

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

Board of Regents, NSHE, obo Great Basin College

Address

1500 College Parkway, Elko, Nevada 89801

Workforce Development Program Experience

Great Basin College has extensive experience working with industry to provide workforce development programs. Since the college's inception in 1967, GBC has created more than 50 Associate, Bachelor and Certificate of Achievement programs aimed at filling workplace needs. The college also offers Industry Skills Certificates (less than 30 credits) to prepare students to fill in-demand positions.

Each program has its own technical skills committee comprised of regional industry professionals who help guide decisions regarding program launch, expansion, and sometimes revision. These professionals help GBC understand current industry needs so what students learn while training aligns with what they experience in the workplace.

Over the past decade, GBC has seen its graduation rate incrementally increase from 194 students in 2011 to 451 in 2021. Following graduation, 90%+ of graduates from Career and Technical Education programs are employed within their chosen industry within 6 months. Electrical Systems Technology routinely graduates the most degree and certificate program graduates, followed by Diesel Technology, Instrumentation Technology, Welding Technology, and Industrial Millwright programs.

One of the reasons GBC has been so successful at creating workforce development programs that lead to high-skill, high-wage and in-demand positions is its Maintenance Training Cooperative (MTC) program. The MTC is made up of mining and support industries that partnered with GBC to "grow their own" highly trained employees. Through an application process, this group awards participating students a \$5,000 scholarship to cover tuition and other costs while also providing a paid internship at no less than \$20/hour; well over 90% of MTC participants go on to work with their internship provider full-time following graduation. For the 2023-2024 academic year, over 80 students have been accepted into the program.

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

Great Basin College uses the Workday accounting system to set up, maintain and close out grants. GBC has many years of experience managing grants from federal, state and local sources, as well as private foundations. GBC has adequate financial staffing and experience to implement and manage grants and is prepared to comply with any required assurances.

GBC can provide documentation regarding its internal controls, financial managements policies, conflict of interest policy, civil rights policy, student privacy policy and/or sample ledgers of expenditures as needed.

Great Basin College has been accredited through the Northwest Commission on Colleges and Universities (NWCCU) since 1974. The accreditation was most recently reaffirmed in 2021.

Project Information

Project Name

Instrumentation Technology - Winnemucca

Primary Economic Sector

Advanced & General Manufacturing

Project Point of Contact

Nicole Maher

Title

Grants Director

Phone

(775) 761-2624

Email

nicole.maher@gbcnv.edu

Employer Partner(s)

Company 1

Company Name

Nevada Gold Mines

Company Point of Contact

Alissa Wood, Head of Communities and Corporate Affairs

E-mail

AWood@Barrick.com

Job Titles to Be Filled

Instrumentation/Electrical Technicians; Instrumentation/Electrical Planners

Number of Job Openings to be Assisted

50

Average Hourly Wage for Job Hires
\$28

Employer Commitment & Support Letter
Letter of Support.Winnemucca Instrumentation
Technology.NGM.pdf

Workforce Disruption - Prior 12 Months
No

Company 2

Company Name
Lithium Americas

Company Point of Contact
Maria Anderson, Community Relations Manager

E-mail
maria.anderson@lithiumamericas.com

Job Titles to Be Filled
Instrumentation Technician

Number of Job Openings to be Assisted
5

Average Hourly Wage for Job Hires
\$28

Employer Commitment & Support Letter
Letter of Support.Winnemucca Instrumentation
Technology.Lithium Americas.pdf

Workforce Disruption - Prior 12 Months
No

Company 3

Company Name
West Coast Salmon

Company Point of Contact
Ralph Runge, Vice President - Development

E-mail
rr@westcoastsalmon.com

Job Titles to Be Filled
Process Control Engineers; Instrumentation Technicians

Number of Job Openings to be Assisted
10

Average Hourly Wage for Job Hires
\$30 - \$35

Employer Commitment & Support Letter
Letter of Support.Winnemucca Instrumentation
Technology.West Coast Salmon.pdf

Workforce Disruption - Prior 12 Months
No

Statement of Need

Needs Assessment

Beginning with the Fall 2023 semester, GBC CTE will launch an Instrumentation Technology program in Winnemucca. The Perkins Reserve Competitive funded the hire of the full-time instructor who will teach the program in FY23; that person has been on the job since January 2023 and has developed the curriculum, helped order and set up equipment, and is working to recruit students to the first cohort.

