

WINN Project Pre-Application

We strongly encourage you to call our office to discuss this program prior to completing this form. A pre-application submission and approval is required prior to a full application being accepted for an employer-provider partnership.

Training Provider Information

Name

College of Southern Nevada

Address

6375 W. Charleston Blvd, Las Vegas, Nevada 89146

Primary Point of Contact

Frank Woodbeck

Title

Executive Director, Grants & Special Projects

Phone

(702) 651-7310

Email

frank.woodbeck@csn.edu

For NSHE Institutions ONLY: Have you made NSHE's Workforce Development staff aware of intent to apply for WINN funds?

Yes

Employer Partner(s)

Company 1 Name

Haas Automation

Company 1 Function or Industry

Advanced Manufacturing

Primary Point of Contact

Peter Zierhut

Email

pzierhut@haascnc.com

Job Titles to Be Filled

Various production positions

Number of Jobs to Fill/Create

TBD

Estimated Hourly Wage

\$22.00

Company Type

Private For-Profit

Company 2 Name

Company 2 Function or Industry

Primary Point of Contact

Email

Job Titles to Be Filled

Number of Jobs to Fill/Create

Estimated Hourly Wage

Company Type
Government

Company 3 Name

Company 3 Function or Industry

Primary Point of Contact

Email

Job Titles to Be Filled

Number of Jobs to Fill/Create

Estimated Hourly Wage

Company Type
Government

Additional Company Information

Description

Will this proposal utilize an existing training program?

No

Who are the intended trainees of this program? (Select all that apply)

Potential Hires

Screened Hires/Probationary Workforce

Re-trained Displaced Workers

Describe the proposed program of workforce recruitment, assessment and training, including skills to be taught and length of program

With funding from this grant, CSN will transform the Sahara West Training Center, located in the center of Las Vegas, and allow for the development of new manufacturing and industrial skills training programs heretofore unavailable in Clark County. CSN will build an MSSC Certified Production Technician and NIMS Certified Level 1 CNC Machine Operators, utilizing the prior WINN investment in our Manufacturing Skills Training Program model and new Amatrol Advanced Manufacturing Learning Systems equipment acquired in this request. The programs will have an "open entry - open exit" competency based format, and we are projecting at least two hundred (200) completions per year at scale.

Indicate which community stakeholders are involved in this program to date

College of Southern Nevada

Local Workforce Board or Agency

Adult Education/Language Program

Disability Resource Organization

Regional Economic Development Agency (RDA)

TANF or SNAP Employment & Training

Veterans Resource Organization

Please briefly describe the role of community stakeholders in the development of the program and their eventual ongoing roles.

The College of Southern Nevada (CSN) will establish six intake centers throughout the valley, including our three main campuses, to serve displaced workers seeking re-training and / or re-employment. Each center will provide workers with initial counseling, skill assessment, re-training or up-skilling options, and re-employment services through collaborative partners including: Workforce Connections, OWINN, DETR, Goodwill, and others. CSN will include Adult Education/Language Program services as a part of re-training options; and through the college offer Disability Resources and Veterans Resources. TANF or SNAP Employment & Training will be a part of the "wrap-around" services accessed on behalf of the displaced worker. The Regional Economic Development Agency will be a resource for active employers seeking trained workers for re-employment of clients served by the centers and college.

Indicate other funding commitments

Federal (Perkins, DOL, Second Chance)
WIOA Training Funds
State (NSHE, NDE, DETR, OWINN, OSIT)
Federal Financial Aid
Private contributions

Please confirm your understanding and agreement to utilize WINN funds where other funds are not already used or allocated.

Agree

Is this program consistent with Nevada's WIOA Unified State Plan?

Yes

Describe initial plans to ensure access and workforce diversity in the program.

CSN will market the availability of services and the programs offered through multiple methods, to reach the displaced worker population. We plan to engage employers who are releasing portions of their workforce, in an effort to "pipeline" the displaced workers to CSN for re-training and re-employment opportunities. Other agencies who service the displaced worker population will be engaged to refer candidates to the CSN sponsored centers.

Does this partnership need GOED support to develop a Workforce Development Action Plan?

Yes

Estimated Total Project Cost
\$2,000,000.00

Estimated WINN Request
\$2,000,000.00

Estimated Start Date
8/24/2020

Estimated End Date
6/30/2022

Workforce Innovations for a New Nevada - 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 who wishes to provide a WINN Program.

Funding is provided to Authorized Providers in Nevada. Entities not approved in advance of the WINN Application may be asked to submit additional information.

Authorized Provider Information

Authorized Provider Name

College of Southern Nevada

Project Name

Advanced Manufacturing Expansion at Workforce Rapid Response Center

Private Postsecondary Institutions

Workforce Development Program Experience

The CSN Division of Workforce and Economic Development (DWED) provides contextualized, concurrent integrated education and training (IET), also known as Integrated Basic Education and Skills Training (IBEST) models, with entry level skills certificates, with career pathway opportunities, and industry certification in demand industries.

