

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 Welding Lab Expansion Support

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

Johnson Iron

Company Point of Contact

Josh Ruppert, President

E-mail

office@johnsoniron.com

Job Titles to Be Filled

Welder, Carpenter, Laborer

Number of Job Openings to be Assisted

20

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

Employer Commitment & Support Letter
Johnson Iron Letter of Support.pdf

Workforce Disruption - Prior 12 Months
No

Company 2

Company Name
MSM Sheet Metal & Steel Fabrication INC

Company Point of Contact
Steven W. Field, President

E-mail
steve@msmsheetmetal.com

Job Titles to Be Filled
Welder, Fabricator

Number of Job Openings to be Assisted
15

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

Employer Commitment & Support Letter
MSM Sheetmetal Letter of Support.pdf

Workforce Disruption - Prior 12 Months
No

Statement of Need

Needs Assessment

Manufacturing in general makes up \$8.37B of Nevada's economic activity, and manufacturing metal (fabrication) plays an imperative role in our workforce. Welding continues to serve as a backbone for our industrial sector of the Northern Nevada economy. Welding impacts many aspects of our daily lives, and welders are responsible for the formation of buildings, vehicles, pipelines and various forms of technology that involves metal work. Northern Nevada has an expansive network of advanced manufacturing, machining, transportation services, warehousing, and construction that all benefit from trained & skilled welders. 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.

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 infrastructure needs of these businesses.

TMCC has a longstanding & respected welding program that continues to have SkillsUSA winners on a yearly basis demonstrating the high skill level attainment of our graduates. Welding is also offered at several institutions in NSHE including WNC, GBC, and CSN along with programs at the for-profit Career College of Northern Nevada (CCNN). TMCC serves as the main non-profit welding program for the Reno/Sparks area, and it is imperative that we continue to serve an increasing number of students. Our program offers short-term training/certification opportunities at an affordable rate, but we must expand our capacity in the welding lab in order to meet industry needs.

Program Objectives and Outcomes

Program Overview

TMCC gives students the opportunity to pursue three stackable credentials in Welding (Skills Certificates, Certificate of Achievement, & AAS). Our welding program gives students the opportunity to earn a variety of American Welding Society (AWS) industry-recognized certifications that are in demand by industrial and commercial contractors. We train hundreds of students on an open-entry basis each week, and we offer coursework that prepares them for a diverse list of occupations from construction to manufacturing. This program engages with several disciplines taught at our Applied Tech Center including Diesel, Automotive, and CNC Machining. In addition to our main welding courses, students are also exposed to industry safety courses and blueprint reading. We have a large welding lab with over 50 booths to train students in acetylene welding and cutting, arc welding, MIG/TIG and stick welding and plasma arc cutting, but we are struggling to source the necessary equipment & personnel to increase our capacity for a fully functional lab space with student lab fees alone.

Employer Engagement

Working closely with regional companies that hire welders, our degrees respond to employers' need for a highly-qualified welding workforce, and we plan to leverage our existing employer connections to offer employment 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 welding and metalworking. TMCC is in the process of rebuilding our welding advisory board that provides a forum for employers to give input on curriculum development and the overall program direction. It has been difficult to gain traction on the advisory board in the past due to the lack of full-time faculty in this area, so this enhancement is imperative to rebuilding our employer connections for the betterment of our students.

Capacity-Building Program Design

The program enhancement will go toward both instructional faculty and for equipment to maintain & grow our lab space. We plan on hiring one new full-time instructor in welding at a competitive salary. This new instructor will be tasked with growing our current welding program enrollment & connecting with more employers in the area. Presently, we have just one full time faculty member, so another full time instructor is needed to grow the program as desired and deliver the curriculum with fidelity. Additionally, it is becoming more difficult to source the necessary equipment to increase our capacity with student lab fees alone, including TIG & stick welding machines, oxygen & acetylene gauges, welding guns, and drill presses that are needed for expansion.

Will this program include funding for staff?

Yes

Will this program include funding for existing staff?

No

Recruitment

This investment in increased capacity will enable TMCC to target an enrollment increase from our current 64 FTE to 80 FTE per semester. This will net an estimated additional 40 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 70 students

In FY25, TMCC will enroll 80 students

By the end of FY25, TMCC will realize 40 award completers (skills cert, cert of achievement, or associates)

By the end of FY25, 40 students who received training will gain related employment

Students entering the field following their training will obtain an average wage of \$25 per hour

Equipment Outcomes:

By June 30, 2024, TMCC will purchase equipment to outfit the training including: TIG welders, a bevel mill, welding guns, oxygen & acetylene gauges, stick welders, a drill press, and a magnetic drill

Hiring Outcomes:

- By July 31, 2023, TMCC will create a job posting for new faculty position and create a hiring committee
- The new recruitment will commence by the end of August 2023
- With a successful recruitment, TMCC will have new faculty in place by January 2024
- The new full-time faculty member will be tasked with growing program enrollment, helping to connect the graduates of the program to employment opportunities, and supporting the advisory board expansion efforts.