Students must complete the two-semester Electrical Systems Technology Certificate of Achievement or an Associate of Applied Science degree before applying for the two-semester Instrumentation Technology Certificate of Achievement. Students also have the option of seeking a Bachelor of Applied Science that builds upon both certificate programs.

The Instrumentation Technology program is the natural progression following the Electrical Systems Technology program. As enrollment in Winnemucca's Electrical Systems Technology program has increased over the past three years, students have requested an instrumentation program. Most of these students are place bound due to family and work obligations making it difficult and, in most cases, impossible to attend the Elko program.

As the hybrid Instrumentation Technology program has traditionally been paid for by industrial employers, this program will allow students to complete their education in the most efficient manner possible, allowing students to go from five years of hybrid programming to two years of in-person programming (for Certificates of Achievement; the bachelor program will require two more semesters).

Since 2015, enrollment in the Electrical Systems Technology program in Winnemucca has increased from six students the first year to a high of 16 in both 2020 and 2021; in 2022, 13 students graduated with an additional 14 are slated to graduate in May 2023. This ready field of candidates provides a solid launching point for the new Instrumentation Technology program in Winnemucca.

The Instrumentation Technology program in Winnemucca can serve up to 16 students per cohort. Nevada Gold Mines has indicated they employ approximately 200 Instrumentation Technicians across their properties with 50 current openings; Lithium Nevada (five openings/Phase 1) and West Coast Salmon Nevada (10 openings/Phase 1) have also indicated need. Other letters of support are included in this application detailing other potential employers.

According to the Governor's Office on Economic Development (GOED), Instrumentation Technology ranks #13 overall on Nevada's list of high demand occupations. Students with an instrumentation certificate can plan to earn on average \$25.54, while students who secure a bachelor of applied science will earn on average \$43.43. Locally the mining industry has a high demand for Instrumentation technicians and nationally there are many job opportunities. As of 2020, an average of 17,937 instrumentation positions were available in Nevada.

Program Objectives and Outcomes

Program Overview

The knowledge and skills taught in the Certificate of Achievement in Instrumentation Technology program were developed through a study of industry requirements for the trade, particularly with regard to Instrumentation Systems and Process Automation. Additional input was given by advisory board members who come from local industries, mines, and government agencies.

This program will prepare students to work as mining instrumentation technicians, water treatment instrumentation technicians, pharmaceutical instrumentation technicians, elevator instrumentation technicians, food processing instrumentation technicians, manufacturing instrumentation technicians, power generator instrumentation technicians, process control systems technicians, and process automation technicians.

Students must achieve the 56-credit Certificate of Achievement in Electrical Systems Technology, or the 70-credit Associate of Applied Science in Electrical Systems Technology before being admitted to the Instrumentation Technology program.

Once in the program, students have the option of completing the 41-credit Certificate of Achievement in

Instrumentation Technology, or the 133-credit Bachelor of Applied Science, which combines the Electrical and Instrumentation curriculum and General Education requirements into one credential.

Employer Engagement

Great Basin College has worked with members of both its Electrical Systems Technology Advisory Board and its Instrumentation Technology Advisory Board to develop the new Instrumentation Technology program in Winnemucca. Members of both boards primarily hail from area mining, petrochemical and manufacturing industries. GBC meets with advisory board members on a regular basis to report on progress, receive feedback, and plan for future growth/expansion.

Advisors have helped GBC see that while much of Humboldt County's industry mirrors that of Elko, there are many unique interests in Winnemucca's general area including a cyanide plant, a soon-to-be-built salmon farm, a soon-to-be-built Lithium mine, a potato processing plant, a plastics manufacturer and a trailer manufacturer—all of which would benefit from a local instrumentation technology program that focuses on staying current with local business and industry advancements.

Launching a traditional program in Winnemucca will not only keep students at their local campus but will expedite their training for new or current employers. The new program will also ensure technological consistency across multiple locations. For example, Nevada Gold Mines operates several mines throughout the northern Nevada region—the same region where students from Elko, Winnemucca, Battle Mountain and Lovelock all train. Adding a traditional program in Winnemucca will ensure that all students have access to the same instructional training and grade of equipment.