The Healthcare Workforce Development and American Heart Association Skills Training unit has trained over 3,000 students per year, for third party re-licensure and entry level programs. These trainings include industry certification, with an 80% placement rate to over 8 hospitals and 30 local medical and community based entities, with sustainable wages ranging from 15.00 to 25.00 per/hour.

CSN has led Apprenticeship programs since 1986, with an average of 1,000 students per year. DWED oversees apprenticeship programs with a current enrollment of 1197 students, working directly with over 20 employers in the Southern Nevada Region, comprised of Manufacturing, Plumbing, Electrical, HVAC, Welding and Construction.

The Division houses the state's largest Workforce Innovation and Opportunity Act (WIOA) program providing services to 19% of Nevada's adult basic education student population. The program has successfully operated for more than 20 years.

A significant amount of investment has been made in CSN's workforce development programs and infrastructure. The newly appointed CSN College 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. We have 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.

Has your institution ever been suspended or debarred from receiving federal or state funds?

No

Has your institution ever been found non-compliant or otherwise sanctioned for failure to perform on a grant?

No

Explanation(s)

Statement of Need

Needs Assessment

As the only open enrollment higher education institution in southern Nevada (26,074 square mile service area), CSN is the largest and most ethnically diverse institution within the Nevada System of Higher Education (NSHE) and serves as the "educational entry point" for most low-income and minimal literacy skilled individuals. Serving approximately 35,103 unduplicated individuals through our certificate and academic degree programs, approximately 70% of CSN's student population are identified as minority and over 52% are eligible for financial aid due to demonstrated financial need (Data retrieved from CSN Institutional Research). As a federally designated Minority and Hispanic Serving Institute since 2014, the WIOA Workforce Skills program (IBEST) is an excellent first step for southern Nevada's residents to obtain the literacy skills, and basic skills integrated with concurrent technical training, necessary to obtain employment.

According to the US Census Bureau's July 2019 population estimate, 3,080,000 people reside in Nevada with 2,141,574 of those individuals living in Clark County which is 70% of the state's population.

According to current EMSI Occupational Snapshots within the Advanced Manufacturing industry, Clark County has lower than expected labor supply in skilled employment opportunities, making it difficult to locate candidates. With over 1,100 manufacturing employers in Clark County and only one post-secondary manufacturing skills program that targets middle skills required of most job opportunities, CSN is proposing to expand skilled training programs to better meet the demands of the sector.

Coupled with the building an opening of the Haas Automation facility coming in Henderson and estimated need for an additional 1,700 - 2,000 employees in the first few years, training ramps are being developed to respond to current needs and the growing demand. They must be long and continuous. Now is the time

to implement.

Industry Engagement

The major focus for this initiative is advanced manufacturing, in preparation for the growth this industry sector will experience over the next several years in southern Nevada. A letter of support and indication of engagement is evidenced by the accompanying letter from Mr. Peter Zierhut, Vice President, Outside Operations, Haas Automation Inc. Haas will be building a manufacturing facility in Henderson which will be their largest facility, and one which will ship their products worldwide from Nevada. They will be hiring nearly 2,000 employees, the majority of which will require the technical training that will be offered by CSN under the program funded through this WINN Fund grant. Obviously, this training will not be accomplished in "short order", so we must begin now. We now, and have been, in collaborative discussions with the executives at Haas for well over a year, and will continue to engage them in the design of our flexible training programs to deliver the quality workforce necessary for Haas to meet their needs on many levels, from entry level technicians to assemblers, to entry level CNC machinists. Also, as noted within the Workforce Blueprint, published by the LVGEA in collaboration with Workforce Connections and others; and the Comprehensive Economic Development Strategy (CEDS) published by SRI International and released by LVGEA and submitted to the Economic Development Administration of the U.S. Department of Commerce, indicate advanced manufacturing as a high demand sector in southern Nevada. As stated in the most recent CEDS study (February 2020), "Nevada's economic strengths have historically been in the tourism, gaming, and entertainment industry. While the importance of this industry to the region remains high, the shock of the Great Recession, accompanied by Southern Nevada's slow recovery, encouraged many local governments and LVGEA to pursue relationships with businesses in sectors less susceptible to boom-bust economic cycles. As a result, Southern Nevada has observed growth in many higher skill, higher wage industries, such as autonomous systems and logistics, manufacturing, and supply chain management."

Additional Employer Partners

Haas Letter to GOED Board.docx

Letters of Support

Haas - CSN Support Letter May 2020.pdf

GOED Letter - VC Mackinnon.pdf

Program Objectives and Outcomes

Program Design

CSN DWED workforce training programs are designed and implemented in partnership with employers. DWED Business Services and Programs Team confers with employers to identify projected hiring needs to include attrition, new hires and incumbent worker training needs. Employers actively participate in the development of the curriculum to ensure the program is customized to the industry demand competencies, industry certification and in an accelerated "Just In Time" model to meet the employers demand.

