

*Nevada Governor's Office of*  
**ECONOMIC DEVELOPMENT**

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*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 Diesel Technician & Mining Support

**Primary Economic Sector**

Advanced & General Manufacturing  
Logistics

**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**

The Pape Group, Inc.

**Company Point of Contact**

Brandon Morse, Recruiting Manager

**E-mail**

bmorse@pape.com

**Job Titles to Be Filled**

Diesel Technician

**Number of Job Openings to be Assisted**

**Average Hourly Wage for Job Hires**  
\$20-\$30/hr

**Employer Commitment & Support Letter**  
Pape Letter of Support.pdf

**Workforce Disruption - Prior 12 Months**  
No

## Company 2

**Company Name**  
Empire Southwest, LLC (CAT)

**Company Point of Contact**  
Adrian Reaux, General Manager of Corporate  
Talent Development

**E-mail**  
adrian.reaux@empire-cat.com

**Job Titles to Be Filled**  
Heavy Equipment Technicians

**Number of Job Openings to be Assisted**  
1,400

**Average Hourly Wage for Job Hires**  
\$20-64/hr

**Employer Commitment & Support Letter**  
Empire CAT Letter of Support.docx

**Workforce Disruption - Prior 12 Months**  
No

## Company 3

**Company Name**  
Northern Nevada Mining Association (NVMA)

**Company Point of Contact**  
Alex Walden, Director of Strategic Outreach &  
Partnerships

**E-mail**  
alex@nevadamining.org

**Job Titles to Be Filled**  
Diesel Technician Certified Mechanic

**Number of Job Openings to be Assisted**  
100

**Average Hourly Wage for Job Hires**  
\$37.50/hr

**Employer Commitment & Support Letter**  
NVMA Letter of Support.PDF

**Workforce Disruption - Prior 12 Months**  
No

## Statement of Need

### Needs Assessment

Diesel technicians continue to serve as a backbone for our industrial sector for the Northern Nevada economy. Diesel impacts many aspects of our daily lives, and is imperative to maintain Nevada's mining sector. The Nevada Mining Association (NVMA) indicated in their letter of support that they represent over 450 member companies and having a skilled & trained workforce is the most crucial element for a successful business. The mining industry in particular is always in search of talent to fill their positions and

to fuel the economy for the rural Nevada communities & beyond.

Northern Nevada has an expansive network of transportation services, warehousing, construction & mining that all benefit from trained & skilled diesel technicians. Long term projections from DETR for 2018-2028 show a 17.44% employment increase for Bus & Truck Mechanics & Diesel Engine Specialists. We are seeing a plethora of new businesses move into the area on a consistent basis, each one in search of people to work, and buildings in need of being constructed. With this influx of people to our area, is the need for more semi-truck hauls to and from our bordering states. This is coupled with the need to of course serve our longstanding mining industry in Nevada as well. The Economic Development Association of Western Nevada (EDAWN) has named distribution, logistics, e-commerce, and advanced manufacturing as some of their key industries. With many companies within those sectors growing and expanding yearly, it is imperative that we as the community college be ready to provide the training necessary to have a skilled workforce to support the transportation & infrastructure needs of these businesses & our community as a whole.

While there are a few diesel technology programs in Nevada, with CSN & GBC offering programs as well, TMCC is the NSHE institution that serves the Northern Nevada community's workforce needs. As demonstrated by the Nevada Mining Association's need for employees, TMCC provides a much needed avenue for the training of qualified technicians to not only serve our area, but provide additional industry support to our Nevada mining locations as well.

## **Program Objectives and Outcomes**

### **Program Overview**

TMCC gives students the opportunity to pursue three stackable credentials in Diesel Technology (Skills Certificates, Certificate of Achievement, & AAS). Our diesel program gives students the opportunity to earn a variety of Automotive Service Excellence (ASE) industry-recognized certifications that are in demand by diesel repair shops nationwide. Our diesel program also complies with national NC3 and JPRO certification standards. We train our students on a block scheduling system with class offerings rotated in three different time slots (morning, afternoon, evening), so that students can complete their certificates and degrees on a consistent schedule. We offer coursework that prepares them for a diverse list of occupations within the industry. This program engages with several disciplines taught at our Applied Tech Center including Automotive, HVAC/R, and Welding. In addition to our main diesel courses, students are also exposed to industry safety courses.

### **Employer Engagement**

Working closely with regional companies that hire diesel technicians, our degrees respond to employers' need for a highly-qualified diesel technician workforce, and we plan to leverage our existing employer connections to offer training opportunities for graduates in this program. With our Northern Nevada area growing and expanding yearly, it is imperative that we as the community college be ready to provide the training necessary to have a skilled workforce & have the ability to produce qualified candidates in a timely manner. Employers are letting us know that they are in need of educated/trained individuals in all facets of our diesel technician program. TMCC has strong industry support through our advisory board, which provides a forum for employers to give input on curriculum development and the overall program direction. Additionally, over the past few years, numerous mines have reached out to us for employees and have hosted our students as summer interns. Most of our students are being offered employment by our employer partners even before they have completed their program of study.