As mentioned above, GBC has partnered with local industry to operate the Maintenance Training Cooperative (MTC) program, which support Instrumentation Technology students. Through this process, industry is able to "grow their own" employees within the exact training parameters they need, and students receive a tuition scholarship and paid internship which leads to full-time employment following graduation.

Florida Canyon Mining Inc. has said in relation to the scholarship program that it "recognizes a generational gap in the skilled trades" that is being met through MTC. Other industry heads have expressed their commitment to continue funding MTC scholarships, especially in Instrumentation Technology. The Instrumentation Technology program will prepare students to be qualified and ready to fill high-skill/high-wage and in-demand positions.

Capacity-Building Program Design

One of the greatest challenges that GBC faces is providing equal learning access across its expansive service area. In other words, if the Elko main campus has a traditional Instrumentation Technology program and the college launches a traditional program in Winnemucca, both should have highly qualified instructors, matching curriculums based on the latest industrial feedback, and equal equipment in sufficient quantities to help every student (regardless of location) achieve optimum training.

However, this is very difficult due to funding--especially funding that involves personnel. GBC's primary funding source for salaries has been the Carl B. Perkins pass-through CTE grant from the Nevada Department of Education. That program has traditionally funded a single salary in a single Manufacturing or Health Science program each year; the college's departments take turns asking for the salary. While GBC is grateful for that source of funding, it can be frustrating to try to grow programs at the rate and with the capacity that industry needs.

If granted, this funding will provide two years of instructor salary for the Winnemucca Instrumentation program, at which time, GBC-Winnemucca will be able to demonstrate sufficient enrollment to apply to

have the salary absorbed through the state system.

In addition, the ability to purchase more of the Instrumentation Technology training systems will not only provide more equity between Elko and Winnemucca but will also more effectively prepare students in Winnemucca with the training they need to transition smoothly to the workplace.

The most effective way to prepare future technicians for the workplace is to provide them with a variety of hands-on experiences in the instructional lab. These hands-on training experiences are most effectively provided using training systems that provide a solid theoretical grounding in the subject matter while allowing for numerous and diverse hands-on applications that teach and test students' troubleshooting, critical thinking and reasoning skills.

Because Winnemucca will be launching its traditional program in Fall Semester 2023, it is attempting to acquire 3-variable process control training systems for the first time. The program has capacity for 16 students per cohort, so the goal is to have two students per trainer, or at least eight of the units. However, the trainers are very expensive so this application includes a request for four.

Will this program include funding for staff?
Yes

Will this program include funding for existing staff?
Yes

Justification for Existing Staff

GBC hired a new Instrumentation Technology for Winnemucca at the beginning of 2023. That person has helped review and update the Instrumentation curriculum in concert with Elko, prepare the lab, and work with the Electrical Systems Technology instructor in Winnemucca to recruit students to Instrumentation. Two more years of funding would secure the position through the state system, as enrollment (both in Electrical Systems, which feeds Instrumentation, and Instrumentation itself) is showing strong growth.

Recruitment

Since 2015, enrollment in the Electrical Systems Technology program in Winnemucca has increased from six students the first year to a high of 16 in both 2020 and 2021; in May 2023, 14 students graduated. This ready field of candidates provides a solid launching point for the new Instrumentation Technology program in Winnemucca.

The Instrumentation Technology program is the natural progression following the Electrical Systems Technology program. As enrollment in Winnemucca's Electrical Systems Technology program has increased over the past years, students have requested an instrumentation program. Most of these students are place bound due to family and work obligations making it difficult and, in most cases, impossible to attend the Elko program.

GBC also continues to utilize traditional avenues for advertising its program, including a full-time CTE College Credit Coordinator who promotes GBC's Manufacturing programs to secondary students as well as social media, web, print and earned media.

Most students come straight from a secondary setting, although GBC has been attracting workforce employees whose companies wish them to attain this higher level of training. This is another example of how GBC's partnerships with industry have been mutually beneficial.

