

WORKFORCE INNOVATIONS FOR A NEW NEVADA

WORKFORCE DEVELOPMENT PROGRAM APPLICATION

AUTHORIZED PROVIDER INFORMATION

Name: Nevada System of Higher Education on behalf of College of Southern Nevada, Division of Workforce & Economic Development		
Address: College of Southern Nevada – Sahara West Campus, 2409 Las Verdes Street		
City: Las Vegas	State: Nevada	ZIP Code: 89102
Point of Contact: Ricardo Villalobos, Executive Director	Phone: 702-651-4737	Email: Ricardo.Villalobos@CSN.EDU

COMPANY INFORMATION

Name: Faraday & Future Incorporated,		
Number of Primary Jobs Created: 350	Industry: Manufacturing	Capital Investment: >\$1 Billion
Name: Ocean Spray, Clearwater Paper, Unilever, TH Foods, Ethyl M Chocolates, Aquatics, VSR Industries, Flowers Baking, TIMET, Snorkel Mfg.		
Number of Primary Jobs est. 150+	Industry: Various Manufacturing	Capital Investment: >\$500 Million

PROGRAM OBJECTIVES

The State of Nevada has committed to recruiting and training up to 500 persons per year for the manufacturing industry, including, but not limited to Faraday & Future Incorporated, Ocean Spray, Clearwater Paper, Unilever, TH Foods and other manufacturing companies as identified. This proposed workforce development program will include:

- 1) recruitment to be carried out by the Nevada Department of Training, Employment & Rehabilitation (DETR) in close coordination with identified manufacturing companies;
- 2) assessments to be carried out by DETR and the College of Southern Nevada (CSN), as appropriate;
- 3) customized training carried out by CSN in partnership with the Clark County School District (CCSD) and other qualified training providers

DETR will work with the manufacturing industry, including, but not limited to such companies as Faraday & Future Incorporated, Ocean Spray, Clearwater Paper, Unilever, TH Foods and other manufacturing companies as identified, throughout the program to assist in recruitment and assessment, as well as assist with and track performance of workforce diversity initiatives identified in the workforce diversity action plan. DETR will assist candidates at multiple levels to ensure that individuals who proceed through the program are well-equipped to succeed and qualified to ultimately receive full-time employment within the manufacturing industry.

CSN will become a Manufacturing Skills Standards Council (MSSC) authorized assessment center for certifying MSSC Certified Production Technicians. The purpose of the Certified Production Technician (CPT) program is to recognize through certification individuals who demonstrate mastery of the core competencies of manufacturing production at the front-line (entry-level through front-line supervisor) through successful completion of the certification assessments. The goal of the CPT certification program is to raise the level of performance of production workers both to assist the individuals in finding higher-wage jobs and to help employers ensure their workforce increases the company's productivity and competitiveness. The CPT program consists of four individual certificate modules: Safety; Quality Practices & Measurement; Manufacturing Processes & Production; and Maintenance Awareness. Candidates must earn the four certificates to receive the full CPT certification.

The integrated Basic Education and Skills Training (IBEST) instructional model will be used in the classroom and lab to facilitate and support students' comprehension of materials and enables staff to identify and address areas of concern or weakness a student may have. Advisors assist in employability skills and opportunities.

Students will take ACT WorkKeys and Applied Technology assessments prior to entering the program. If scores indicate the need for additional work in any skill area, students meet with an advisor to organize a course of action. Assistance is also available for participants who may be working on High School completion or improving academic and/or basic English skills.

Individuals who successfully complete the assessment and training program will receive industry-recognized credentials and customized training that meets the specific needs of the manufacturing industry. CSN will continue to meet with manufacturing industry partners to improve and refine the program in order to ensure that individuals completing the program are meeting the growing and dynamic needs of the company.

PROGRAM OUTCOMES

Individuals who successfully complete the assessment and training program will receive industry-recognized credentials and customized training that meet the specific needs of the manufacturing industry, including, but not limited to, Faraday Future. Having already been screened for company fit and trained to the customized specifications and needs of the manufacturing industry, including, but not limited to, Faraday & Future Incorporated, Ocean Spray, Clearwater Paper, Unilever, TH Foods and other manufacturing companies as identified, persons who successfully complete the training program will be priority candidates for employment or apprenticeship within the industry.

