

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

College of Southern Nevada (CSN)

Address

6375 West Charleston Blvd., WC E310, Las Vegas, Nevada 89146-1139

Workforce Development Program Experience

The CSN Department of Computing & Information Technology (CIT) provides a multidisciplinary array of information systems technical educational and training programs. Currently, the departmental organization is structured to meet student needs in four primary discipline groups: Software, Networking, Cybersecurity, and Digital Literacy. The first three of these disciplines pertain directly to professional pathways and local industry employment. This proposal presents a plan to expand the student enrollment and, consequently, provide more technical expertise to the local IT workforce. Increasing the number of technical personnel is a product of amplified employability options, more access to program resources, and increased connectivity to a broader student body. These CIT program have successfully operated for more than 30 years. A significant amount of investment has been made in CSN's CIT programs and infrastructure.

One recent example of CSN's CIT department past performance in providing workforce development programming includes the establishment of a state-of-the-art Cybersecurity lab at the CSN North Las Vegas campus. The Governor's Office of Science, Innovation and Technology (OSIT) awarded the STEM Challenge Grant of nearly \$150,000 to CSN's CIT department to construct a state-of-the-art lab to provide students with the hands-on training that Nevada employers demand (<https://osit.nv.gov/Cyber/Cyber/>). The cybersecurity lab walls are lined with copper mesh to stop the students' practice hacking from escaping

into the real world and have ensured that CSN students have a protected space for experimenting and innovating without affecting any outside networks. Such advanced education is preparing our students for the cybersecurity jobs of today and tomorrow. CSN's Cybersecurity program has leveraged previous grant funds to develop new courses to meet cybersecurity needs and these prepare students for six in-demand industry certifications in cybersecurity career pathways.

Finally, the CSN faculty and leadership within the CIT department are industry experts in their field. Additionally, CSN President, Dr. Federico Zaragoza, is a nationally recognized leader in Workforce Development and has committed his leadership and support to the local workforce development needs. His extensive career leading innovative workforce initiatives has resulted in numerous publications and recognized highly effective workforce training program models.

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

Founded in 1971, the College of Southern Nevada is the workforce development "engine" for the southern region of the state, comprising 70% of the population. We have managed a large number of grants from federal and state sources, including large grants such as Perkins (career & technical education) from the U.S. Department of Education, Trade Adjustment Assistance for Community College & Career Training from the Department of Labor, and STEM Equity from the State Office of Science, Innovation & Technology; and smaller grants such as the Lumina Foundation for Education and the National Science Foundation. In each case, there are stringent requirements for efficient and accurate record-keeping, reporting, and tracking of outcomes. CSN has an Office of Sponsored Projects which provides administrative support for each grant project investigator (project administrator), and financial management for reporting, once a grant is successfully sought and awarded. This grant will receive the same oversight and support, reporting progress and results in compliance with the terms dictated by the Governor's Office of Economic Development.

Project Information

Project Name

Computing Information Technologies Program Expansion (Networking, Software & Cybersecurity Programs)

Primary Economic Sector

Information Technology

Project Point of Contact

Naser Heravi

Title

Professor and CIT Department Chair

Phone

(702) 651-5559

Email

naser.heravi@csn.edu

Employer Partner(s)

Company 1

Company Name

AIS

Company Point of Contact

E-mail

Gary Harouf

gharouff@ais-now.com

Job Titles to Be Filled

Information Technology support

Number of Job Openings to be Assisted

12

Average Hourly Wage for Job Hires

\$20/hour

Employer Commitment & Support Letter

CIT 2023 AIS.pdf

Workforce Disruption - Prior 12 Months

No

Company 2

Company Name

ICU Computer Solutions

Company Point of Contact

Maui Sanadiki

E-mail

info@icomputer.com

Job Titles to Be Filled

Information Technology Services

Number of Job Openings to be Assisted

12

Average Hourly Wage for Job Hires

\$20/hour

Employer Commitment & Support Letter

CIT 2023_ICU.pdf

Workforce Disruption - Prior 12 Months

No

Company 3

Company Name

Outabox

Company Point of Contact

Darren Blinn

E-mail

Darren.Blinn@getoutabox.com

Job Titles to Be Filled

Information Technology Services

Number of Job Openings to be Assisted

10

Average Hourly Wage for Job Hires

\$30.00

Employer Commitment & Support Letter

Grant Proposal Support Letter - Outabox_CIT.pdf

Workforce Disruption - Prior 12 Months

No

Company 4

Company Name

Nevada National Security Site

Company Point of Contact

E-mail

Dr. Jose Sinibaldi

bakera@nv.doe.gov

Job Titles to Be Filled
Cybersecurity Specialists

Number of Job Openings to be Assisted
120

Average Hourly Wage for Job Hires
\$30

Employer Commitment & Support Letter
Letter of Support for CSN IT WINN Proposal (NV Nuclear Security Site).pdf

Workforce Disruption - Prior 12 Months
No

Company 5

Company Name
Synoptek

Company Point of Contact
Guna Rajendran

E-mail
grajendran@synoptek.com

Job Titles to Be Filled
Information Technology Services

Number of Job Openings to be Assisted
13

Average Hourly Wage for Job Hires
\$20

Employer Commitment & Support Letter
Letter of Support for CIT Expansion at CSN (Synoptek).docx

Workforce Disruption - Prior 12 Months
No

Statement of Need

Needs Assessment

According to the Bureau of Labor Statistics (BLS), employment in the IT industry is projected to grow by 11% from 2019 to 2029, much faster than the average growth rate for all occupations. The demand for IT professionals is expected to continue increasing due to the widespread use of technology in various industries and the ongoing digitization of businesses and organizations. According to the GOWINN's in-demand regional analysis as of June 22, 2021, Computer User Support Specialists were ranked 7 and Network and Computer Systems Administrators were ranked 10 on the number of jobs in Southern Nevada. Based data from the BLS, for Computer Support Specialists, the 2021 median pay is \$57,910 per year or \$27.84 per hour. Number of jobs in 2021 is expected to be 875,700. Job outlook for 2021-31 is expected to have 6% growth (as fast as average). The employment change for 2021-31 is expected to be 56,400.

There is a high demand for qualified workers across fields such as Software development, Networking, and Cybersecurity. According to a survey by TEKsystems and the Inavero Institute, 81% of information technology leaders are expected to increase or keep their IT staffing levels. A survey by TEKsystems found that 81% of surveyed IT leaders had trouble finding and hiring IT talent. The survey also revealed that the shortage of talent has led to longer hiring cycles and increased salary demands from IT professionals.