Sustainability Plan

The program equipment such as the welding machines will continue to be utilized for years to come, and with proper care & maintenance the majority of the equipment purchases will allow for the lab to increase their efforts to support additional students while providing the time to increase lab fees as needed. 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

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

TMCC's Welding 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. Welding

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

\$279,076.00

WINN Funding Request

\$279,076.00

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

Welding WINN Application Budget.xlsx

Budget Narrative

Welding Budget Narrative.docx

APPLICATION FOR WINN FUNDS - BUDGET BREAKDOWN

APPLICANT NAME: Truckee Meadows Community College

PROJECT NAME: TMCC's Welding Lab Expansion 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	\$179,076.00
Direct Program Personnel (e.g. Navigator, Liaison, Coordinator)	
Equipment or Technology for Training	\$100,000.00
Priority Costs Subtotal:	\$279,076.00

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: \$279,076.00

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

Welding Budget Narrative

Total WINN Request: \$279,076

Priority Program Cost: \$279,076

- 1) *Instructional and/or Curriculum Development Services: \$179,076*
- 2) *Equipment or Technology for Training: \$100,000*

1) Instructional and/or Curriculum Development Services: \$179,076

We plan on hiring one new full-time instructor in welding at a competitive salary. This new instructor will be tasked with growing our current welding program enrollment & connecting with more employers in our community. Presently, we have just one full time faculty member in this area, so another full time instructor is needed to grow the program as desired and deliver the curriculum with fidelity.

FY24 Total Instructional Cost: \$75,194

\$75,194: The new full-time instructor would be hired at a salary rate of \$75,000 and \$23,925 (31.9%) for fringe benefits. 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. Based on AB268, we would also need to budget for two \$500 retention payments (\$500 X 2).

FY25 Total Instructional Cost: \$103,882

\$103,882: The new full-time instructor would continue at a salary rate of \$75,000 and \$23,925 for fringe benefits (31.9%). Based on A.B. 268, we would also need to budget for two \$500 retention payments (\$500 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 and increase in fringe by \$957 (to \$24,882) at 31.9%.

2) Equipment or Technology for Training: \$100,000

We have a large welding lab with over 50 booths to train students in acetylene welding and cutting, arc welding, MIG/TIG and stick welding and plasma arc cutting, but we are struggling to source the necessary equipment & personnel to increase our capacity for a fully functional lab space with student lab fees alone. The following equipment and materials will give more students the opportunity to take courses in their pursuit of up to three stackable credentials in Welding (Skills Certificates, Certificate of Achievement, & AAS). They will also have the ability to earn a variety of American Welding Society (AWS) industry-recognized certifications that are in demand by industrial and commercial contractors. We train hundreds of students on an open-entry basis each week.

FY24 Total Equipment and Technology Cost: **\$100,000**

\$23,200: 2 Aspect 375 AC/DC Tig Welders (\$11,600 X 2)

\$9,640: Heck Pro 12-C Bevel Mill Pro/30 Degree Roller

\$11,920: 4 Mag Pro Push/Pull Welding Guns (\$2,980 X 4)

\$40,800: 4 Dynasty 300 Wireless/Complete Tig Welders (\$10,200 X 4)

\$6,460: 2 CST-282-575V, Dinse Stick Welders (\$3,230 X 2)

\$4,000: 8 Oxygen/Acetylene Gauges (\$500 X 8)

\$2,880: Jet 15" Variable Speed Floor Model Drill Press

\$1,100: HMD904 Magnetic Drill with Swivel/Coolant-115V

May 16, 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,

We are a sheet metal and steel fabrication company started in 1983. We employ about 47 full time employees. We recruit graduates from the TMCC Welding program and teach them how to fabricate. We have several graduates from this program that have developed into Key long term people in our organization.

By this letter, we wish to express our need for and support for the expansion of the training program to provide our organization with the skilled workforce we need. 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. At our company, we anticipate approximately 10-15 such openings in the next year and 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 are happy to follow up and report on their progress. We look forward to continuing to work in partnership with the TMCC Welding program and other stakeholders in this important effort.

Sincerely yours,



Steven W. Field,
President



May, 10 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:

Johnson Iron, Inc. is a structural steel subcontractor in Truckee, CA. We specialize in residential structural steel fabrication and installation. We operate in some of the most prestigious residential communities in the Lake Tahoe Basin, including Martis Camp, Lahontan, Sugar Bowl, Northstar, Serene Lakes, and the North and West Shores of Lake Tahoe. We employ welders as well as carpenters and laborers. Currently, we have four employees who are graduates of the welding program at Truckee Meadows Community College Technical Institute, including two Nevada State Skills Competition champions.

By this letter, we wish to express our need for and support for the expansion of the Truckee Meadows Community College Technical Institute to provide our organization with the skilled workforce we need. The welding trade in this region is in need of more skilled trades workers, especially in the welding trade. Specifically, the workforce is in need of technical fundamental skills in welding/fabrication, steel erection, blueprint reading, and drafting. 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. At our company, we anticipate approximately 10-20 such openings in the next 2 years and 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 we look forward to sharing the further accomplishments of the graduates of this institution. We look forward to continuing to work in partnership with the Truckee Meadows Community College Technical Institute and other stakeholders in this important effort.

Sincerely yours,

Josh Ruppert, President
Johnson Iron, Inc.
m. 530.308.1004
10959 Industrial Way
Truckee, CA 96161

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