Individuals who successfully complete the assessment and training program will receive industry-recognized credentials and customized training that meet the specific needs of the manufacturing industry, including, but not limited to, Faraday & Future Incorporated, Ocean Spray, Clearwater Paper, Unilever, TH Foods and other manufacturing companies as identified. Having already been screened for company fit and trained to the customized specifications and needs of the manufacturing industry, persons who successfully complete the training program will be priority candidates for employment or apprenticeships

Federal, State, Local, or industry-recognized credentials to be awarded following successful program completion:

- Manufacturing Skills Standards Council (MSSC) Certified Production Technician (CPT)
- National Career Readiness Certificate (Bronze, Silver, Gold, Platinum)
- OSHA Certification
- CPR Certification

WORKFORCE DIVERSITY ACTION PLAN

Workforce Diversity Commitment Statement:

Applicant and all associated parties agree to implement initiatives identified in the attached workforce diversity action plan.

The College of Southern Nevada recognizes that embracing diversity maximizes faculty and staff contribution to our goals and provides the best opportunity for student achievement. CSN annually creates an Affirmative Action Plan to articulate policies and procedures to enhance diversity in all areas.

Statement to Comply with Federal & State Law:

The College of Southern Nevada is committed to providing a place of work and learning free of discrimination on the basis of race, color, national origin, disability (whether actual or perceived by others), religion, age, sex/gender (including pregnancy related conditions), sexual orientation, gender identity or expression, genetic information, veteran status (military status or military obligations) in the programs or activities which it operates. Where discrimination is found to have occurred, CSN will act to stop the discrimination, to prevent its recurrence, to remedy its effects, and to discipline those responsible.

The following person has been designated to handle inquiries regarding non-discrimination policies at CSN and are responsible for coordinating compliance efforts concerning, Executive Order 11246, Title VI and Title VII of the Civil Rights Act of 1964, Title IX Educational Amendments of 1972, Title II of the Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1990: Eric J. Gilliland, MBA, Office of Institutional Equity, Interim Title IX Coordinator, CSN West Charleston Campus, 6375 West Charleston Blvd., Room E-420, Las Vegas, NV 89146, Phone: (702) 651-7481, Email: eric.gilliland@csn.edu or Debbie Tanner, Office of Institutional Equity, Coordinator, CSN West Charleston Campus, Room E-128, Las Vegas, NV 89146, Phone: (702) 651-5783, Email: Debbie.tanner@csn.edu

STATEWIDE PORTABILITY PLAN				
Potential or Existing Plan:				
All credentials from CSN’s training program are industry and/or nationally recognized ensuring portability. In addition, CSN is accredited by the Northwest Commission on Colleges and Universities (NWCCU).				
COST ESTIMATES				
Category	FY 16	FY 17	FY 18	Total
Capital	\$368,236	0	\$756,000	\$1,124,236
Personnel (Direct)	0	0	\$151,767	\$151,767
Materials & Variables Expense	\$131,764	0	\$163,000	\$294,764
FY Totals	\$500,000	0	\$1,070,767	\$1,570,767

TRAINING FACILITIES		
Facility Name: College of Southern Nevada – West Charleston Campus		
Address: 6375 W. Charleston Boulevard	City: Las Vegas	Hours: M-Sat: 8a-9p
Facility Name: College of Southern Nevada – Sahara West Campus		
Address: 2409 Las Verdes	City: Las Vegas	Hours: M-Sat: 8a-9p
Facility Name: College of Southern Nevada – Las Vegas City Hall		
Address: 495 So. Main St.	City: Las Vegas	Hours: M-Sat: 8a-9p
Facility Name: College of Southern Nevada – North Las Vegas Campus		
Address: 3200 E. Cheyenne	City: North Las Vegas	Hours: M-Sat: 8a-9p
Facility Name: Southeast Career Technical Academy		
Address: 5710 Mountain Vista St	City: Las Vegas	Hours: TBD

WORKFORCE DIVERSITY ACTION PLAN

Applicant companies (collectively, the Clients) aims to recruit a well-trained, diverse workforce. This Workforce Diversity Action Plan outlines key considerations and actions steps that will be used to help accomplish workforce diversity goals.

In order to develop this diverse workforce, it is important to consider ways to engage all segments of the population in (1) **recruiting**, (2) **interviewing**, and (3) **hiring**.