With regard to recruitment, GBC also will explore relationships with EmployNV Hub and JOIN in Winnemucca to target underemployed workers.

Outcomes

The Instrumentation Technology program in Winnemucca will launch in August 2023 and graduate its first

cohort in May 2024. The second cohort will train from August 2024-May 2025; the third cohort will train from August 2025-May 2026.

1. Estimated number of applicants/trainees: 12/first cohort (2023); 14/second cohort (2024); 16/third cohort (2024). Please note that applicants will have already successfully completed the Electrical Systems Technology program, which will qualify them for enrollment in the Instrumentation Technology program.

2. Completion rate: 80% (based on CNA completer rates)

3. Anticipated job placements: 90% within 6 months (based on GBE CTE employment data)

4. Anticipated average wage at placement: \$25.54/hour (based on Nevada GOED figures)

Measurable project outcomes: At the completion of the first academic year of the Instrumentation Technology program in Winnemucca, GBC will:

- Graduate/credential/advance at least 80% of students (10) in the program by May 2024
- Employ 90% of completer students (9) in the Instrumentation Technology fields by January 2025

At the completion of the second academic year of the Instrumentation Technology program in Winnemucca, GBC will:

- Graduate/credential/advance at least 80% of students (11) in the program by May 2025
- Employ 90% of completer students (10) in the Instrumentation Technology fields by January 2026

At the completion of the third academic year of the Instrumentation Technology program in Winnemucca, GBC will:

- Graduate/credential/advance at least 80% of students (13) in the program by May 2026
- Employ 90% of completer students (12) in the Instrumentation Technology fields by January 2027

Sustainability Plan

The Instrumentation Technology program is approved by the Nevada System of Higher Education Board of Regents, and is an official certificate and degree program for GBC. There is no anticipation the Instrumentation Technology program will end; it will continue as long as industry and student demand exist. The equipment is a one-time purchase, and will be used for many years after the end of the grant period. The training that students receive through the program will serve them and their employers for many years in the workplace.

The grant funding request to support the position salary will constitute years 2 and 3. After the three-year period, there will be sufficient enrollments to move the program to state funding. To further ensure the sustainability of the Instrumentation Technology program in Winnemucca:

- GBC Winnemucca will continue to collaborate with regional business and industry to provide educational, training and employment opportunities.
- GBC Winnemucca will work with advisory board members, job agencies, and other local and regional employers to increase internship and externship opportunities for students not currently working in an Electrical Systems or Instrumentation Technology field.
- GBC Winnemucca will ensure that equipment and software reflect current workplace procedures and technology.
- GBC Winnemucca will seek out professional development opportunities to ensure that Instrumentation Technology staff are current with industry practices and technologies.
- GBC Winnemucca will stay abreast of emerging career opportunities within the Instrumentation

Technology field for graduating students.

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

No

Supporting Documents

Workforce Diversity Action Plan

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

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

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

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

GBC is committed to workforce diversity with regard to training and employment. GBC helps to promote workforce diversity as follows:

GENDER (NON-TRADITIONAL EMPLOYMENT)

GBC is committed to helping students prepare for nontraditional fields, although nontraditional enrollment has historically been a challenge. Of the 13 programs that lead to nontraditional occupations for a particular gender, only two have shown nontraditional enrollment over 25%. Otherwise, nontraditional concentrator rates have remained relatively low (12% of CTE concentrators were enrolled in program courses that lead to nontraditional fields).

To combat these low percentages, GBC: (1) Has expanded marketing efforts, which is showing good results. Of the programs that have increasing nontraditional enrollment (Electrical Systems Technology, Industrial Millwright and Nursing) all have included recent marketing materials that featured nontraditional students; (2) Will launch nontraditional mentoring support groups in Fall 2023. One group is for female students applying to Manufacturing and other male-dominated programs; the other is for male Nursing students. The groups will meet monthly to discuss nontraditional education, students' motivation for seeking out the education, and what supports they need; (3) Continues to explore ways to recruit instructors that mirror nontraditional students; this has been very effective in the Health Sciences; and, (4) Facilitates in-service training and professional development opportunities that help CTE instructors be most effective at helping students overcome cultural, language, gender and other barriers. GBC also is striving to ensure at least some advisory board members reflect the nontraditional populations.