The CSN Workforce Development Skills Training programs are developed for emerging and demand industries in Southern Nevada with career pathways for emerging and demand industries. Advanced manufacturing has been identified as one of the high demand growth sectors, has lead the state in job growth for the past decade, leads and will lead all growth sectors in southern Nevada for at least the next decade with the introduction of Haas Automation. Programs are developed with industry input, review and validation that consist of career pathways with multiple on/off ramps to meet students where they are, driven by educational / employment goals. The programs are designed through engagement with employers, so that ultimate outcomes are industry certification and employment.

DWED Workforce Development is prepared to train underserved, untapped, displaced workers and partner agency participants in demand skills training Level I Entry Level Certificate programs in support of

emerging sectors. CSN will deploy recruitment and career coach throughout the 6 CSN Workforce Specialty Campus-Tech Centers and expand its Career & Technology Labs infrastructure at its 3 main campuses so that participants from all Southern Nevada sectors have access to short term training, High School Equivalency completion, job placement assistance and student support within proximity to their communities.

With funding from this grant, CSN will transform the Sahara West Training Center, located in the center of Las Vegas, and accessible to all populations seeking training and re-training in technical skills. The retrofit and equipping of this facility will feature the training of MSSC Certified Production Technicians, and NIMS Certified Level 1 CNC Machine Operators, utilizing the Manufacturing Skills Training Program model and equipment, and the Amatrol Advanced Manufacturing Learning Systems equipment. The programs will have an "open entry - open exit" competency based format, and we are projecting at least two hundred (200) completions per year as MSSC Certified Production Technicians and/or NIMS Certified Level 1 CNC Machine Operators at scale.

The Production Technician training program is designed so that graduates will demonstrate mastery of the core competencies of manufacturing production from middle-skill to supervisory level jobs via accelerated and stackable, modularized options. Skill clusters include Industrial Controls, Electricity and Electronics, Hydraulics, Pneumatics and more. Upon completion, students will be prepared to sit for the MSSC® Certified Production Technician national industry credential.

The CNC Machining Operator training program is designed to provide foundational manufacturing skills for local employers and to meet the training requirements for the manufacturing industry. Skill clusters include CAD/CAM programming, CNC Lathe & Mill processes, measuring applications, tool geometry, grinding and more. Upon completion, students will be prepared to sit for a NIMS Machining credential (bundle to be determined in partnership with employer).

The Production Technician program constitutes 8-10 credit hours and the Machine Operator program likewise requires 15-18 credit hours of coursework that will be delivered via multiple cohort models; 1) Accelerated track- 30 hours per week, with option to integrate Basic Educational and Skills Training (IBEST) for non-high school completers 2) Level I entry level marketable skills evening instruction and/or 3) Weekend Modularized delivery with stackable credentials. Each program will take at most 16 weeks to complete.

Credits obtained in either program will articulate into degree pathways that are being developed in the School of Applied Technologies at CSN. Both program courses can be delivered by multiple concurrent modalities, to include Hybrid, face to face, e-learning, hands-on Career & Technology Skills Training Lab, with supplemental computer tutorials via an array of the newly deployed 180 Skills Learning Management System (LMS) courses.

"MyPath-Essential Workplace Skills Workshop" will be a requirement of all students to prepare students with personal and professional development, career and labor market information, resume writing, portfolio development, job interviewing/application prep, and job search assistance. The program will offer concurrent Integrated Education and Training (IET) as a component to prepare students for gainful employment or to up-skill into a demand occupation with pathways.

Nevada Career Explorer Data Augmentation:

In 2018, the Nevada State Library and Public Archives (NSLAPR) sponsored the launch of the Nevada CareerExplorer powered by Headed2. The Nevada CareerExplorer career navigation system provides a comprehensive suite of career exploration and planning resources, including self-assessments, resume and reference writing, occupations and job postings. It provides full coverage for 900 occupations, 8,000 industry certifications and 1,400 postsecondary institutions, and 3,500 college majors spanning 16 career clusters and 50+ career pathways. It also contains comprehensive labor market information, including in-

demand occupations, wages, and employment data. Users create a personalized CareerHub to manage self-directed career exploration and planning within the Nevada CareerExplorer.

We have the opportunity to implement a postsecondary education database that can be used by (1) institutions to catalogue and maintain non-credit program offerings and (2) students and jobseekers to inform career planning and advancement. The database will include all postsecondary credit and non-credit programs, including certificate programs offered by the Nevada System of Higher Education. In addition, the database will support industry-identified, non-credit “skill badges” that will/can be bundled and awarded college credit.

As validated by GOED and OWINN, the greatest demand for employment is in “middle skill” occupations requiring more than a high school degree but less than a college degree. In most cases, these in-demand occupations require non-credit skills training and/or an industry certification and/or skill badges offered by a community college. Currently, there is no single data repository to maintain and promote non-credit course offerings aligned to middle skill occupations. Therefore, it is difficult for students and job seekers to create a career plan for pursuing non-credit training to obtain skills and industry certifications for middle skill occupations.