Additional CIT program availability in our region will allow employers to seek local talent rather than recruiting from other regions or relying on external programs to fill their employment needs. Locally, in the Southern Nevada area, in addition to CSN, institutions such as Asher college, DeVry University, MyComputerCareer, New Horizons Computer Learning Center, Southern States University, and Tech Impact offer IT training programs and industry certifications in disciplines such as Business and IT Healthcare. Some of these private institutions such as DeVry University offer graduate level programs and are not as focused in preparing the bulk of their students for immediate placement in the local workforce. MyComputerCareer also offers industry certification preparation for Microsoft, CompTIA and Cisco. Currently, the collective CIT training ecosystem (CSN and all of the others) are simply not able to produce enough completers to fulfill the demand in NV through the current offerings. This is why CSN is seeking support to expand these training opportunities in scope and scale to reach more students. CSN provides direct training in college-level current course offerings that prepare students for both the hard and soft skills required to gain immediate employment and/or to advance in their CIT careers.

Many of our IT programs have limited enrollment capacity to allow for hands-on practical experience in the classroom which can result in a limited pool of graduates available for hiring. The IT field is rapidly changing, and some IT programs may not be able to sustain themselves, leaving graduates with outdated skills and knowledge. Some employers rely on bootcamps and online courses that can provide opportunities for individuals to gain IT skills and knowledge. However, the quality of such external programs varies, and many employers may prefer traditional degree programs over these external programs. Increasing funding for CSN IT programs, expanding capacity, and updating curriculum will directly lead to improved availability of qualified IT professionals. Partnership between CSN and employers help ensure that our graduates meet and exceed employer expectations for a skilled workforce.

CSN/CIT offers Associate of Science (AAS) degrees in Cybersecurity – Compliance, Digital Forensics and Network Security, Network Administration, and Cloud Systems Administration, Certificate of Achievement (CA) degrees in Cybersecurity – Digital Forensics, and Skills Certificates (SC) in Cisco Certified Network Associate, Cisco Certified Network Professional, A+, Network+, Project+, Security+, and Microsoft Cloud Specialist programs. CSN/CIT also offers AAS degrees in programming, database, and web development in addition to an Associate of Arts degree in Computer Science.

The completion of each of the following credentials (certificates & degrees) offered by the College of Southern Nevada lead to the following jobs in Nevada:

CSN Skills Certificates (SC):

1. The Cisco Certified Network Associate SC leads to entry-level jobs to provide support for complex network cases in employment groups such as a Lab Administrator or a Network Engineer.
2. The Cisco Certified Network Professional SC leads to entry-level jobs as a Network Analyst or a System Engineer.
3. The CompTIA A+ and Network+ SC leads to entry-level jobs as a Technical Support Specialist, a Network Engineer, or an IT Fundamentals Instructor.
4. The Red Hat Linux Administrator SC leads to entry-level jobs as a Linux Administrator, a Linux-Red Hat System Engineer, or a Linux/Unix system administrator.
5. The CompTIA Project+ SC leads to entry-level jobs as an IT Project Manager, a Project Analyst/Management, and a Junior Analyst/Project Manager.
6. The CompTIA Security+ SC leads to entry-level jobs as a System Administrator, an IT Manager, or a Network Administrator providing support for network security and risk assessment.

7. The Microsoft Cloud Specialist SC leads to entry-level jobs as a Microsoft Cloud Security Architect, a Cloud Network Engineer, or a Cloud Solution Engineer.

CSN Certificates of Achievement (CoA):

1. The Information Management-Network Infrastructure Analyst CoA is a third-year program for students having completed any of the CIT networking AAS programs to continue their education towards the completion of a BS-degree in Information Technology at the Nevada State University. Graduates from this program are positioned to be able to acquire jobs as a Senior Infrastructure Analyst or a Senior Analyst/Tech Infrastructure.

2. The Cybersecurity-Digital Forensics CoA leads to entry-level jobs as a Computer Forensics Investigator or a Forensics Analyst.

CSN Associate of Applied Science (AAS) Degrees:

1. The Cybersecurity-Compliance AAS leads to jobs as an Information Security Compliance Analyst I, a Security Analyst II, and an Information Security Risk Management Analyst.

2. The Cybersecurity-Digital Forensics AAS leads to jobs as a Special Agent for Cybersecurity/Technology, as a Cyber Forensics Manager, and a Computer Forensics Investigator.

3. The Cybersecurity-Network Security AAS leads to jobs as a Cybersecurity Analyst I, and a Cybersecurity Systems Analyst

4. The Networking-Network Administration AAS leads to jobs as a Network Administrator I, and a Network Engineer.

5. The Networking-Cloud Systems Administration AAS leads to jobs as an Infrastructure Automation/Maintenance Administrator, a Junior System Administrator, and a Cloud System Administrator.

6. The Software-Programming AAS leads to entry-level jobs as a Junior Programmer, an Entry-level Coder, and as a Junior Analyst.

7. The Software-Database AAS leads to entry-level jobs as a Junior Database Developer and a Junior Database Administrator.

8. The Software-Web Development AAS leads to entry-level jobs as a Junior Web Developer, a Front-End Engineer, and a Web Development Designer.

The following narrative describes the connectivity between our local employers and CSN's curricular offerings as it relates to the need for specific skillsets/certificates that lead to jobs.

NNSS requires a skilled workforce in areas of networking and cybersecurity in addition to the desire for upskilling existing employees. According to the NNSS support letter, "The Information Technology directorate, along with the Emergency Communications Network, both benefit from the IT and Cybersecurity talent that CSN produces, along with the upskilling of the current workforce who attend classes through CSN. The 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 120 such openings in the next 5 years and are confident that this program will provide the highly skilled workforce we need."

According to Outabox, Inc., a technology company located in Las Vegas, there is a “need and support for the expansion of Information Technology programs, specifically in the areas of software development, Networking, and Cybersecurity”. CSN/CIT provides the training in these areas through various degrees, certificates, and Skills Certificates.” Outabox is facing many challenges to acquire a skilled workforce and is hopeful that CSN programs can help produce high-wage employment that is beneficial to them and our students. Outabox is expecting about 10 such employment opportunities in the next three years.

According to Synoptek, there is a high demand for employees working at various local campus sites. “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.”

Finally, CSN is a recognized Center for Academic Excellence (CAE) by the NSA and Homeland Security concentrating on technical preparations of students in Cybersecurity. UNLV is also a CAE concentrating on the research aspects of Cybersecurity. These certifications include companies such as AWS, Oracle, and Cisco. Through our Cisco academy, we use Cisco curriculum to prepare students for network administration jobs.

