. We will also need mobile training equipment in the form of Skills Boss Manufacture Training Units. This will allow us to teach the curriculum necessary to meet industry needs.

Will this program include funding for staff?

Yes

Will this program include funding for existing staff?

Yes

Justification for Existing Staff

Currently, we have two full-time faculty members in the area of advanced manufacturing. They have been hired at a rate that does not meet industry standards. Over the past few years, we have seen several faculty members in this area of study come and go due to low wages in comparison to what they would make in the field. In order to retain our existing instructors, we need to offer competitive and equitable salaries. Our current faculty have been invested in meeting the needs of our two main workforce partners, Panasonic and Tesla, and with Tesla in need of expanding their training opportunities, it will be imperative to do our best to keep our current faculty on board.

Recruitment

This investment in increased capacity will enable TMCC to serve additional workforce partners, training up to 150 additional students per year, each completing an average of 6 training credits. We plan on utilizing our connections through our advisory boards, as well as creating new connections with employers through our wide array of workforce partners including NevadaWorks, EmployNV, EDawn, & DETR. We have had interest from employers in partnering with our college for upskilling/training needs, but due to the lack of mobility, we have not been able to meet their requests.

Outcomes

Training Outcomes:

- TMCC will engage employers beginning July 1, 2023 to determine what training they need for their companies
- On-site training in partnership with employers will begin in the second semester of FY23
- In FY24, TMCC will train 50 students, averaging a completion of 3 credits
- In FY25, TMCC will train 75 students, averaging a completion of 3 credits
- By the end of FY25, 25 students who obtained training through the Mobilization will obtain employment
- Wages from placement will be on average \$20-\$30/hr
- By the end of FY25, TMCC will have mobilized training 60 times in partnership with 10 employers

Equipment Outcomes:

- By June 30, 2024, we will purchase the first vehicle, place the logos on it, outfit it with the necessary racks/shelves/roller trays/portable tables, etc., and acquire our registration & insurance through BCN
- By June 30, 2024, we will purchase the first set of mobile Skills Boss Trainers
- By December 31, 2024, we will purchase the first vehicle, place the logos on it, outfit it with the necessary

racks/shelves/roller trays/portable tables, etc., and acquire our registration & insurance through BCN
- By December 31, 2024, we will purchase the second set of mobile Skills Boss Trainers

Hiring Outcomes:

- By July 31, 2023, TMCC will create a job posting for new faculty hires and create a hiring committee
- The new recruitment will commence by the end of August 2023
- With successful recruitments, TMCC will have two new faculty in place by January 2024

Sustainability Plan

The vehicles as well as the Skills Boss Trainers will be able to be utilized for years to come and help us continue to facilitate our mobile training programs. HR has confirmed that they are in support of a salary increase for our existing faculty and provided our new biennial budget delivers sufficient base budget restoration, it will enable us to fund these positions sustainably on state thereafter. TMCC anticipates that positions will be sustained on state funding through base and formula funding from increased enrollment.

Is the program offered consistent with the Unified State Plan (WIOA)?

Yes

Supporting Documents

Key Industries - EDawn.pdf

DETR Tech-and-Logistics-Projections.pdf

Manufacture-Nevada_Smart-Manufacturing-Survey.pdf

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.

GOED seeks to read plans including efforts to address the needs of Veterans, Gender inclusion and penetration in non-traditional employment, recipients of public assistance, justice-involved citizens, racial and ethnically diverse students, and persons with disabilities.

Diversity Action Plan

This project specifically brings advanced manufacturing training out to employers to reach a wider range of diverse employees at their job sites. We anticipate serving many individuals that would otherwise not be able to take courses at the college campus due to childcare or transportation issues for instance. Many of the employees that are seeking training come from a lower socioeconomic background and have not been previously given the opportunity to participate in higher education, which could lead to advancement in both their career and economic standing.

In keeping with TMCC's commitments to ensure an inclusionary environment that honors diversity and integration, specific outreach activities and marketing efforts are developed to address target populations. We offer programs & resources that support this commitment to a variety of diverse groups including but not limited to veterans, CTE gender equity needs, recipients of public assistance, justice-involved citizens,

racial & ethnically diverse students, and students with disabilities. We plan on working with our special populations groups at TMCC to increase representation, inclusion, utilization and completion rates of the program.