The Nevada CareerExplorer career navigation system includes a postsecondary education database to catalogue and maintain non-credit program offerings to inform career planning and advancement for Nevada’s emerging and existing workforce. Data is accessible via the Nevada CareerExplorer and is fully integrated within the career navigation system to support career planning leading to employment in middle skill occupations.

The postsecondary education database will augment career exploration and planning information and resources currently available in the Nevada CareerExplorer career navigation system. This segment of the project will benefit many stakeholders. Once the infrastructure is created, it can be replicate and scaled statewide.

Career Explorer Postsecondary Data Augmentation Project Overview

Phase 1: Upload Data – Load data and present in listings; populate Find Training

Phase 2: Enhance UI (for End Users) – Re-work Your Opportunities to expand and promote non-credit training (surface easily for end users); make filter options more robust; re-write training and certification sections.

Phase 3: Create New UI (for Institution Users) – Create institution interface and related forms; allow institutions to submit updates/manage content; annual data update.

Recruitment

The training targets will be comprised of the unemployed and under-employed, in general. Specifically, we will target displaced workers resulting from the recession caused by the COVID-19 pandemic. The attached flow chart indicates our targeted audience of workers, who fall in three major categories: workers needing immediate employment and short term re-skilling; workers seeking short-term training and re-employment in a new industry; and workers seeking longer term training (stackable certificates and/or an associate’s degree) and a life/career change in a new industry. CSN will offer various levels of training, resulting in qualifications for increasing levels of employment in industries such as advanced manufacturing. CSN will establish six intake centers throughout the valley, including our three main campuses, to serve displaced workers in all geographic sections. Each center will provide workers with initial counseling, skill assessment, re-training or up-skilling options, and re-employment services through collaborative partners including: Workforce Connections, OWINN, DETR, Goodwill and others. CSN will include Adult Education/Language Program services as a part of re-training options; and through the college offer Disability Resources and Veterans Resources.

Leveraging Resources

As proposed, there will be no cost to attend either of these programs with support of WINN funding through 6/30/21. We will utilize this launchpad to engage current partners and workforce systems including Workforce Connections and DETR in order to utilize WIOA and CEP funding sources for students after the initial term. Through the Division of Welfare and Supportive Services, we will seek SNAP (Supplemental Nutrition Assistance Program) Employment & Training Program funding, since this state funding from WINN would qualify for the matching component of the 50/50 reimbursement program; and finally CSN will seek philanthropic support.

Workforce Development Integration

The program partners with WIOA Titles I, III & IV through collaboration with Workforce Connections and the One-Stop Career Center to bring adults options for career training and employment opportunities. The program has a Workforce Connections Navigator co-located at CSN DWED intake site, to assist students with training and employment services.

The program also collaborates monthly with workforce partner entities to create a co-enrolled system that can provide multiple pathways to participants leading to HSE, post-secondary skills training, traditional college coursework or employment. With a Workforce Connections Navigator on-site, as part of the intake, assessment and orientation process; a presentation on all Workforce Connections employment services will be presented to the students, to include registering in the Nevada Workforce Employer Exchange System-“Employ NV”.

Job Placement

Our Centers and the plan for serving displaced workers, have the end in mind. In other words, the plan is geared to provide the pipeline of talent from the skill assessment phase, through the re-training phase in skills that are in-demand, through the re-employment phase with our partners such as Workforce Connections, DETR, etc., and into the growth sector of advanced manufacturing. We will use the Workforce Blueprint and other sources to identify the in-demand jobs within the sector, and engage the assistance of the LVGEA, DETR, OWINN, and Workforce Connections to identify employers who are hiring. The flow chart that was uploaded with this application displays the plan graphically.

Outcomes

CSN's DWED Division will develop programs and capacity to expand advanced manufacturing skills and a workforce pipeline by:

- 1) Complete procurement and build out training lab by end of Quarter 2.
- 2) Hire staff by end of Quarter 1.
- 3) Enroll initial cohort beginning January 2021 with a minimum of 24 students (2 cohorts of 12)
- 4) Complete a minimum of 100 students, with 80% obtaining MSSC CPT and/or NIMS certification(s) before end of grant period.
- 5) Place 75% of trained & certified students in employment before end of grant period.
- 6) Sustain the program following completion of the WINN funding.
 - Scale program to enroll 200 per year post-WINN funding.

(Note: Outcomes based on COVID-19 capacity guidelines)

Reporting

CSN will implement the WINN application and release of information procedure when participants enroll in one of the training programs in this funding request. We will work to collect this information from participants and the employer partners. We can complement those efforts with partners at Workforce Connections, DETR and Goodwill, who also have direct contact with the students. We understand the value of this data and the requirement to report these outcomes to GOED. We can also use this data to adjust the demand for certain skill trainings, and the output necessary to meet demand.