As previously noted, CSN offers stackable degree programs where students can move from a Skills Certificates to a Certificate of Achievement, to Associate degrees with immediate job placement and or progression in their career. Further, students can continue their educational pathway upon completion at CSN to pursue Bachelor-level degrees at sister institutions. These CIT pathways also allow current employees to move from entry-level positions to analysts, administrators, and management positions. Again, please see the attached document for a visual representation of these pathways.

Program Objectives and Outcomes

Program Overview

CSN's certificates and degrees in Software, Networking, and Cybersecurity provide students with the necessary education and skills required by today's IT specialists. Instruction includes courses on programming, databases, network administration, management and security of devices and data connecting to cloud services, server/client centric security issues as well as router/switch centric security issues. Our program provides students with a wide array of training in all functional areas.

CSN's CIT Department offers Skills Certificates that can be completed in as little as one semester, Certificates of Achievement that can be completed in one year, and Associate Degrees that can be completed in two years. Embedded within the curriculum are industry-recognized certifications from CompTIA, Microsoft and Amazon Web services, Linux Redhat, in programming languages such as Python, Java, C++, and Oracle.

Students can begin their CIT pathway by completing an accelerated sequence of courses to complete a Skills Certificate. Upon completion of the Skills Certificate, students have earned industry recognized credentials and are immediately employable with at least an entry level job in their field. For students who want to continue to upskill within their pathway, they may do so by continuing to the next level of credentialing to earn either the 30 credit Certificate of Achievement and/or an Associate of Applied Science degree. With each level of credentialing completed, students are eligible for the next level of employment in their field as well as progress in readiness for the next credential. Please see attached supplemental document that provides a visual representation of the stackable credential pathways that students can complete.

As referenced further down in this application, the primary objective for this grant project is to expand the networking, software and Cybersecurity programs so more students can participate in these workforce pathways. Currently, access to these programs is primarily limited to one CSN campus location. Cybersecurity and Networking are available at the North Las Vegas campus. Proximity to the rest of our

CSN student body is a significant factor in recruiting and can be assisted greatly by replicating program access for students in Henderson, the southern portion of the CSN service area. Building Cybersecurity labs and expanding networking capabilities at the Henderson campus can alleviate much of the access difficulties students face.

Additionally, the goal is to expand outreach to potential students through improved articulation to secondary programs, increase dual enrollment, and program promotion to the working adult population. Project personnel will be tasked with direct connection with secondary program teachers, school counselors, and non-credit workforce education providers. Program promotional materials and online venues will be developed to enhance contact between CSN personnel and local constituents.

We plan to update some of our current courses with additional modules to address industry needs. For example, we plan to add modules to our existing courses highlighting the current trends in Artificial Intelligence and Machine Learning (AI/ML). Through our collaborations with Intel AI/ML program and our advisory board, we are currently in our initial stages of developing an AAS degree in AI/ML requiring the addition of 6 new courses. We have created 2 courses and plan to create 4 new courses within the next 2 years. We will be adding additional modules in software and hardware courses stressing security concepts in our computer programming courses. We anticipate a review of approximately 40 courses offered in Software, Networking and Cybersecurity for potential updates to meet the workforce needs. We update courses by close interaction with our advisory board members. We expect to be adding 5 courses in AI/ML within the next 2 years in addition to adding 3 new courses in Cloud Systems administration. Primarily at our North Las Vegas and Charleston campuses, we currently offer approximately 120 CIT sections of courses (within the software, networking and cybersecurity disciplines) each semester with a class capacity of 15 students in each course section. This equates to seats for up to 1,800 students. The lower-class capacity is needed for most of courses because our courses are hands-on with work on equipment during class time. Some of our Cybersecurity and Networking classes are capped at 12 due to space limitations. To meet the increased capacity to provide for up to an additional 750 students in the Henderson area, CSN would have to teach approximately up to an additional 50 new sections of courses at the Henderson campus. Local employers also require upskilling their employees and we plan to offer condensed courses or weekend courses to meet the demand. We currently have collaborations with the JT4 where we employ their experts to teach our courses because recruiting skilled instructors is highly challenging.

This program expansion will begin in Fall 2023 with equipment acquisition and preparing the Henderson campus for this program expansion. Recruitment for the additional personnel noted in the grant budget will begin in late summer 2023 with the goal of new program faculty and staff beginning in January 2024 in time for the program opening at the Henderson campus to begin at that same time.

Employer Engagement

Our CIT programs have industry advisory boards who closely collaborate with us on updating curriculum and assist in evaluation of courses and degrees. Our industry partners also routinely present at our monthly speaker webinars sharing their knowledge and experience with students and faculty. Additionally, the business partners who wrote letters of support for this proposal are engaged and supportive of this program growth.

Capacity-Building Program Design

We are planning to establish a computer lab and instructional space at the Henderson campus that include installation of work benches located around the room for Cybersecurity and Networking courses with computer workstations located at the center of the room. The rooms require extensive upgrade to accommodate new Internet cables, computer systems and new security equipment to provide hands-on learning experience for our students.

Currently, access to the CIT department programs is limited by location. Cybersecurity and Networking are

available principally at the North Las Vegas campus. Proximity to the student body is a significant factor in recruiting and can be assisted greatly by replicating program facilities for students in the south of the college service area. Building Cybersecurity labs and expanding networking capabilities at the Henderson campus can alleviate much of the access difficulties students face.

In order to provide instruction for up to an additional 750 students, this program will require 5 full time instructors (each teaching 10 classes per year), part time instructors (teaching a total of 12 class sections per year), hourly lab assistants providing 2,800 hours of total support per year, 2 full time advisors, 2 Developmental Technicians and 1 Program Officer position.

Each of the five full time faculty positions will teach a minimum of 30 instructional credits per year (five classes per semester on average with up to 15 students per class).

The part time faculty are needed to fill in the instructional schedule after the full-time faculty workloads are full. These part time faculty will teach courses within the program expansion areas and will be contracted based on student enrollment demand.

The part time hourly lab assistants will support students in the CIT laboratory setting.

Two advisor positions are needed to help support program recruitment, to serve as an academic advisor to students, and as a transfer guide/workforce connector for students as they complete the CSN program. These two positions will have primary responsibility for contacting community organizations and secondary high school programs to promote CIT while facilitating dual or concurrent credit operations.

The two Developmental Technician positions are essential to maintain the support of the new Henderson campus program with software/programming computer labs, networking infrastructure and cybersecurity experiential laboratory equipment.