We plan on promoting our program through established pipelines such as TMCC's Veterans Resource Center (VRC) and Veterans Upward Bound (VUB) programs which assist with the development of efforts to promote access and workforce diversity to Veteran populations. We also plan on utilizing our Perkins-funded CTE Assistant Director to support CTE gender equity needs by promoting traditionally male careers to female students and vice versa within the school district and in the community as a whole. We also want to make sure that our students that are recipients of public assistance are being encouraged to participate as well, so we plan on utilizing our Counseling Center and food bank (Wizards Warehouse) to promote the program and offer a space for our food insecure students to get the resources they need in order to be successful. A component of the project is the development of outreach activities and marketing efforts that will reach disabled, underrepresented, and racially/ethnically diverse student populations, from middle school, high school, traditional age, and non-traditional college age population groups. TMCC will actively recruit in Spanish-language media and our diverse recruitment team will promote this program opportunity to diverse audiences at schools, career fairs, open houses, and during campus tours.

Through the orientation process, we will make sure that the additional students we are recruiting are made aware of our variety of resources that can assist them in meeting their educational & workforce goals including the Career Hub, Counseling Center, Financial Aid Office, Academic Advising, Educational Partnership Program (formally Re-entry), TRIO program, Success First Summer Bridge program, and the Diversity Center. Lastly, TMCC will continue to work to address the challenges of traditional and non-traditional age students in terms of offering flexible schedules, hybrid course offerings, and student support services to address financial and life challenges. TMCC's demographics show that 50% of TMCC's student population are minorities (with 34% being Hispanic). 50% percent of the student population are first-generation and 54% percent of the student population were made up of women, and 46% were men.

Workforce Diversity Commitment Statement

The Nevada System of Higher Education (NSHE) is committed to providing equal opportunity and access to programs and employment, and places of work and learning free of discrimination. Likewise, TMCC's policies regarding equal employment opportunity and affirmative action represents our commitment to supporting practices that seek to achieve equal opportunity in employment and advancement without regard for sex, age, race, color, religion, physical and mental disability, creed, national origin, veteran status, sexual orientation, genetic information, gender identity, or gender expression.

TMCC's Equity, Inclusion and Sustainability Office pledges to address, work with, and uphold a series of goals and commitments to ensure an inclusionary environment that honors diversity and integration. These goals and commitments include:

- *Building and maintaining a non-discriminatory environment in all facets of TMCC's programs as they relate to all members of TMCC including faculty, staff and students
- *To assist in developing diverse workforce, through outreach and affirmative action efforts, that reflect a demographic distribution in the service area, with regard to race, color, religion, gender, sexual orientation, disability, veteran status and age
- *To work with TMCC's faculty and staff to facilitate the integration of diversity content into curricula
- *To provide support to TMCC's enrollment management, recruitment and retention support efforts
- *To provide direction in establishing and maintaining clearinghouse of information and resources on issues of access, equity and inclusion and services to faculty, staff and students
- *To represent TMCC in the community at large in promoting and disseminating TMCC's commitment to equal opportunity, equity and inclusion at all levels of operations

Statement to Comply with Federal & State Law

TMCC is an EEO/AA (equal employment opportunity/affirmative action) institution. TMCC does not

discriminate on the basis of race, color, national origin, sex, disability, age, gender, including pregnancy-related condition, gender identity or expression, sexual-orientation, protected veterans status, genetics, or religion in their 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 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.

Request for Funding

Has any part of this program received prior capacity funding?

No

Total Project Cost

\$710,912.00

WINN Funding Request

\$710,912.00

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 submitted as often as monthly.

What are your invoicing plans?

Quarterly

Cost Estimates

Advanced Manufacturing WINN Application

Budget.xlsx

Budget Narrative

Advanced Manufacturing Budget Narrative.docx

APPLICATION FOR WINN FUNDS - BUDGET BREAKDOWN

APPLICANT NAME: Truckee Meadows Community College

PROJECT NAME: TMCC's Advanced Manufacturing Mobilization

PROJECT PERIOD: FY24-FY25

PRIORITY PROGRAM COSTS

Enter the total cost for each line in the far right column	Total WINN Request
Candidate Assessment Fees	
Instructional and/or Curriculum Development Services	\$410,912.00
Direct Program Personnel (e.g. Navigator, Liaison, Coordinator)	
Equipment or Technology for Training	\$300,000.00
Priority Costs Subtotal:	\$710,912.00