AGENCY SUPPORT

The Nevada Governor’s Office of Economic Development (GOED) will provide leadership, guidance and facilitation, in order to ensure that interactions between state agencies and the Clients are efficient and effective.

The Nevada Department of Employment Training & Rehabilitation will provide assistance to the Clients. DETR will utilize connections with local workforce boards and community organizations who work closely with underserved and underrepresented segments of the community.

The Nevada Department of Veterans Services (NDVS) will provide support and assistance to DETR in order to facilitate direct engagement with local military installations and organizations.

The Nevada System of Higher Education (NSHE), through the College of Southern Nevada (CSN), will provide additional support and leadership for engaging underrepresented communities.

The Nevada Department of Education (NDE) and Nevada Governor’s Office of Science, Innovation and Technology (OSIT) will work with GOED to develop and implement Career and Technical Education (CTE) pathways that will prepare Nevada students to be successful members of the Client’s workforce. As part of this initiative, close attention will be paid to how these CTE programs can be tailored towards underserved and underrepresented segments of the community.

ACTION PLAN

DETR, state agencies, and the Clients will develop specific plans over time, but the following action plan describes broad steps and considerations that will be considered throughout.

The Clients, in collaboration with DETR and other appropriate offices and agencies, will develop, implement and evaluate strategic outreach and recruiting initiatives targeted towards underserved or underrepresented segments of the community.

During and after each part of the process, the Clients will assess the success of their efforts to understand the relative success of recruiting, interviewing and hiring underserved or underrepresented segments of the community. This is part of a continuous improvement feedback process that will assess performance and inform necessary modifications to the strategy.

This process will help identify gaps and barriers that may be preventing diverse segments of the community from applying for positions. For example, this process may highlight segments of the community that have been blatantly overlooked in recruiting, or may expose necessary improvements to non-English language postings that have not been well-translated, or could identify efforts that are particularly successful at engaging diverse segments of the community.

RECRUITING STRATEGIES

General

Marketing campaigns (e.g. radio, TV, print, social media) will be tailored to reach diverse audiences, promote awareness of job opportunities, and direct interested individuals to the Clients’, DETR and workforce development partner offices, job fairs, and other community events. Job announcements will also be posted at major web sites and job boards.

Examples of successful efforts include but are not limited to:

- Posting job announcements in multiple languages
- Advertising on non-English speaking radio stations
- Implementing social media campaigns
- Holding job fairs at local churches, schools, Tribal centers or other community gathering places where traditionally underserved or underrepresented segments of the community are likely to frequent

Adults & Youth

DETR will work with the Clients to create skill-based profiles for the Clients' workforce positions in order to understand basic requirements for each position and to identify potential opportunities for targeted recruitment.

For manufacturing positions, DETR will compare position skill-profiles with existing profiles in the Nevada Job Connect Operating System (NJCOS). Using this information, DETR will identify diverse candidates who may be suited to the position, and will actively recruit individuals via phone, email and traditional mail.

Recruiting will also occur at DETR and workforce development partner offices throughout the Northern Nevada. Cumulatively, these offices provide service to thousands of Nevadans each year. Many of these offices are located within traditionally diverse communities. Primary locations provide individualized job-matching, job preparation workshops, STEM workshops, skills-based assessments and other supportive services.

GOED and DETR will also work with workforce partners and NDE to identify locations for job fairs or recruiting campaigns at area high schools with diverse populations. Working with career counselors and CTE programs, this will provide a pipeline of youth who are trained and ready to work at the Client's facility as well as increase awareness among parents/family and the community as a whole of career opportunities.

Professional Positions

Management, engineering, accounting, human resource and other professional positions will also be actively recruited in diverse communities. In addition to marketing campaigns, DETR will work with the Client to engage professional diversity organizations who can distribute openings to their members.

In addition to the strategies outlined above, specific initiatives will be utilized to target the following segments of the community:

Veterans

GOED and DETR will work with NDVS to recruit veterans and veteran families for positions at the Clients' facilities. NDVS will facilitate direct engagement with local military installations and organizations, and assist DETR in assembling skill profiles for eligible persons.