Supporting Documents

CSN Workforce Centers Flow Chart Coyote v6.pdf

CSN Education and Training Centers Summary v11 PDF.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.

Veterans

In collaboration with the DETR, DETR's Veterans Program Coordinator offers identified CSN students who are veteran and considered to have a Significant Barrier to Employment (SBE) as per DOL guidelines, one-on-one employment services. CSN will also share this opportunity with the myriad of Veteran support organizations including Goodwill, Veterans Village, U.S. Vets and the Nevada State Office of Veterans. The Veterans Education & Transition Services (VET) Center works as a liaison between CSN students and the Department of Veterans Affairs to assist veterans and their dependents with their educational benefits and academic needs.

Student Benefits for Veterans include:

Assistance with educational benefits application

CSN admission assistance

Liaison to veteran's regional office

Study location

Personal academic counseling

Information on local job opportunities

Veteran work-study possibilities

Gender (Non-traditional Employment)

Given that gender representation in advanced manufacturing 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.

Race/Ethnicity

Even with a diversified economy, only 25% 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 the college-educated population in Southern Nevada is an economic imperative for the State to weather this recession and grow to serve its population. Because of this and because of CSN's status as a Hispanic-Serving Institution and Minority-Serving Institution that welcomes students with both the strongest desire and the weakest preparation for a postsecondary education, CSN is committed to developing fundamental resources and approaches to educating and training a diverse workforce.

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 aid them in their educational pursuit.

Re-Entry or Returning Citizens

CSN is aware that higher education has been proven nationally to be a 180-degree turn away from recidivism for the formerly incarcerated (RAND. 2016). Some studies have shown that between 43%-72% of prisoners who receive a college education do not recommit criminal activity (Inside Higher Education. 2018). And the level of education achieved has an exponential effect. A study by Emory University found that: ex-offenders who complete some high school courses have recidivism rates around 55 percent. Vocational training cut recidivism to approximately 30 percent. An Associate Degree drops the rate to 13.7 percent (Inside Higher Education. 2018).

Meanwhile, the Nevada industries that are known as friendly to former felons, especially those with vocational training and credentials (e.g. transportation, warehousing and supply-chain related operations, automotive repair, food processing and grocery) are now the industries named as 'essential' by Nevada's governor in the midst of the COVID-19 crisis (Help for Felons). CSN will work with local and state partners to share this opportunity with returning citizens.

Persons with Disabilities

CSN's Disability Resource Center (DRC) coordinates resources available to persons with disabilities. Information

regarding the DRC is made available to students before registering for classes. Various supports are available to mitigate barriers to student success. Learning materials can be produced in a variety of media to accommodate students with different learning needs including, but not limited to, Braille, oversized text and voice recordings. Individuals who work as sign language interpreters, note takers and readers are also available to students who demonstrate need. Accommodations are also available for those students who have learning disabilities or need special access as for computer use. Comprehensive assessment assists in identifying barriers to success, and a plan for transition into postsecondary education and/or training.

Other Diversity Action Plans

No additional plans at this time.

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

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.

Statewide Portability Plan

Potential or Existing Plan

The College serves southern Nevada, and program completers will be able to utilize the training received for employment throughout the state. For example, an advanced manufacturing trainee who decides to seek employment with Tesla, can continue their education at Truckee Meadows Community College or Western Nevada College. Therefore the portability in this case refers to the individual, and their employability and continuing education opportunities.

Sustainability Plan

The grant will provide for the expansion of our key workforce training programs, especially in advanced manufacturing, and will provide the facilities and equipment for the capacity necessary to accommodate long-term growth. The sustainability will be based on various funding mechanisms for tuition and fees. Just as noted elsewhere within the application, each program participant is provided with an array of opportunities to support their training aspirations.

Authorized Provider Training Facilities

Facility 1

Facility Name

College of Southern Nevada, Sahara West Training Center

Website

<http://csn.edu>

Address

2409 Las Verdes Street, Las Vegas, Nevada 89102

Capacity

The College of Southern Nevada is the largest and most ethnically diverse higher education institution in Nevada with enrollments of approximately 40,000 students each semester, and 15,000 Non-Credit/Workforce Students. Since 2014, it has been a federally designated Minority and Hispanic Serving Institution. CSN offers 6 schools, 20 departments, 71 programs and over 200 degrees & certificates within 11 areas of study. In accordance with its mission statement, "the College of Southern Nevada empowers our students and community to achieve.

The CSN Workforce Division has a commitment to serving the local employers, community and diverse populations to ensure accessibility to a array of services to connect students to education, continuing education and career pathway opportunities through the 6 Workforce Specialty Tech Centers strategically distributed to all sectors of the Southern Nevada region, 3 campuses - in Henderson, North Las Vegas

and the Central region. Additionally, the CSN support intake and admissions team are co-located at Nellis AFB, Mesquite and numerous partner entities. The DWED Title II Adult Education and Training Program is anchored in 20 sites throughout the region comprised of CCSD schools, County Libraries, Faith Based and Non-profit organizations.