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 General Support Personnel (May not exceed 10% of total funding)	
Instructional Facility Rental Costs	
Program Promotion Costs	
Other Necessary Costs	
Non-Priority Costs Subtotal:	\$0.00

TOTAL WINN REQUEST: \$710,912.00

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

Advanced Manufacturing Budget Narrative

Total WINN Request: **\$710,912**

Priority Program Cost: **\$710,912**

- 1) *Instructional and/or Curriculum Development Services: \$410,912*
- 2) *Equipment or Technology for Training: \$300,000*

1) Instructional and/or Curriculum Development Services: **\$410,912**

To meet the industry need for high-tech trained personnel in Advanced Manufacturing, TMCC must hire two new full-time instructors in Advanced Manufacturing, as well as offer competitive and equitable salaries to retain our two existing full-time instructors.

FY24 Total Instructional Cost: **\$176,768**

\$150,388: The two new full-time instructors would be hired at a salary rate of \$75,000 and \$23,925 for fringe benefits at 31.9% (\$98,925 X 2). Given the hiring timelines however, we would expect to need .75 FTE, which would be a salary of \$56,250 and fringe of \$17,944 (\$74,194 X 2). Based on AB268, we would also need to budget for two \$500 retention payments per instructor (\$1000 X 2).

\$26,380: To retain our two existing full-time instructors we would need to raise their salaries by \$10,000 each and allocate \$3,190 for fringe benefits (\$13,190 X 2).

FY25 Total Instructional Cost: **\$234,144**

\$207,764: The two new full-time instructors would continue at a salary rate of \$75,000 and \$23,925 for fringe benefits at 31.9% (\$98,925 X 2). Based on A.B. 268, we would also need to budget for two \$500 retention payments per instructor (\$1000 X 2). Per A.B. 522, we would also need to budget for a 4% COLA resulting in a \$3,000 increase to the base salary (\$3,000 X 2) and corresponding fringe benefits of an additional \$957 at 31.9% (total fringe \$24,882) for each position.

\$26,380: To retain our two existing full-time instructors we would need to maintain their new salary rates of \$10,000 each and allocate \$3,190 for fringe benefits at 31.9% (\$13,190 X 2).

2) Equipment or Technology for Training: **\$300,000**

The program must acquire a pair of vehicles and the mobile equipment/technology necessary to deliver training on-site in order to maximize access to upskilling/training opportunities for employees at local companies while maintaining company productivity.

FY24 Total Equipment and Technology Cost: **\$150,000**

\$60,000: The program plans to acquire one white cargo van the first year and purchase a second one the following year. This is necessary to mobilize our training efforts.

\$8,000: The white cargo van will need custom shelves, racks, roller trays, tie-downs, and portable tables in order to have a fully functional mobile training center.

\$1,000: The white cargo van will need to get a TMCC logo placed on the vehicle.

\$3,000: The white cargo van will need to get registration & insurance with all applicable fees.

\$78,000: The program would need to purchase at least 3 Skills Boss Manufacturing Training & Assessment Systems (\$26,000 X 3) to deliver our flagship MPT 101 course (Basics of Operations & Maintenance) to local employers and provide customized training opportunities to their employees.

FY25 Total Equipment and Technology Cost: **\$150,000**

\$60,000: The program plans to acquire the second white cargo van in year 2 of funding. This is necessary to continue to mobilize & expand our training efforts.

\$8,000: The white cargo van will need custom shelves, racks, roller trays, tie-downs, and portable tables in order to have a fully functional mobile training center.

\$1,000: The white cargo van will need to get a TMCC logo placed on the vehicle.

\$3,000: The white cargo van will need to get registration & insurance with all applicable fees.

\$78,000: The program would need to purchase at least 3 additional Skills Boss Manufacturing Training & Assessment Systems (\$26,000 X 3) to deliver our flagship MPT 101 course (Basics of Operations & Maintenance) to local employers and provide customized training opportunities to their employees.



1 Electric Avenue Sparks, NV 89434

May 1, 2023

Stacey Bostwick, Director of Workforce Development
Governor's Office of Economic Development
555 E. Washington Ave, Suite 5400
Las Vegas, NV 89101

Subject: Workforce Innovations for a New Nevada (WINN) Application

Dear Ms. Bostwick:

This letter of support is for Truckee Meadows Community College and their WINN Grant Application as TMCC continues to strengthen their Advanced Manufacturing and Data Science programs.