### **Capacity-Building Program Design**

We currently have two dedicated full-time faculty members in the area of diesel technology. Thus, the program enhancement will be solely dedicated to equipment needs. While we have begun to develop classes and certificates that will address heavy equipment maintenance and repair, we are sorely lacking physical equipment necessary to deliver the curriculum.

**Will this program include funding for staff?**

No

**Recruitment**

This investment in increased capacity will enable TMCC to target an enrollment increase from our current 42 FTE to 60 FTE per semester. This will net an estimated additional 20 award completers per year. We plan to recruit additional training candidates through the utilization of Perkins funding for program promotion through print and digital media. We plan on distributing this material through our Recruitment & Access Center team & our Assistant Director of Career & Technical Education who connect with the Washoe County School District & community organizations on a regular basis.

**Outcomes**

Training Outcomes:

In FY24, TMCC will enroll 50 students

In FY25, TMCC will enroll 60 students

By the end of FY25, TMCC will realize 50 award completers (skills cert, cert of achievement or associates)

By the end of FY25, 30 students who received training will gain related employment

Students entering the field following their training will obtain an average wage of \$30 per hour

Equipment Outcomes:

By June 30, 2024, TMCC will purchase equipment to outfit the training including: a CAT equipment excavator, CAT equipment C Skid Steer Loader, Mastercool AC Recovery System, CAT Equipment Compact Track Loader and a CAT Equipment Excavator (another model).

**Sustainability Plan**

The program equipment will continue to be utilized for years to come. With increased fees from additional enrollment, TMCC will plan for equipment replacement as needed.

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

Yes

**Supporting Documents**

Key Industries - EDAWN.pdf

DETR Diesel - Projections by Industry & Occupation.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**

TMCC's Diesel Technician program is a space that we see many Veterans and justice-involved citizens seeking educational opportunities to gain training for a lucrative career. We plan on making sure that our prospective students in this area are connected with our Veterans Upward Bound (VUB) program prior to being admitted, so that they are fully supported from the start. We also will encourage their participation in our Veterans Resource Center (VRC), so that they can receive wrap-around services that has proven to make our students more successful. For our Justice-Involved students, we will make sure that they are connected with our Educational Partnership Program (re-entry) for wrap around services as well. Diesel is also a space where we plan on producing promotional materials encouraging females to enroll in this male dominated industry. We will leverage our Perkins funding and CTE Assistant Director position to make this happen and spread this information throughout the WCSD & in the community.

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**

\$150,000.00

**WINN Funding Request**

\$150,000.00

**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 be submitted as often as monthly.**

**What are your invoicing plans?**

Quarterly

**Cost Estimates**

Diesel WINN Application Budget.xlsx

**Budget Narrative**

Diesel Budget Narrative.docx

**APPLICATION FOR WINN FUNDS - BUDGET BREAKDOWN**

**APPLICANT NAME: Truckee Meadows Community College**

**PROJECT NAME: TMCC's Diesel Technician & Mining Support**

**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

Direct Program Personnel (e.g. Navigator, Liaison, Coordinator)

Equipment or Technology for Training

\$150,000.00

**Priority Costs Subtotal: \$150,000.00**

**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: \$150,000.00**

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



## **Diesel Budget Narrative**

*Total WINN Request: \$150,000*

### **Priority Program Cost: \$150,000**

1) *Equipment or Technology for Training: \$150,000*

#### **1) Equipment or Technology for Training: \$150,000**

We currently have two dedicated full-time faculty members in the area of diesel technology. Thus, the program enhancement will be solely dedicated to equipment needs. While we have begun to develop classes and certificates that will address heavy equipment maintenance and repair, we are sorely lacking the physical equipment necessary to deliver the curriculum. The following equipment and materials will give students the opportunity to take courses in their pursuit of up to three stackable credentials in Diesel Technology (Skills Certificates, Certificate of Achievement, & AAS). They will have the ability to earn a variety of Automotive Service Excellence (ASE) industry-recognized certifications that are in demand by diesel repair shops nationwide and within our local mining industry. We train our students on a block scheduling system with class offerings rotated in three different time slots (morning, afternoon, evening), so that students can complete their certificates and degrees on a consistent schedule.

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

**\$51,400:** CAT Equipment 305.5 Hydraulic Excavator

**\$17,000:** CAT Equipment 226DC Skid Steer Loader

**\$6,600:** 4 Mastercool AC Recovery Systems (\$1,650 X 4)

**\$41,000:** CAT Equipment 303.5 Excavator

**\$34,000:** CAT Equipment 239D Compact Track Loader



April 27<sup>th</sup>, 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:

At Papé, we are a leading supplier of construction, logging, mining, material handling, landscaping, trenching, and farm equipment, as well as semi-trucks and warehouse products in the West. Papé currently has 4,400+ members, 160+ stores, and operates in 9 western states including California, Nevada, Oregon, Washington, Idaho, Montana, Hawaii, Arizona and Alaska. Diesel Technicians continue to be a huge driver and need for our company.