TECHNOLOGY SUPPORT SYSTEM: College of Southern Nevada's ACES benefits from the technology infrastructure already in place at the college. The Office of Technology Services (OTS) updates all computer equipment and software in classrooms, computer labs and offices including programs such as Data Recognition TABE tests software. The program uses powerful quad-core computers to do all tasks related to data input and data analysis. OTS department additionally provides technical support as needed.

CSN also represents education on a myriad of community, state and local task forces, collaborative forums, boards and economic development bodies. These extensive partnerships facilitate the leveraging of resources, funding opportunities and enhances program implementation with partner support systems to facilitate the completion and success of the students. The collaborative pursue state and national funding opportunities collectively. The Office of Sponsored Projects (OSP), serves as the grants management office to facilitate all funding to ensure reporting, implementation and funding requirements are in compliance.

Request for Funding

Total Project Cost

\$1,790,855.00

WINN Funding Request

\$1,790,855.00

Does a portion of the budget include Incumbent Workers?

No

Proposed Match Amount for Incumbent Worker Budget Share

Has this program received other public funding? Indicate all sources of prior funding:

NSHE / CSN

Cost Estimates

WINN Application Budget Rev Template - 6.9.20.xlsx

Budget Narrative

WINN Budget Narrative - Revised 6.9.20.docx

Match Commitments

WINN is primarily a reimbursement-based grant. Can your institution cover the costs included in your budget without advanced funding?

No

Reimbursement invoices must be submitted quarterly, but may be submitted as often as monthly. What are your invoicing plans?

As instructed by GOED

APPLICATON FOR WINN FUNDS - BUDGET BREAKDOWN

APPLICANT NAME: College of Southern Nevada

PROJECT NAME: Advanced Manufacturing Expansion - Workforce Rapid Response Centers

PROJECT PERIOD: July 1, 2020 - June 30, 2021

PRIORITY PROGRAM COSTS

Enter the total cost for each line in the far right column

Total WINN Request

Candidate Assessment Fees	\$84,000.00
Instructional Services	\$400,000.00
Equipment	\$1,235,355.00

Priority Costs Subtotal: \$1,719,355.00

ALLOWABLE PROGRAM COSTS

Enter the total cost for each line in the far right column

Total WINN Request

Technical Support to Business Partners	
Training Fees	\$61,500.00
Analysis of On-Site Training	
Administrative/Support Staff	
Instructional Facility Costs	
Other Necessary Costs	\$10,000.00

Non-Priority Costs Subtotal: \$71,500.00

TOTAL WINN REQUEST: \$1,790,855.00

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

College of Southern Nevada
Advanced Manufacturing Expansion - Workforce Rapid Response Centers
Budget Narrative

Candidate Assessments & Certification Fees	\$84,000
<ul style="list-style-type: none">• Fees necessary to pay for certain assessments of displaced workers at the intake centers, including WorkKeys, TABE, and certification fees.<ul style="list-style-type: none">○ WorkKeys Assessments (200 x \$75 = \$15,000)○ TABE (200 x \$25 = \$5,000)○ MSSC Certification Fees (40 x \$400 = \$32,000)○ NIMS Certification Fees (40 x \$400 = \$32,000)	
Instructional Services	\$400,000
<ul style="list-style-type: none">• Two (2) Instructors (One-year salary & fringe) – \$250,000• Two (2) Lab Assistant (One-year salary & fringe) – \$150,000	
Equipment	\$1,235,355
<ul style="list-style-type: none">• Electrical 114 & Manufacturing Skills Training Program 112 Lab – Smart Classroom, Electrical Lab & MSTP Lab Equipment – <u>MSSC Certified Production Technician Training</u> – \$601,937• Amatrol Advanced Manufacturing Learning System – <u>Machining Technician Training</u> – \$590,808• Classroom 102 & 103 – Smart Classroom Equipment (Flexible Classroom) – \$15,789• Classroom Furniture MSTP 112 & Electrical 114 Lab – \$5,600• Classroom Furniture 101, 102, 103 & 107 Lecture – \$21,221	
Training Fees	\$61,500
<ul style="list-style-type: none">• Class and materials fees (100 x \$615)<ul style="list-style-type: none">○ 180 Skills licensure fees○ Keisub Electronics Kit○ MSSC CPT Training Manual○ Tool Kit○ Uniforms	
Other Necessary Costs	\$10,000
<ul style="list-style-type: none">• Outreach materials	
TOTAL BUDGET	\$1,790,855

APPLICATON FOR WINN FUNDS - BUDGET BREAKDOWN		
APPLICANT NAME: Nevada System of Higher Education		
PROJECT NAME: CSN AME Workforce Rapid Response Center - Data Augmentation		
PROJECT PERIOD: July 1, 2020 - June 30, 2021		
PRIORITY PROGRAM COSTS		
Enter the total cost for each line in the far right column		Total WINN Request
Candidate Assessment Fees		
Instructional Services		
Equipment		
	Priority Costs Subtotal:	\$0.00
ALLOWABLE PROGRAM COSTS		
Enter the total cost for each line in the far right column		Total WINN Request
Technical Support to Business Partners		
Training Fees		
Analysis of On-Site Training		
Administrative or Support Staff - Student Worker, Intermittent Support		\$5,000.00
Instructional Facility Costs		
Other Necessary Costs - Data Augmentation Developer Contract		\$125,000.00
	Non-Priority Costs Subtotal:	\$130,000.00
	TOTAL WINN REQUEST:	\$130,000.00
Please contact Stacey Bostwick at 702-486-0609 with any questions regarding the budget breakdown template.		