Persons with Disabilities

Persons with disabilities will be assisted by DETR's Bureau of Vocational Rehabilitation (BVR). BVR provides services, technology, education, training and workforce support to more than 5,200 individuals with disabilities in Nevada each year. BVR will assist the Client with recruitment and retention of these individuals, and will customize work readiness and training, as needed. BVR's services ensure that individuals can meet the same performance standards and expectations as other employees. BVR can provide funding for on- and off-site

training tailored to specific needs, and pays for the salaries of potential employees while they are learning, and also for job coaching, instruction at Nevada colleges, assistive technology and additional on-the-job supports. BVR will also provide the Client with information related to accessing additional tax incentives related to employing individuals with disabilities.

GOED and DETR will also work with community organization and partners that specialize in working with individuals with disabilities, including:

- CSN, DETR

Individuals with Criminal Records

GOED will work with the Clients to understand which level of convictions may preclude an ex-offender from applying for a position, consistent with best practices established by the National Workrights Institute or other similar organization. DETR will also work with the Nevada Department of Corrections and area education institutions to determine if an appropriate training program can be developed and implemented for incarcerated persons or ex-offenders.

INTERVIEWING

DETR will work with the Client to interview candidates for each position. DETR will provide locations in local Job Connect offices and identify other sites within or in close proximity to diverse communities in order to mitigate potential transportation issues that may prevent qualified candidates from interviewing for a position. DETR and the Client will also work to mitigate linguistic or cultural barriers by developing interview questions while paying close attention to how questions are phrased and how interviews are conducted.

HIRING

Once the Client makes a determination to hire a candidate based on the candidate qualifications and best fit for the position, DETR will work with the Client to understand if, how or why underserved or underrepresented segments of the community are or are not being hired. This evaluation will be conducted at the Client's request, and will only be used to inform improvements in recruiting, interviewing or training programs implemented by DETR or the State.

DETR will also work with the Client to understand potential barriers that might prevent candidates from being retained by the Client over the long term. These potential barriers include, but are not limited to, transportation, childcare or the need for continuing education. DETR will work to identify potential grants, model programs or other opportunities that the Client or State could apply for, provide or develop, to mitigate such barriers and help ensure that the diverse workforce is hired and retained.

DEFINITIONS

Availability

Availability is an estimate of the percentage of minorities and women in the relevant labor market who are qualified and interested in positions

Inclusion

Inclusion is a culture that connects each employee to the organization; encourages collaboration, flexibility, and fairness; and leverages diversity throughout the organization so that all individuals are able to participate and contribute to their full potential.

Racial & Ethnic Categories

As currently defined in federal regulations:

- **American Indian or Alaska Native:** A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.
- **Asian:** A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- **Black or African American:** A person having origins in any of the black racial groups of Africa.
- **Hispanic or Latino:** A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
- **Native Hawaiian or Other Pacific Islander:** A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- **White:** A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Underserved

Community-specific data should be used to better understand the composition of the workforce and to identify potential gaps or opportunities for additional engagement. In addition to traditional characteristics such as national origin, language, race, color, sexual orientation, etc., this Action Plan also seeks to identify opportunities to engage family members of veterans and individuals who may be homeless, disabled, formerly incarcerated, elderly, or youth who may be disconnected from school and employment.

Underrepresented

A situation in which the number of women or members of a minority group within a category of civil service employment constitutes a lower percentage of the total number of employees within the employment category than the percentage that women or the minority group constitutes within the civilian labor force of the United States.

Underutilized

Underutilization occurs when the percentage of employees of a minority group is less than the availability percentage for that group. Underutilization is calculated for employees in each job group. The declaration of underutilization does not amount to an admission of impermissible conduct. It is neither a finding of discrimination nor a finding of a lack of good faith affirmative action efforts. Rather, underutilization is a technical targeting term used exclusively by workforce diversity planners who seek to apply good faith efforts to increase in the future the percentage of utilization of minorities and women in a workforce.

Workforce Diversity

Workforce diversity is a collection of individual attributes that together help agencies pursue organizational objectives efficiently and effectively. These include, but are not limited to, characteristics such as national origin, language, race, color, disability, ethnicity, gender, age, religion, sexual orientation, gender identity, socioeconomic status, veteran status, and family structures. The concept also encompasses differences among people concerning where they are from and where they have lived and their differences of thought and life experiences.