Tesla currently has over 7,000 employees and is continuing to grow here in Nevada. We recently announced plans to invest \$3.6B into the state to build 4 million additional square feet of manufacturing space for 2 new factories. This investment is projected to add 3,000 more jobs over the next several years with an average wage of over \$30 per hour. Some of the roles include approximately 2,000 Production Associates at \$20+/hour, 300 Equipment Maintenance Technicians at \$24+/hour, and 25 Data Analysts at \$25+/hour. Tesla is committed to providing growth opportunities, career pathways, and support for education programs in our community. As we continue our growth, hiring these roles locally is crucial to meeting our goals.

Tesla is excited to continue our collaboration efforts with TMCC. We are confident that expanding the Manufacturing and Data Science programs will support this mission and help our employees increase their skillsets. We understand the need to report outcomes for this publicly funded effort and are willing to provide appropriate support and feedback. Please let us know if you have any questions or if you would like additional information.

Sincerely,

Chris Reilly
Policy and Business Development, Tesla

5/15/23

Stacey Bostwick, Director of Workforce Development
Governor's Office of Economic Development
555 E. Washington Ave, Suite 5400
Las Vegas, NV 89101

Subject: Workforce Innovations for a New Nevada (WINN) Application

Dear Ms. Bostwick:

Panasonic Energy of North America (PENA) is a large manufacturer of Lithium Ion Batteries, employing over 4500 personnel in the Reno/Tahoe area. Lithium Ion batteries created at the Reno site are sold to Tesla to be placed in battery packs at the Gigafactory.

By this letter, we wish to express our need for and support for the expansion of the Advanced Manufacturing and Data Science/Analytics programs to provide our organization with the skilled and knowledgeable workforce we need. PENA has and continues to face staffing challenges due to low manufacturing knowledge and experience in the local area. The ability to develop and upskill local talent is key to the success and growth of PENA and the surrounding communities.

Based on historical hiring and attrition data, PENA anticipates hiring another 825 operations and 25 maintenance personnel in 2023, and an additional 1700 operations and maintenance personnel in 2024. Hiring numbers are subject to change.

The increased capacity of this program will ensure there are sufficient numbers of qualified applicants for us to employ in high-wage opportunities that we have not been able to fill by other means. PENA is confident that this program will provide the highly skilled workforce we need to successfully operate in the Reno/Tahoe area.

We understand the need to report outcomes for this publicly funded effort and will work with TMCC to communicate the PENA hiring of future graduates of the program. We look forward to continuing to work in partnership with TMCC and other stakeholders in this important effort.

Sincerely yours,

Randy Fricot
Technical Training Supervisor – Panasonic Energy of North America (PENA)

PANASONIC ENERGY OF NORTH AMERICA

1 ELECTRIC AVE. STE 110, SPARKS, NV 89437



May 22, 2023

Stacey Bostwick, Director of Workforce Development
Governor's Office of Economic Development
555 E. Washington Ave, Suite 5400
Las Vegas, NV 89101

Subject: Workforce Innovations for a New Nevada (WINN) Application

Dear Ms. Bostwick:

Haws is a local manufacturing company with Corporate Headquarters located in Sparks Nevada. Luther Haws patented the drinking fountain in 1906. Today, Haws in its fourth generation, invents, manufactures and builds drinking fountains and standardized and customized emergency response products. Haws employs 150 employees in Sparks and another 100 around the world.

The last few years have been difficult to staff our manufacturing positions in Sparks with qualified candidates. The growing Northern Nevada economy, lack of affordable housing and lack of manufacturing training in the area have added to the staffing shortages. There is a definite need for the expansion of training programs geared toward manufacturing, and supply chain and logistics to ensure there is a sufficient qualified workforce to fill our needs in the future. Our plans include significantly increasing our workforce in the next five years with skilled labor. Our current rate of pay for skilled assemblers starts at \$23/per hour and supply chain specialists start at \$25/per hour.

We understand the need to have a measurable return on investment and are adept at tracking metrics and outcomes. We currently track hiring sources, training conducted and training results. Our employees who receive training are required to write up and share the learnings from their trainings with their immediate supervisors and their departments.

We look forward to continuing to work in partnership with the TMCC and other stakeholders in this important effort.

Sincerely yours,

Theresa Auld
Director of Human Resources
Haws Corporation