**Nevada System of Higher Education
CSN AME - Workforce Rapid Response Centers
Budget Narrative**

Administrative or Support Staff **\$5,000**

Student or Contract Worker for intermittent project support related to updating list of post-secondary programs and CIP codes

Estimated Hourly Rate: \$25 x 200 hours = \$5,000

Other Necessary Costs **\$125,000**

Data Augmentation Developer Contract

Phase	Description	Estimated Costs
Phase 1 - Upload Data	Load data and present in listings; populate Find Training	\$25,000
Phase 2 - Enhance UI (for End Users)	Re-work Your Opportunities to expand and promote non-credit training (surface easily for end users); make filter options more robust; re-write training and certification sections	\$60,000
Phase 3 - Create New UI (for Institution Users)	Create institution interface and related forms; allow institutions to submit updates/manage content; annual data update	\$40,000

TOTAL BUDGET **\$130,000**



May 20, 2020

The Honorable Steve Sisolak
Governor
State of Nevada

Mr. Michael Brown
Executive Director
Governor's Office of Economic Development
555 East Washington Avenue
Las Vegas, NV 89101

Dear Governor Sisolak, Director Brown, and Members of the GOED Board,

I am writing on behalf of Haas Automation, in support of the College of Southern Nevada (CSN). We strongly back CSN's application to the State to expand, enhance and accelerate the training programs that CSN is able to offer for advanced manufacturing and other technical skills.

As you know, Haas Automation is building a new manufacturing facility in Henderson, which will be the largest facility ever built by Haas. Once completed, this 2.2 million square-foot facility will require a large number of skilled workers, including employees skilled in various manufacturing specialties. We are currently working with CSN on a plan to meet our training needs and the needs of the many companies that will support Haas Automation in the local Southern Nevada region.

The support of the CSN's initiatives from the Workforce Innovation for a New Nevada (WINN) Fund will be an important component of this near and long-term plan. We deeply appreciate the support of this board.

Sincerely,

A handwritten signature in black ink, appearing to read 'Peter Zierhut'.

Peter Zierhut
Vice President
Haas Automation, Inc.

Nevada System of Higher Education

System Administration
4300 South Maryland Parkway
Las Vegas, NV 89119-7530
Phone: 702-889-8426
Fax: 702-889-8492



System Administration
2601 Enterprise Road
Reno, NV 89512-1666
Phone: 775-784-4901
Fax: 775-784-1127

May 29, 2020

Ms. Stacey Bostwick
Workforce Development Program Coordinator
Governor's Office of Economic Development
555 East Washington Street
Suite 5400
Las Vegas, NV 89101

Dear Ms. Bostwick:

I am pleased to write in support of the application submitted by the College of Southern Nevada (CSN) for WINN Fund assistance to expand the Manufacturing Skills Training Program and establish a Machining Technician training program at the CSN Sahara West Training Center. These programs will provide training to southern Nevadans over approximately sixteen weeks, resulting in the candidates graduating as Certified Production Technicians or level one Machining Technicians, both high demand, high wage jobs in advanced manufacturing.

At this critical point with Nevada's economy, CSN will be well-positioned to serve unemployed or under-employed residents with training that will provide them with a new career path in a high-growth sector. Further, these newly trained individuals will continue to help Nevada's meet the needs of employers by filling high-skill, high-wage jobs.

Thank you for your full consideration of this application.

Sincerely,

Nate Mackinnon
Vice Chancellor for Community Colleges

The College of Southern Nevada (CSN)'s Workforce Rapid Response Centers (the Centers), will be virtually and physically located in areas where unemployment is now rampant in Southern Nevada, positioning the College to act as a 'first responder' to dislocated workers so they quickly find new paths back into the workforce.

Founded in 1971, the College of Southern Nevada (CSN) welcomes those seeking higher education in a state that is more famous for high stakes. CSN specializes in unique partnerships with casinos, commercial facilities, hospitality and tourism in order to educate a well-trained workforce in our biggest industries. However, CSN's strongest calling has always been to educate Southern Nevadans in sectors that U.S. CISA considers critical infrastructure for any thriving state, including advanced manufacturing and logistics, healthcare and public health, and information technology (US Critical Infrastructure Sectors. Retrieved from <https://www.cisa.gov/critical-infrastructure-sectors>, last revised March 24, 2020).