The Program Officer I is essential to coordinate the growing document management needs of industry certification, articulation agreements with public, charter, and private institutions, the extensive requirements of program accreditation by multiple agencies, supports advisory groups, internship coordination and to help support the logistics of offering the CIT dual credit pathways.

Will this program include funding for staff?

Yes

Will this program include funding for existing staff?

Yes

Justification for Existing Staff

Currently, there are three existing staff positions for the program that were funded by the NV Legislature "capacity enhancement funding" through June 30, 2023--two of them are full time instructors and the third is an advisor; all of which are currently filled.

Without this GOED grant funding, it will be difficult to continue these three existing positions and thus it will be incredibly challenging for CSN to offer this CIT programming in Southern Nevada.

WINN funding is needed to continue to support the two existing instructor positions so the program can get off the ground by having these two instructors teach courses in August 2023.

The existing Advisor position is needed to help support program recruitment, to serve as an academic advisor to students, and as a transfer guide/workforce connector for students as they complete the CSN program.

Recruitment

The target audience for this program expansion includes students entering college wishing to gain practical skills and knowledge in the IT fields to ultimately enter the workforce as well as unemployed or underemployed people seeking to develop new skills, and finally existing professionals who would like to improve their knowledge and skills or change or advance in their careers.

The College of Southern Nevada (CSN) has a long-standing commitment to educating underrepresented students in the Information Technology (IT) sector because educating these students gives them skills needed to find immediate work in Nevada's highest-demand sector, in which many employers are still forced to outsource IT jobs to other States and builds workforce equity through student diversity. IT professionals (including Cybersecurity & Networking -skilled professionals are needed in every critical sector in Nevada, from energy to entertainment to entrepreneurship to education to local government and gaming.

Recruitment strategy includes outreach and marketing through social media and email marketing, partnerships with local businesses, secondary schools, and community organizations to identify potential candidates for training programs, implementing referral programs that can incentivize participants to refer others to the training program.

Outcomes

CSN/CIT currently has 26 full-time and 29 part-time employees and 3 staff members. We plan to use the funding to hire additional full-time and part-time faculty. Because we are expecting an additional 750 students, the additional request aligns well with our goals. Given our course capacity of 15, the new enrollment requires an addition of approximately 50 sections. The new faculty will teach the newly added sections as demand grows. We expect to hire part-time faculty in year 1 and additional part-time faculty in year 2 and beyond as demand grows. Our existing pool of 29 part-time faculty who usually teach 1 or 2 sections of a course may be able to teach additional sections to meet the demand. A major challenge is the ability to recruit qualified part-time faculty in IT disciplines such as programming, networking, and cybersecurity.

We anticipate an enrollment of up to 375 students in year 1 and an additional 375 students in year 2. In 2022, we graduated 150 students in similar CIT programs. We expect to see a similar graduation rate of the new student cohorts at the Henderson campus. Most CSN students enroll as part time students. As such, a large percentage of these students will still be working to complete their associate degree by the end of this grant period.

Many of our students do not complete degrees and instead are employed before completing a degree. Every year, we have approximately 80 students who complete industry certifications in CompTIA A+, network+, Security+ among other Cisco certifications allowing them to acquire jobs based on these industry certifications. We expect up to an additional 80 students (for a total of 160 students per year) who will complete one or more of these industry certifications. Most employers value Skills Certificates over AAS or AA degrees leading to lower graduation rates in our certificates and AAS degrees. Because IT job market demands greatly exceed the number of graduates, we expect full employment for our graduates. We also have students who choose to transition to higher academic pathways rather than choosing immediate employment after graduation.

For the duration of this grant, with the support of industry partners, CSN will work to help place all students who complete credentials with local employers who are offering an anticipated average wage at placement of at least \$20 per hour. Given the myriad of factors associated with timely program completion and job placement, it is CSN's goal to see at least 75% of our CIT students be placed with an employer within the grant period.

CSN/CIT is a major Perkins funds recipient over many years with experience in the acquisition of computer hardware and software. We work with existing vendors who already appear in our purchasing systems with

great working relationship to assure proper requisition and delivery of products. We closely work with our facilities department to assure that room modifications meet all college and industry safety standards. We are planning to modify 1 room at our Henderson Campus. The plan is to acquire high-end workstations capable of running computer science and cybersecurity software. The room will also be equipped for networking and cybersecurity courses. The room may also need modifications to existing cabling to allow for high-speed network access points. In addition, we will install routers, switches, and telecommunication equipment to enhance the learning experience.

This program expansion will begin in Summer 2023 with equipment acquisition and preparing the Henderson campus for this program offering.

Sustainability Plan

Increased student enrollment will sustain the program itself given that the disciplines have a high weighted student credit hour rate of return through an allocation of future state budgets as provided through the NSHE funding formula. Employer engagement such as JT4 and significant expansion into the high school student dual credit pathways will also help sustain future enrollments upon completion of the grant period.

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

Yes

Supporting Documents

CSN CIT Stackable Pathways to Degrees and Certificates Lead to Jobs in NV (Visual).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

Even with a diversified economy, less than 30% of the current 25-34 year-old workforce in Nevada has postsecondary education, whereas 60% of new jobs in key sectors such as teaching, health science, manufacturing and cybersecurity require postsecondary education (Baumer. 2018. Retrieved from <https://www.nevadabusiness.com/2018/05/higher-learning-education-in-nevada/>). Increasing college attainment in Southern Nevada among students of diverse and underrepresented backgrounds is an economic imperative for the State. CSN is committed to developing fundamental resources and approaches to educating and training a diverse workforce.

Gender (Non-traditional Industry and Employment)

Given that gender representation in CIT occupations in Nevada is well below the national average, CSN will leverage prior experience and program contacts to target increased female participation in these programs to broaden opportunities for women in this industry. Partners who share this commitment include

Workforce Connections and DETR. Encouraging more women to enter the Networking and Cybersecurity fields is a significant goal of the programs. The department models the anticipated demographics of the student body by employing a significant number of women as full-time faculty. Additional efforts to expand recruitment include work with organizations such as Women In Technology to sponsor events promoting the discipline.

Recipients of Public Assistance

We will partner with Workforce Connections, Goodwill, DETR and DWSS to share this opportunity with recipients of public assistance. We are also developing wrap around service centers on each of our campuses. These centers will act as one-stop opportunities for students who are on public assistance, or those seeking to avail themselves of public assistance programs, as opportunities to determine how their qualified assistance program can aide them in their educational pursuit.