RACE/ETHNICITY

GBC CTE is dedicated to helping special populations prepare for high-skill, high-wage, and in-demand occupations. According to GBC's latest statistics, Native American/Alaskan Native and Hispanic/Latino are trending negatively with regard to earning a credential of value, while Asian students saw the largest gaps

in retention and placement.

GBC recognizes that Native American/Alaskan Native and Hispanic/Latino students may be lagging behind in certificate/degree completion and job placement in part due to cultural or language barriers. Reliable, adequate and affordable internet may be another barrier; 60% of GBC CTE programs are online, while others are hybrid, also requiring internet access.

A further barrier is that students are challenged by general education requirements and program prerequisites. For instance, the math requirement for Business programs has delayed students' degree progression; the English requirements for AAS in the Diesel, Electrical, Millwright and Welding technology programs have also been a particular barrier for Hispanic/Latino students.

In order to address these challenges, GBC: (1) Is in the process of translating Manufacturing and Health Sciences promotional materials into Spanish; (2) Preparing to conduct a survey specific to the Native American/Alaskan Native and Hispanic/Latino populations to gain better insight into the barriers the students are facing; (3) Working to resurrect the Native American Student Association (NASA) on campus as an additional Native American resource; (4) Inviting Native American/Alaskan Native and Hispanic/Latino industry partners and business owners to serve as advisory board members; (5) Incorporating mandatory tutoring into general education courses that have historically low pass rates; (6) Raising awareness regarding available tutoring services; (7) Collecting more data on student access to reliable internet and technology, including surveys, disaggregated by race and income, to help establish important context around what supports students need; and, (8) Extending CTE staff recruitment efforts to channels within underrepresented communities.

Workforce Diversity Commitment Statement

Great Basin College, a member of the Nevada System of Higher Education, is an Affirmative Action/Equal Employment Opportunity educational institution. It is guided by the principle that equal opportunity means more than equal employment opportunity, and that access to facilities and services shall be available to all people regardless of their race, age, religion, color, gender, including pregnancy related conditions, sexual orientation, disability, whether actual or perceived by others and including service related disabilities, national origin, military status or military obligation, gender, identity or expression or genetic information. This also includes a person's clothing or traits historically associated with national origin, race, color or religion, including, but not limited to, hair texture, hairstyle or head wear. This principle is applicable to every member of the GBC/NSHE community, both students and employed personnel at every level, and to all facilities and services.

Statement to Comply with Federal & State Law

Great Basin College complies with all federal, state and local laws and regulations that are applicable to its operation as an institution of higher learning and a member of the Nevada System of Higher Education.

Request for Funding

Has any part of this program received prior capacity funding?

No

Total Project Cost

\$854,705.77

WINN Funding Request

\$442,454.00

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?**

Monthly

Cost Estimates

GBC WINN-Capacity Budget
Summary.Winnemucca Instrumentation
Technology.xlsx

Budget Narrative

GBC WINN-Capacity Budget Narrative.Winnemucca
Instrumentation Technology.docx

APPLICATION FOR WINN FUNDS - BUDGET BREAKDOWN

APPLICANT NAME: Board of Regents, NSHE, obo Great Basin College

PROJECT NAME: Winnemucca Instrumentation Technology Salary and Equipment

PROJECT PERIOD: Amended to add July 1, 2023 - June 30, 2025; Initiated 5/1/23

PRIORITY PROGRAM COSTS

	FY23 WINN Budget <small>(Director Approved)</small>	FY24-25 Budget Change	New Total WINN Request
Enter the total cost for each line in the far right column			
Candidate Assessment Fees	\$0.00	\$0.00	\$0.00
Instructional and/or Curriculum Development Services	\$0.00	\$256,454.00	\$256,454.00
Direct Program Personnel (e.g. Navigator, Liaison, Coordinator)	\$0.00	\$0.00	\$0.00
Equipment or Technology for Training	\$99,741.77	\$186,000.00	\$285,741.77
Priority Costs Subtotal:	\$99,741.77	\$442,454.00	\$542,195.77