Now that COVID-19 has effectively shut down the biggest industries, CSN is already positioned to provide education and training in critical sectors. The Centers are a first response to recruit and re-train dislocated workers who have lost jobs through the COVID-19 economic crisis, matching them to sectors with a high demand for new workers. The Centers will also be a long-term framework, underpinning the State's workforce adjustment and preparation so that together we can carry a re-invented Southern Nevada through the 21st Century, stronger in manufacturing, public health, teaching, cybersecurity and other necessary fields.

As the largest and most ethnically diverse institution within the Nevada System of Higher Education, and as the first Hispanic-Serving Institution (HSI) in the State, CSN is ideally placed to scale up paths for our workforce that will lead large numbers towards new employment, new credentials and additional education. CSN's Centers, located virtually and physically in the areas of highest unemployment, will allow the College to assess, support, instruct, and launch dislocated workers into new sectors.

In order to scale our existing academic advising, instruction and placement to such a large extent, CSN mined national best-practices for every aspect of the Centers, including the Integrated Basic Education Skills and Training (I-BEST), Pathways to Credentials, What Works in Education initiatives, Complete College America, Guided Pathways and the institutional capacity framework of the Achieving The Dream network in which CSN is a Leader College of Distinction.

Whether a worker comes to the Centers virtually or in person, a skilled CSN Navigator will meet with them to assess their existing education and transferable skills, re-align them to high demand industry sectors, and advise and support them in pursuing one of three paths—reskilling that leads to immediate placement; short-term retraining based on new credentials or certificates that lead to rapid placement; or longer-term training towards certificates or postsecondary degrees that lead to sustained placement in critical sectors.

CSN's three main campuses—Charleston, North Las Vegas and Henderson—are located in areas of high unemployment, based on number of unemployment filings as a measure. Filings in the zip codes surrounding these campuses during five critical weeks from mid-March to April, in 2020, totaled 125,270—four times the number of students enrolled yearly at CSN. This is a stark snapshot of the impact of COVID-19 on employment in the Vegas Valley. The Centers will allow CSN to immediately assess and meet the retraining needs of a population that could be exponentially larger than any we have ever served.

To prepare to help large numbers forge new pathways, CSN is strengthening existing partnerships with DETR, Goodwill, OWINN and WorkforceCONNECTIONS—so the Centers can efficiently route the workers to organizations with a track record for successful workforce placement. Meanwhile, CSN's Navigators will provide holistic assessment—personal, academic, career, and financial—to determine exactly what skills a dislocated worker has already developed which are transferable to a new job and that are not identified by testing alone. This leads to the best match with educational programs available at CSN.

The Centers' primary focus is **Advanced Manufacturing (AM)**, the sector in which Nevada's economy grew over 50% in the last 10 years. CSN has received a letter of support for this initiative from HAAS Automation Inc., which is building its largest facility in Nevada, and has a target of placing nearly 2,000 workers skilled in AM with HAAS within their first year of operation. Furthermore, a central location in the western market, robust transportation infrastructure and zero inventory tax combine to make Nevada an ideal location for warehousing and distribution of manufactured goods. The Centers can rapidly match workers to **Logistics and Operations** training that complements the Advanced Manufacturing sector.

A second focus for the Centers is the **Healthcare** sector. Almost 1 million Nevadans are living in a primary health professional shortage area (<https://data.hrsa.gov/topics/health-workforce/shortage-areas>, last accessed May 22, 2020). CSN's healthcare-related programs have already been designed as best practice solutions for effectively training people who have transferable healthcare skills but face economic, or other, barriers. For example, CSN's Nursing program has trained 1/3 of the State's current nursing pool, many of whom had to work full-time while pursuing their degrees. Triage through CSN's Centers will quickly match individuals to healthcare-related training pathways where they can succeed.

The Centers' third focus is **Information Technology (IT)** including Cybersecurity. Before the rise of COVID-19, Nevada was already taking its place as a center for tech innovation as IT giants such as Apple, Google, Switch and Tesla made the Silver State their home. Now that the world knows the IT sector maintains our lifeline of communication, credentialed workers in the sector are even more valuable. CSN's existing eighteen programs in IT ensure that such workers will rapidly earn their certificates or degrees.

Whether virtually or in person, CSN's Centers stand ready to help all dislocated workers find the best path for completely, successfully and knowledgeably moving forward.



The College of Southern Nevada
 Community Education Training Centers, Pathways
 EXECUTIVE SUMMARY [DRAFT]

Employment in Pre-COVID industries*

Holistic Assessment

- Academic
- Financial
- Personal
- Determine transferable skills

Career Planning and Re-alignment

Through NV Career Explorer (OWINN) and Work Keys Testing



- Emerging Critical Industries**
- Manufacturing
 - Health Care
 - Information Technology
 - Skilled Trades
 - Logistics

* Paths do not include those who return to work with the same employer

** In partnership with DETR, OWINN, Goodwill, WorkforceCONNECTIONS