Workforce Diversity Commitment Statement

CSN's organizational culture is committed to and strongly emphasizes Diversity at every level. An Equal Employment Opportunity/Affirmative Action institution, the college does not discriminate on the basis of sex, age, race, color, religion, disability, national origin, veteran status, sexual orientation, genetic information, gender identity, or gender expression in employment, admissions, educational programs, services, or activities in which it operates. To accommodate the shared governance model at CSN, the recruitment process is conducted by the Talent Acquisition team as well as a Screening Committee that includes a member from each employee group as well as a Faculty Senate representative. These individuals are charged with the responsibility of screening applications and identifying candidates who meet designated qualifications and required experience, with the guidance of the subject matter experts within the Talent Acquisition team. Once the candidates are carefully screened, the committee works with their designated recruiter to contact candidates and schedule interviews. This also ensures for a thorough, non-bias process. Interviews are then conducted to identify the individual who best meets the criteria, while also demonstrating to be a "good fit" for the position and the organization as a whole. Reference checks are conducted along with Nevada State fingerprinting/background checks and drug testing (when applicable).

Statement to Comply with Federal & State Law

The CSN Office of Sponsored Projects assigns Program Managers (PM) and Fiscal Managers (FM) to ensure appropriate use of funds in compliance with Uniform Guidance, EDGAR and institutional policies and procedures; facilitate budgetary decisions, projections and expenditure approval. The Office of Sponsored Projects oversees the financial administration of grants to ensure compliance with the standard accounting practices and federal cost principles. CSN has a strong record in federal, state, and local grants management. This proposed budget is sufficient to support the implementation of activities to achieve the objectives of the Program. Program staff submit monthly progress reports to the PM, summarizing implementation progress, travel, use of consultants, development & piloting of courses/degree programs and student support system, acquisition of and installment of equipment and supplies, formative and summative evaluation issues, unanticipated problems, potential solutions, delays in projected timeline, requests for assistance. Quarterly reports by the PM summarizing progress toward activity outcomes & obstacles encountered form the basis of briefings for the Steering Committee, & Annual Performance Reports.

Request for Funding

Has any part of this program received prior capacity funding?

Yes

Justification for Continued Capacity Funding

Yes, during the last biennium, the NV legislature appropriated "capacity funding" to the NSHE community colleges to support the development and/or expansion of workforce development programs in critical, in-

demand industry sectors. However, due to the COVID pandemic, realizing capacity to the fullest extent did not occur in many areas. This grant will help CSN build workforce capacity in the CIT sector by providing the funding to establish the CIT programs in the Henderson service area--a significant gap in access. Thus, providing additional capacity for students to access the training and education needed to be successful in gainful employment within the IT fields.

Currently, there are three existing staff positions for the program that were funded by the NV Legislature "capacity enhancement funding" through June 30, 2023--two of them are full time instructors and the third is an advisor; all of which are currently filled.

Without this GOED grant funding, it will be difficult to continue these three existing positions and thus it will be incredibly challenging for CSN to offer this CIT programming in Southern Nevada.

WINN funding is needed to continue to support the two existing instructor positions so the program can get off the ground by having these two instructors teach courses in August 2023.

The existing Advisor position is needed to help support program recruitment, to serve as an academic advisor to students, and as a transfer guide/workforce connector for students as they complete the CSN program.

Total Project Cost	WINN Funding Request
\$1,762,052.00	\$1,762,052.00

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

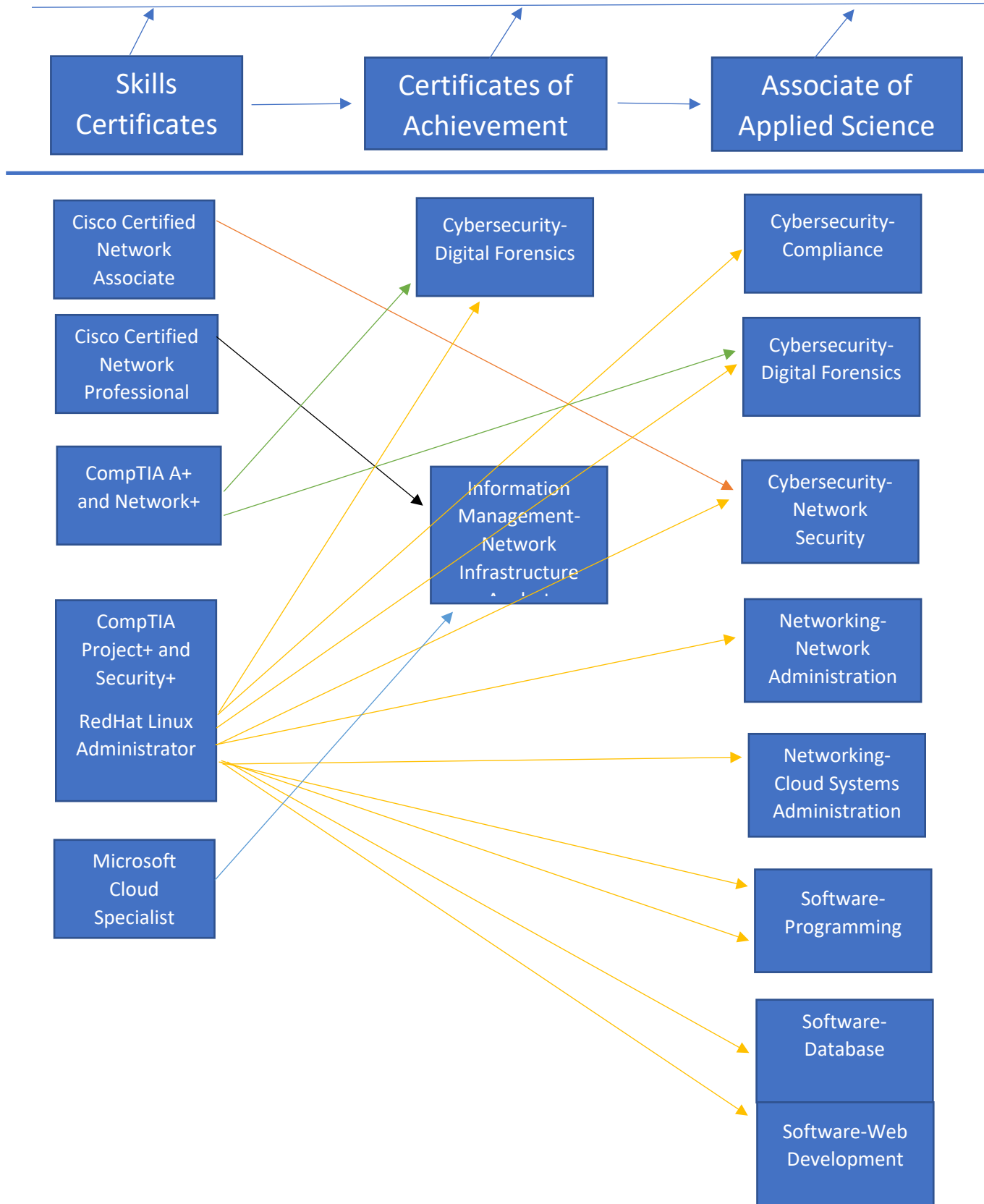
Cost Estimates

WINN Application Budget Template 2023
(CSN_Computer Information Technologies)
(Revised 6-16-2023).xlsx