ALLOWABLE PROGRAM COSTS

Enter the total cost for each line in the far right column			
Training Fees	\$0.00	\$0.00	\$0.00
Analysis of On-Site Training	\$0.00	\$0.00	\$0.00
Administrative or General Support Personnel (May not exceed 10% of total funding)	\$0.00	\$0.00	\$0.00
Instructional Facility Rental Costs	\$0.00	\$0.00	\$0.00
Program Promotion Costs	\$0.00	\$0.00	\$0.00
Other Necessary Costs	\$0.00	\$0.00	\$0.00
Non-Priority Costs Subtotal:	\$0.00	\$0.00	\$0.00

TOTAL WINN REQUEST: \$542,195.77

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

WINN Budget Narrative
GBC-Winnemucca Instrumentation Technology
FY24-25 Amendment

Priority Program Costs

Instruction & Curriculum Development - \$256,454

OBJECT CODE 100

- **Instrumentation Technology Instructor Salary - \$186,648**
100% FTE Instrumentation Technology Instructor: \$93,324 annual salary (\$78,000 base page + \$6,000 for 20-plus days + \$8,400 cost-of-living adjustment + \$924 performance pay) x 2 years (FY24 and FY25)

OBJECT CODE 200

- **Instrumentation Technology Instructor Fringe - \$69,806**
1 – 100% FTE Instrumentation Technology Instructor: \$93,324 annual salary x 37.4% fringe rate = \$34,903/year x 2 years (FY24 and FY25)

Equipment or Technology for Training - \$186,000

OBJECT CODE 730

- **DAC 3-Variable Process Control Training Systems - \$186,000**
\$46,500 x 4 quantity – The 3-Variable Process Control Training System provides Instrumentation Technology students with a solid theoretical grounding while allowing for numerous and diverse hands-on applications that teach and test their troubleshooting, critical thinking and reasoning skills.

TOTAL: \$442,454



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1655 Mountain City Hwy
Elko, Nevada
89801
Tel +1 775 748-1001

www.nevadagoldmines.com

May 25, 2023

Stacey Bostick, Director of Workforce Development
Governors Office of Economic Development
555 E. Washington Avenue, Suite 5400
Las Vegas, NV 89101

RE: Letter in Support of the Winnemucca Instrumentation Technology Program

Dear Stacey,

Nevada Gold Mines (NGM) respectfully submits the following letter of support for the Great Basin College Instrumentation Technology Program. With 7,000 employees and one of the largest mining operators in Nevada, CTE training programs such as this are of the utmost importance to NGM in providing training and preparing our future workforce. There is no doubt that the mining industry and State of Nevada as a whole both benefit greatly from being able to hire and retain a skilled local workforce.

Instrumentation Technology graduates can expect to be hired on to positions at NGM such as Instrumentation/Electrical Technicians, Planners, and positions in leadership. We currently employ over 200 roles related to Instrumentation and average over 50 openings that need to be filled at any time. These positions have an entry level wage of \$28/hr.

Below are just a few of the benefits of the program:

- The Instrumentation Technology program in Winnemucca will ensure equal access to high-quality CTE programs by offering students the same in-person instruction and access to lab equipment as the Elko program.
- The Instrumentation Technology program in Winnemucca will meet the local workforce and economic needs of the state.
- The Instrumentation Technology program in Winnemucca will facilitate work-based learning opportunities for students by allowing them to work and attend school closer to home.

NGM fully supports Great Basin College and the addition of the Instrumentation Technology Program in Winnemucca. We understand the need to report outcomes for this publicly funded effort and will share hire, wage, and other information as applicable in order to move this important effort forward. Please don't hesitate to contact NGM if we can be of any help or with any further questions.