By this letter, we wish to express our need for and support for the expansion of the Truckee Meadows CC Diesel Technician program to provide our organization with the skilled workforce we need. At this moment, we have over 200 open Technician positions. We only expect that number to increase as we grow as a company and the technician workforce continues to age. On average, the Entry-Level Technicians that join our team make between \$20-\$30/hr, depending on experience. This increased capacity of this program will ensure there is sufficient qualified workforce for us to employ in high-wage opportunities that we have not been able to fill by other means. We are confident that this program will provide the highly skilled workforce we need.

We understand the need to report outcomes for this publicly funded effort and will ensure we report any and all Technician hires we make from the program. We look forward to continuing to work in partnership with the Truckee Meadows CC and other stakeholders in this important effort.

Sincerely,

Brandon Morse  
Recruiting Manager  
The Papé' Group, Inc.



**Empire Southwest, LLC**

1725 S. Country Club Dr.  
Mesa, AZ 85210-6003  
480.633.4300 tel  
480.633.4489 fax

April 26<sup>th</sup>, 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:

Empire Southwest is the Caterpillar dealership servicing 29 locations and 33 mine sites in Nevada, Arizona, and eastern California. Empire is a privately owned business established in 1950 with 3800+ employees. Empire partners with secondary education and post-secondary institutions to help develop our workforce.

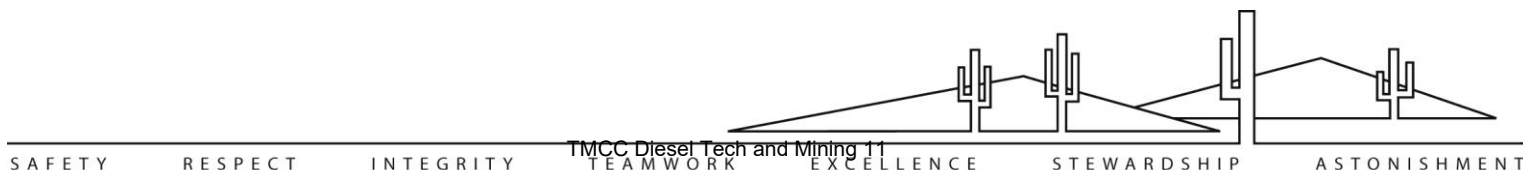
By this letter, we wish to express our need for and support for the expansion of TMCC’s Diesel Technician program to provide our organization with the skilled workforce we need. Empire has a strong demand for qualified Heavy Equipment Technicians. The increased capacity of TMCC’s diesel program will help ensure there is sufficient qualified workforce for us to employ in high-wage opportunities.

Empire anticipates growing our technical workforce by approximately 1400 people in the next 3 years. Technician pay range is between \$20 - \$64 per hour based upon experience. In addition to hourly pay, Technicians may receive differential compensation based upon work location and shift. Empire is confident that TMCC’s Diesel program will help contribute to the highly skilled workforce needed to meet market demand.

We understand the need to report outcomes for this publicly funded effort. Empire will work with TMCC to report hiring metrics and market demands as needed. We look forward to continuing to work in partnership with TMCC and other stakeholders in this important effort.

Sincerely yours,

Adrian Reaux  
General Manager of Corporate Talent Development





NEVADAMINING.ORG

3185 LAKESIDE DRIVE, RENO, NEVADA 89509 TEL: 775-829-2121

May 15, 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:

The Nevada Mining Association (NVMA) is pleased to support Truckee Meadows Community College's planned updates to its diesel technology program and its WINN application.

Organized in 1913, NVMA's mission is to unite, educate, advocate, and serve as the public voice of Nevada's modern mining industry. Now representing a diverse membership comprised of over 450 member companies along the length and breadth of the mining supply chain, NVMA is uniquely positioned to offer comments on workforce development matters.

A skilled and properly trained workforce is perhaps the most crucial element for any successful business. Despite being one of Nevada's foundational industries and offering high paying jobs and robust benefits, the mining industry consistently finds itself in search of talent to fill open positions. Filling these positions is critical to both the industry and the rural communities supported by mining operations. Truckee Meadows Community College's proposal to expand quality training in its diesel technology program offers an important benefit to the companies needing to hire diesel techs.

The increased capacity of this program will significantly enhance the quantity and quality of qualified workers who are available to be employed by mining in high-wage opportunities, which the industry has not been able to fill by other means. The average hourly wage for diesel technology certified mechanics averages about \$37.50 per hour plus overtime and bonus opportunities. Most mining employees in this field make approximately \$110k annually. Additionally, offering these classes at the community college level will reduce the economic barriers to career upskilling educational programs for lower income individuals.

The Nevada Mining Association is proud to support programs, such as this one, which will continue to expand a diverse and qualified workforce across the state. On behalf of NVMA's entire membership, I enthusiastically support this WINN application and look forward to continuing to work in partnership with the Truckee Meadows Community College and the Governor's Office of Economic Development.

Sincerely,

Dana R. Bennett, PhD  
Interim President