Budget Narrative

NSHE WED WINN Request Budget Narrative
(CSN_CIT) (Final_6_16_2023).docx

CIT Employment Progression



College of Southern Nevada - Computer & Information Technology

The completion of each of the following credentials (certificates & degrees) offered by the College of Southern Nevada lead to the following jobs in Nevada:

Skills Certificates (SC):

1. The Cisco Certified Network Associate SC leads to entry-level jobs to provide support for complex network cases in employment groups such as a Lab Administrator or a Network Engineer.
2. The Cisco Certified Network Professional SC leads to entry-level jobs as a Network Analyst or a System Engineer.
3. The CompTIA A+ and Network+ SC leads to entry-level jobs as a Technical Support Specialist, a Network Engineer, or an IT Fundamentals Instructor.
4. The Red Hat Linux Administrator SC leads to entry-level jobs as a Linux Administrator, a Linux-Red Hat System Engineer, or a Linux/Unix system administrator.
5. The CompTIA Project+ SC leads to entry-level jobs as an IT Project Manager, a Project Analyst/Management, and a Junior Analyst/Project Manager.
6. The CompTIA Security+ SC leads to entry-level jobs as a System Administrator, an IT Manager, or a Network Administrator providing support for network security and risk assessment.
7. The Microsoft Cloud Specialist SC leads to entry-level jobs as a Microsoft Cloud Security Architect, a Cloud Network Engineer, or a Cloud Solution Engineer.

Certificates of Achievement (CoA):

1. The Information Management-Network Infrastructure Analyst CoA is a third-year program for students having completed any of the CIT networking AAS programs to continue their education towards the completion of a BS-degree in Information Technology at the Nevada State University. Graduates from this program are positioned to be able to acquire jobs as a Senior Infrastructure Analyst or a Senior Analyst/Tech Infrastructure.
2. The Cybersecurity-Digital Forensics CoA leads to entry-level jobs as a Computer Forensics Investigator or a Forensics Analyst.

Associate of Applied Science (AAS) Degrees:

1. The Cybersecurity-Compliance AAS leads to jobs as an Information Security Compliance Analyst I, a Security Analyst II, and an Information Security Risk Management Analyst.
2. The Cybersecurity-Digital Forensics AAS leads to jobs as a Special Agent for Cybersecurity/Technology, as a Cyber Forensics Manager, and a Computer Forensics Investigator.
3. The Cybersecurity-Network Security AAS leads to jobs as a Cybersecurity Analyst I, and a Cybersecurity Systems Analyst
4. The Networking-Network Administration AAS leads to jobs as a Network Administrator I, and a Network Engineer.
5. The Networking-Cloud Systems Administration AAS leads to jobs as an Infrastructure Automation/Maintenance Administrator, a Junior System Administrator, and a Cloud System Administrator.
6. The Software-Programming AAS leads to entry-level jobs as a Junior Programmer, an Entry-level Coder, and as a Junior Analyst.
7. The Software-Database AAS leads to entry-level jobs as a Junior Database Developer and a Junior Database Administrator.
8. The Software-Web Development AAS leads to entry-level jobs as a Junior Web Developer, a Front-End Engineer, and a Web Development Designer.

APPLICATON FOR WINN FUNDS - BUDGET BREAKDOWN

APPLICANT NAME: College of Southern Nevada

PROJECT NAME: Computer Information Technologies/Networking/Cybersecurity

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

\$882,935.00

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

\$543,617.00

Equipment or Technology for Training

\$315,000.00

Priority Costs Subtotal: \$1,741,552.00

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 Costss

Other Necessary Costs

\$20,500.00

Non-Priority Costs Subtotal: \$20,500.00

TOTAL WINN REQUEST: \$1,762,052.00

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

College of Southern Nevada
Computer Information Technology
2023 WINN Request – NSHE Capacity

Priority Category Direct Program \$1,741,552

Instructional and/or Curriculum Development Services (\$882,935 salary and fringe total for FY24 & FY25): Each of the five full time faculty positions will teach a minimum of 30 instructional credits per year (five classes per semester on average with 15 students in each class). In total, the part time instructors will teach an additional 36 credits per year (12 classes with 15 students in each class). Additional instructional support is offered by hourly lab assistants. These lab assistants provide 2,800 hours per year. Please see the tables below for the calculations.

PRIORITY PROGRAM COSTS - PERSONNEL							
Instructional and/or Curriculum Development Services							
Position	FY24 Salary	FY24 Fringe*	FY24 Total Compensation	FY25 Salary**	FY25 Fringe**	FY25 Total Compensation	Total Compensation (FY24 & FY25)
Instructor, CIT/Networking/Cyber***	64,137	19,818	83,955	66,702	20,611	87,314	171,269
Instructor, CIT/Networking/Cyber***	64,137	19,818	83,955	66,702	20,611	87,314	171,269
Instructor, CIT/Networking/Cyber****	32,064	9,908	41,972	66,702	20,611	87,313	129,285
Instructor, CIT/Networking/Cyber****	32,064	9,908	41,972	66,702	20,611	87,313	129,285
Instructor, CIT/Networking/Cyber****	32,064	9,908	41,972	66,702	20,611	87,313	129,285
Part-time Instructors, CIT/Networking/Cyber (\$925/cr X 36 cr)	33,300	300	33,600	33,300	300	33,600	67,199
Hourly Lab Assistants, CIT/Networking/Cyber (\$15/hr X 2800)	42,000	672	42,672	42,000	672	42,672	85,344
Total Instructional and/or Curriculum Development Services	299,766	70,332	370,098	408,811	104,027	512,838	882,935