Should you have any questions, please feel free to contact me at 775-748-1043 or at AWood@Barrick.com

Regards,

Alissa Wood,
Head of Communities and Corporate Affairs
Barrick North America

LithiumAmericas

May 26, 2023

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

Re: Support for Great Basin College's instrumentation technology program

Dear Stacey,

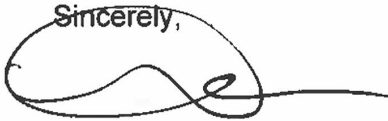
Lithium Americas is focused on advancing lithium projects in Argentina and the United States to production. Thacker Pass in northern Nevada is located 60 miles north-northwest of Winnemucca, NV in Humboldt County. The Thacker Pass project is the largest-known lithium resource in the US, has received its Record of Decision from the Bureau of Land Management, and is advancing towards construction which is expected to commence in 2023. The company trades both on Toronto Stock Exchange (TSX: LAC) and on the New York Stock Exchange (NYSE: LAC)

Development of our Thacker Pass project is expected to employ up to 1,000 contractors during construction and approximately 500 people with family-supporting jobs for the life of the mine (40 years), including a need of 5 instrumentation technicians during Phase I.

As our goal is to hire locally to the greatest extent possible, it is essential that high quality training be available to prepare our workforce. Enabling GBC Winnemucca's students to complete training in instrumentation locally will increase our ability to fill family-supporting jobs for many years.

Lithium Americas looks forward to continuing our support for the excellent educational opportunities provided by Great Basin College.

Sincerely,



Maria Anderson
Community Relations Manager
Lithium Nevada Corp.

May 22, 2023

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

Ms. Bostwick,

West Coast Salmon Nevada, LP (**WCSN**) is currently raising the financing to design, build and operate an industrial scale land-based Atlantic salmon operation outside of Imlay, Nevada (Pershing County). The planned first phase will deliver 13,800 tons production capacity per annum ("steady state") during the second half of 2026 which will serve fresh and sustainably raised Atlantic salmon to US west coast consumers.

The facility's proximity to major markets will ensure a continuous local supply of a fresh high quality and environmentally sustainable product that has longer shelf life and significantly reduced CO₂ footprint than conventionally farmed salmon transported by air from Chile and Europe. Furthermore, the company's ESG commitment will be demonstrated by evaluating sources of renewable energy and upgrading and selling byproducts from the operation.

The company's business plan consists of three development phases for up to a total of approximately 50,000 tons of production per year. Significant land acreage for expansion along with the associated permitted aquifer water rights are owned by West Coast Salmon Nevada. The site is close to critical infrastructure (electrical grid and I-80 Interstate Highway). The salmon farming operation will be based on the design of PR Aqua's (Vancouver, Canada) latest **Recirculating Aquaculture System (RAS)** technology, a state-of-the-art processing facility on the site, as well as specialized fish feed from Nutreco (a leading researcher and producer of fish feeds for RAS operations).

A modern RAS facility (like all processing facilities) is extremely automated and requires advanced process control systems to manage the system, monitor performance parameters and protect the biomass. Some examples of critical systems include-

- Water flow and temperature control
- Water chemistry parameters
- Building environment (HVAC, etc.)
- Feeding systems
- Biosecurity systems
- Oxygen systems
- Disinfection systems
- Biomass movement and tank transfers
- Electrical systems

- Emergency systems

WCSN needs process control engineers and trained and certified technicians in order to safely operate the facility to its design parameters. For the first Phase of the plan, we would expect to need five to ten engineers / technicians (including shift technicians) in early 2024. We will hire locally as much as practical and pay scales will be competitive to prevailing regional wages (~ \$30 -35 per hour).

The following program description from the GBC program fact sheet is a good description of the qualifications and expertise that WCSN will require:

- Students who successfully complete the Instrumentation Technology course will have the knowledge and skills to: Understand the role of measurement and control in industrial processes; Interpret measurement and control terminology; Compare the methods of devices used in temperature, pressure, level, flow, and analytical measurement; Understand the operation and components of a feedback control loop; Apply ISA standards to interpret symbols and documentation; Connect, calibrate, and operate various measurement and testing devices; Interpret manufacturer's instructions to correctly install and maintain pneumatic instruments; Build and tune a feedback control loop and apply the concepts of PID control; Calibrate and align pressure and temperature transmitters, calculating span and range values for various applications; and, Perform safely in the work environment, meeting and obeying all workplace safety requirements.

We understand the need to report outcomes for this publicly funded effort and will share hire, wage and other information as applicable in order to move this important effort forward. WCSN has discussed with and strongly supports GBC's expansion of the curriculum to include an Instrumentation Technology program.

By: *Ralph N Runge*

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