Southern Nevada Advanced Manufacturing Initiative
May, 2017

WINN Funding Request:

To support the continued demand for individuals with the high-demand and changing skills needed within the Southern Nevada Manufacturing Sector; College of Southern Nevada (CSN), in collaboration with Ocean Spray, Clearwater Paper, Unilever, TH Foods, Faraday Future, Ethyl M Chocolates, Aquatics, VSR Industries, Flowers Baking, TIMET, and Snorkel Mfg. request funding to support training and certifications for up to 500 trainees; equipment to increase CSN's current manufacturing program capacity and to support expansion efforts with the South East Career Technical Academy (SECTA) existing advanced manufacturing programs.

Funding Request Narrative (see full budget for details):

Participants Training and Certifications- \$155, 000:

- Provide training and certification assessments for up to 500 Nevadans leading to potential employment within the supporting companies listed.
- To Provide ACT Work Keys and Manufacturing Skills Standards Council (MSSC) Certified Production Technician (CPT) assessments for up to 500 participants.

Equipment -\$756,000

- Equipment will be utilized to support expansion efforts by Southeast Technical Academy (SECTA) at the Desert Rose to provide mechanical, hydraulic, pneumatic, and robotic systems training. The equipment will support SECTA students during normal class time and CSN adult populations in the evenings and weekends.

Variable & Personnel Expenses - \$159,767:

- Provide curriculum development funding to support alignment of program learning objectives and outcomes to the MSSC certification requirements.
- Provide the addition of personnel to support and monitor student progress, administer training to participants, and provide proctoring of student testing for industry certifications

Continued Efforts & Expansion:

Southern Nevada manufacturers have indicated there is a high demand for individuals with the skills aligned to the MSSC Certified Production Technician program. CSN's efforts to utilize the MSSC Certification maintains alignment to the current LEAP Advanced Manufacturing Framework ensuring participants have pathways to continue their education via articulation agreements between K-12 and Higher Ed entities throughout the State. These articulation agreements will continue to increase as content standards are re-evaluated and modified to meet the demands of the present and future manufacturing industry.

The efforts provided through the WINN funding and GOED, continue to provide a valuable and essential avenue for Nevadans to obtain the high level training needed to meet the demands of the manufacturing sector in Southern Nevada. We anticipate additional requests in July to continue support these and other institutions, and their industry partners in their efforts to train Nevadans to work in the New Nevada.

**NSHE / CSN Budget Request - WINN Program
FY 17 - 18 BUDGET**

CAPITAL EXPENSES

	<u>Equipment Description</u>	<u>Per Unit Cost</u>	<u>Quantity</u>	<u>Total Cost</u>
FY 17 - 18	Pneumatic Trainers (LabVolt)	\$ 40,000	4	\$ 160,000
	Hydraulic Trainers (LabVolt)	\$ 75,000	4	\$ 300,000
	Mechanical Training Systems	\$ 16,000	4	\$ 64,000
	Fanuc Robotic Training System	\$ 58,000	4	\$ 232,000
EQUIPMENT TOTAL				\$ 756,000

PERSONNEL EXPENSES

	<u>Description</u>		<u>FTE</u>	<u>Total Cost</u>
FY 17 - 18	Sr. Specialist (Project Lead)	\$ 48,000	100%	\$ 48,000.00
	Specialist (Instructor)	\$ 39,713	100%	\$ 39,713.00
	Administrative Assistant II	\$ 31,091	100%	\$ 31,091.00
	Fringe Benefits			\$ 32,963.00
PERSONNEL & FRINGE TOTAL				\$ 151,767

MATERIALS & VARIABLE EXPENSES

	<u>Description</u>	<u>Per Unit Cost</u>	<u>Quantity</u>	<u>Total Cost</u>
FY 17 - 18	Curriculum:			
	Curriculum Development	\$ 5,000	1	\$ 5,000
	Training & Certification:			
	ACT WorkKeys Assessments	\$ 130	500	\$ 65,000
	MSSC Assessment Fees:			
	<i>Safety Module</i>	\$ 45	500	\$ 22,500
	<i>Quality Practices & Measurement</i>	\$ 45	500	\$ 22,500
	<i>Manufacturing Processes & Production</i>	\$ 45	500	\$ 22,500
	<i>Maintenance Awareness</i>	\$ 45	500	\$ 22,500
	Administrative:			
	MSSC Assessment Center Fee	\$ 500	1	\$ 500
	Professional Development:			
	Instructor MSSC Training	\$ 2,500	1	\$ 2,500
MATERIALS & VARIABLE EXPENSES				\$ 163,000

WINN FUNDING TOTAL BUDGET \$ 1,070,767