* Applicable fringe rates below
** 4% COLA on July 1, 2024
*** Existing CSN position on funding that ends June 30, 2023; Proposed July 1, 2023 WINN start date
**** New CSN position; Anticipated January 1, 2024 WINN start date

Fringe Rates	
Professional	30.90%
Classified	38.70%
LOA	0.90%
Hourly	1.60%

Direct Program Personnel (\$543,617 salary and fringe total for FY24 & FY25): This category includes two Advisor positions which are essential to support student recruitment, retention and student success. Additionally, this budget line includes two Developmental Technician II positions which are essential to maintain the expanded multi-campus mission with software/programming computer labs, networking infrastructure and cybersecurity experiential laboratory equipment. Finally, a Program Officer I position is essential to coordinate the growing document management needs of industry certification, articulation agreements with public, charter, and private institutions, the extensive requirements of program accreditation by multiple agencies, supports advisory groups, internship coordination and to help support the logistics of offering the CIT dual credit pathways. Please see the tables below for the calculations:

Direct Program Personnel							
Position	FY24 Salary	FY24 Fringe*	FY24 Total Compensation	FY25 Salary**	FY25 Fringe*	FY25 Total Compensation	Total Compensation (FY24 & FY25)
Advisor, CIT/Networking/Cyber***	51,120	15,796	66,916	53,165	16,428	69,593	136,509
Advisor, CIT/Networking/Cyber****	25,560	7,898	33,458	53,165	16,428	69,593	103,051
Developmental Tech II, CIT/Networking/Cyber****	21,588	8,354	29,942	44,902	17,377	62,279	92,221
Developmental Tech II, CIT/Networking/Cyber****	21,588	8,354	29,942	44,902	17,377	62,279	92,221
Program Officer, CIT/Networking/Cyber****	28,000	10,836	38,836	58,240	22,539	80,779	119,615
Total Direct Program Personnel	147,855	51,239	199,094	254,374	90,149	344,523	543,617

* Applicable fringe rates below
** 4% COLA on July 1, 2024
*** Existing CSN position on funding that ends June 30, 2023; Proposed July 1, 2023 WINN start date
**** New CSN position; Anticipated January 1, 2024 WINN start date

Fringe Rates	
Professional	30.90%
Classified	38.70%
LOA	0.90%
Hourly	1.60%

Equipment or Technology for Training (\$315,000 total for FY24 and FY25)

The CIT equipment needed to expand Networking, Software and Cybersecurity pathways at the Henderson campus will be acquired in FY24 and includes the following:

- Computer workstations for a new cybersecurity classroom at Henderson campus.
 - 18 workstations at \$2,000 each = \$36,000, free shipping
- Computer workstations for a new cyber range for simulation of cyber-defense operations and operation of a student-run Security Operations Center to replicate real-world conditions.
 - 18 workstations at \$3,000 each = \$54,000, free shipping
- Servers to accommodate both Networking and Cybersecurity functions such as installation, maintenance, and firewall building or breaching.
 - 3 server workstations at \$20,000 each = \$60,000, free shipping
 - Server software 3 at \$5,000 each = \$15,000
- Network hardware to match requirements of CompTIA. Microsoft, Red Hat, and Cisco industry certifications.
 - 15 Cisco routers at \$400 each = \$6,000
 - 15 Cisco switches at \$125 each = \$1,875
 - Shipping cost = \$525
- A faraday cage to allow safe operations when hacking wireless devices, networking hubs, and cellular communication equipment.
 - 2 mobile Faraday cages at \$60,000 each = \$120,000, shipping included in the estimate
- Power transmission, cabling, and video monitors for classroom operations.

- Cabling is included in monitor and computer pricing
- 72 monitors (dual monitors for each workstation) at \$300 = \$21,600

This program expansion will begin in Fall 2023 with equipment acquisition and preparing the Henderson campus for these CIT programs. Recruitment for the personnel noted in the grant budget will begin in late summer 2023 with the goal of new program faculty and staff beginning in January 2024 in time for the program opening for students at the Henderson campus to begin at that same time.

Priority Program Costs Total: \$1,741,552

Allowable Program Costs: \$20,500

Necessary Costs (\$20,500)

In addition to the equipment noted earlier, this budget includes monies for ancillary classroom supplies and program operating costs as well as to produce promotional materials for distribution to secondary schools and working adults to promote these CIT educational and career pathways.

FY24 – Start-up supplies (e.g. laptop, office supplies, etc.) for each new full time faculty: \$2,000 per instructor X 5 instructors \$10,000

FY24 – Marketing development to include print duplication and social media outreach: \$7,000

FY25 – Marketing development to include print duplication and social media outreach: \$3,500

Allowable Program Costs Total: \$20,500

Total Budget Requested: \$1,762,052



2621 Losee Road, N. Las Vegas, NV 89030-4129 | P.O. Box 98521, M/S NSF025, Las Vegas, NV 89193-8521

EV00-JS-23-0010
ADM/GRS ADM 16.1.5.B

June 7, 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 Department of Energy's (DOE) National Nuclear Security Administration (NNSA) has a vital national security mission to protect the American people by maintaining a safe, secure, and effective nuclear weapons stockpile. The science, technology, engineering, and manufacturing capabilities within the nuclear security enterprise underpin NNSA's ability to conduct stockpile stewardship, solve the technical challenges of verifying treaty compliance, combat nuclear terrorism, detect, and counter proliferation, and guard against the threat posed by nuclear technological surprise. NNSA's ability to meet its many national security missions is dependent upon the ability to recruit, train, and retain its world class workforce. The Nevada National Security Sites (NNSS) and its related facilities help ensure the security of the United States and its allies by: supporting the stewardship of the nation's nuclear deterrent; providing nuclear and radiological emergency response capabilities and training; contributing to key nonproliferation and arms control initiatives; executing national-level experiments in support of the National Laboratories; working with national security customers and other federal agencies on important national security activities; and providing long-term environmental stewardship of the NNSS's Cold War legacy.

Based on the enclosed proposal we wish to express our need for and support for the expansion of the Information Technology programs at the College of Southern Nevada to provide our organization with the skilled workforce, and upskilling potential we need. NNSA works with educational institutions and industry partners from across the Nuclear Security Enterprise (NSE) to achieve this mission priority through three major pathways: collaborative research; capacity building/pipeline development; and recruitment, retention, and development of a world class workforce. As part of the strategy to address future workforce needs, DOE/NNSA has implemented multiple collaborative programs to develop,

EV00-JS-23-0010
ADM 16.1.5.B
Stacey Bostwick
Page 2 of 3
June 7, 2023

recruit, and retain high-quality individuals. The Information Technology directorate, along with the Emergency Communications Network, both benefit from the IT and Cybersecurity talent that CSN produces, along with the upskilling of the current workforce who attend classes through CSN.

The 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 120 such openings in the next 5 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. Our company will be in frequent contact with CSN evaluating course and program certifications, content and outcomes prior to onboarding new hires and evaluate incumbent worker training effectiveness. We look forward to continuing to work in partnership with the College of Southern Nevada, and other stakeholders in this important effort.

Sincerely,

José O. Sinibaldi, Ph.D.
Chief Scientist – Program Director

JOS: esc

Enclosure: as stated

cc: Correspondence Management, w/enc.



ONE COMPANY, MANY SOLUTIONS

Date: 5.12.2023

Gary Harouff - President
Advanced Imaging Solutions
3865 W Cheyenne Ave Suite #505, North Las Vegas, NV 89032

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

Dear Ms. Bostwick:

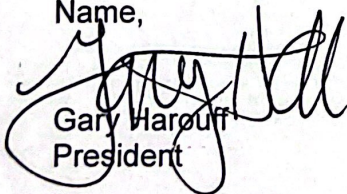
Advanced Imaging Solutions focuses on recommending IT solutions, phone systems, copiers & printers, and security cameras & access control with the primary goal of removing business pain. Discovering your company's unique needs and delivering the right solution that meets those needs is our purpose.

By this letter, we wish to express our need for and support for the expansion of the Computing and Information Technology Programs at the College of Southern Nevada to provide our organization with the skilled workforce, and upskilling potential we need. Our observations reveal that the IT industry operates within a fiercely competitive landscape, rendering the identification and acquisition of proficient candidates possessing the precise skill sets an arduous task. The scarcity of professionals in specific domains adds to the complexity, impeding the expeditious progression of the hiring process and posing potential ramifications for the timely execution of service deliverables.. 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 12 such openings in the next 3 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. Our company will be in frequent contact with CSN evaluating course and program certifications, content and outcomes prior to onboarding new hires and evaluate incumbent worker training effectiveness. We look forward to continuing to work in partnership with the College of Southern Nevada, and other stakeholders in this important effort.

Sincerely yours,

Name,



Gary Harouff
President



345 E. Silverado Ranch Blvd #110
Las Vegas, NV 89183
T: 702.712.4221
www.icucomputer.com

Date: 5.12.2023

Maui Sanadiki, Owner/CEO
ICU Computer Solutions
345 E Silverado Ranch Blvd #110, Las Vegas, NV 89183

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

Dear Ms. Bostwick:

ICU Computer Solutions provides Managed IT Services from Hardware, Software Development to Cyber Security, Data Recovery, Computer Repair, and Support. We make it possible for Small and Medium Enterprises to have a dependable "One-Stop-Solution" IT Department that is scalable and within their budget.

By this letter, we wish to express our need for and support for the expansion of the Computing and Information Technology Programs at the College of Southern Nevada to provide our organization with the skilled workforce, and upskilling potential we need. We have found that The IT industry is highly competitive, and finding qualified candidates with the right skill sets can be challenging. There may be a shortage of experienced professionals in specific areas, which can slow down the hiring process and potentially affect service delivery timelines. 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 12 such openings in the next 3 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. Our company will be in frequent contact with CSN evaluating course and program certifications, content and outcomes prior to onboarding new hires and evaluate incumbent worker training effectiveness. We look forward to continuing to work in partnership with the College of Southern Nevada, and other stakeholders in this important effort.

Sincerely yours,

Maui Sanadiki,

Maui Sanadiki

Owner/CEO



Outabox Inc.
3400 W. Desert Inn Rd.
Suite 27
702.850.4468
darren.blinn@getoutabox.com
www.getoutabox.com

Date: 06/04/2023

*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:

Outabox is an up-and-coming technology company focused on the gaming and hospitality sectors. Our offering brings together Digital Signage, Customer Relationship Management, and Technology Solutions Engineering to provide an amazing guest experience. From our humble beginnings in Australia in 2017, Outabox has grown, and currently as products installed in Australia, Vietnam, Philippines, Macau, and the United States. Our team services a vast array of business customers ranging from the Aztec Inn and Casino to IGT and Wynn Resorts.

By this letter, we wish to express our need for and support for the expansion of the Information Technology programs, specifically in the areas of Software Development, Networking, and Cybersecurity at the College of Southern Nevada to provide our organization with the skilled workforce, and upskilling potential we need. The need for skilled Information Technology professionals in our organization is growing with our continued expansion into the United States Market. Outabox faces many challenges with our overseas team members including low productivity and difficulty with communication and time zones. Increasing the supply of these skilled workers in the United States will help our business grow and bolster our connection with the local community. 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 ten such openings in the next three 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. Our company will be in frequent contact with CSN evaluating course and program certifications, content and outcomes prior to onboarding new hires and evaluate incumbent worker training effectiveness. We look forward to continuing to work in partnership with the College of Southern Nevada, and other stakeholders in this important effort.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Darren Blinn", written over a white background.

Darren Blinn, MBA
Director of Sales and Business Development

06/05/23

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

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

Dear Ms. Bostwick:

The College of Southern Nevada (CSN) is a public community college in Clark County, Nevada. The college has more than 2,500 teaching and non-teaching staff and is the largest public college or university in Nevada as part of the Nevada System of Higher Education. Founded in 1971 as Clark County Community College, the school became Community College of Southern Nevada in 1991.

By this letter, we wish to express our need for and support for the expansion of the Computer Information Technologies/Networking/Cybersecurity at the College of Southern Nevada to provide our organization with the skilled workforce, and upskilling potential we need. : The primary objective for this grant project is to expand the capacity for CSN's networking, software and Cybersecurity programs so more students can participate in these workforce pathways. Currently, access to these programs is limited to one campus location. Cybersecurity and Networking are available at the North Las Vegas campus. Proximity to some more of our CSN student body is a significant factor in recruiting and can be assisted greatly by replicating program access for students in Henderson, the southern portion of the CSN service area. Building Cybersecurity labs and expanding networking capabilities at the Henderson campus can alleviate much of the access difficulties students face.

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 13 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. Our company will be in frequent contact with CSN evaluating course and program certifications, content and outcomes prior to onboarding new hires and evaluate incumbent worker training effectiveness. We look forward to continuing to work in partnership with the College of Southern Nevada, and other stakeholders in this important effort.

Sincerely yours,

Guna Rajendran
Deputy Chief Information Officer
Synoptek
O: 702.651.7773