

# 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

NSHE Board of Regents, obo, Great Basin College

### Private Postsecondary Institution

*Non-NSHE institutions must upload copy of Nevada License*

### Address

1500 College Pkwy

Address Line 1

Address Line 2

Elko Nevada 89801

City

State

Zip Code

### Point of Contact

Bret

First

### Phone

(775) 753-2217

### Email

bret.murphy@gbcnv.edu

Murphy

Last

### Workforce Development Program Experience

Founded in 1967, Great Basin College (GBC) is the oldest public community college within the Nevada System of Higher Education (NSHE). GBC enriches people's lives by providing student-centered, post-secondary education to rural Nevada. Educational, cultural, and related economic needs of the multicounty outreach area are met through programs of university transfer, applied science and technology, business and industry partnerships, developmental education, community service, and student support services in conjunction with certificate and associate and select baccalaureate degrees.

GBC is the primary provider of post-secondary education for rural and frontier Nevada. GBC covers over 86,500 square miles which includes a population of roughly 120,000 people, two time zones, and 10 of Nevada's 12 rural/frontier counties which include Elko, Esmeralda, Eureka, Humboldt, Lander, Lincoln, Mineral, Pershing, Nye and White Pine. The campus in Elko is a comprehensive residential college and centers are located in Battle Mountain, Ely, Pahrump, and Winnemucca. There are satellite facilities in over a dozen communities across northern and central Nevada. GBC has been instrumental in providing workforce development programs since its inception, and works closely with its industry partners in the mining industry and mining related fields. For over 24 years, we have partnered with the Maintenance Training Cooperative, which includes the mining industry businesses. Most recently, Barrick, Kinross, Newmont, Raintree Construction, Sandvik, and SSR Mining have participated in the scholarship/paid internship for students to pursue a certificate or associate of applied science degree in electrical systems, diesel, instrumentation, millwright and welding technologies programs at GBC. Our current placement rate is 91% for these programs.

*Describe past performance in providing workforce development programs including industries served, number of businesses, types of credentials and certificates issued and other relevant information.*

## Company Information

*Name each company for which the applicant will provide the proposed program, including the number of primary jobs created and the hourly wage expected to be paid to persons employed in these jobs.*

### Company 1

**Company Name**

Savage Services Corp.

**NV Business ID**

NV19821012899

**Primary Point of Contact**

Lincoln

First

Anderson

Last

**POC Phone**

(775) 777-1755

**POC Email**

LincolnAnderson@savageservices.com

**Industry**

Logistics & Operations

**Estimated Associated Capital Investment**

**Number of New Jobs to be Created**

15

**Average Hourly Wage (New Jobs)**

\$26.92

## Company 2

### Company Name

Pilot Thomas Logistics

### NV Business ID

NV20151241185

### Primary Point of Contact

Charles

First

McDaniel

Last

### POC Phone

(817) 877-8300

### POC Email

CharlesMcDaniel@pilotthomas.com

### Industry

Logistics & Operations

### Estimated Associated Capital Investment

### Number of New Jobs to be Created

250

### Average Hourly Wage (New Jobs)

\$31.11

### Letters of Support

Savage\_CDL Consortium Letter of Support - September 2018.pdf

WINN supporting letter\_PilotThomas.pdf

Barrick\_SupportLTR\_GOED\_WINN.pdf

*Upload letters of support from participant companies here. Templates can be obtained online or by emailing [sbostwick@diversifynevada.com](mailto:sbostwick@diversifynevada.com).*

### Statement of Need

*Describe the need to develop and/or support existing training program. Include details about employer openings and existing workforce pipelines and capacity.*

Area mining companies have approached GBC to reinstate its training for a high quality Commercial Driver's License (CDL). These companies heavily rely on competent truck drivers to provide all the transportation of goods into and out of their mine sites for all mining operations, and expect shipments to be completed securely and safely. There is currently a nation-wide shortage of truck drivers (453 average annual openings), and the entire area of northeastern Nevada has been affected (164 average annual openings throughout all of GBC's outreach counties). As evidenced by our employer letters from Savage Services Corp. and Pilot Thomas Logistics, there is a need for at least 65 people in the near future from these two companies alone in the area. Due to the high cost of the training, and recent budget cuts, GBC had to end its training in 2017. The closest training programs that are available to the area are located in Sparks, Reno, Las Vegas, or out of state in Salt Lake City, Utah. Because of the high quality of driver that GBC was previously able to produce through its proven training program, area mining companies would prefer to invest in GBC's program, rather than seek training in distant metropolitan areas. As such, several companies are willing to address the shortage of drivers by creating a consortium of mining companies and trucking companies that can work toward a sustainable training model. Because the mining companies involved do not actually hire CDL drivers or require any of their personnel to obtain the CDL license, our primary mining company partner, Barrick Goldstrike Mines, Inc. has provided leadership in establishing a multi-company consortium which currently includes Barrick, Savage Services, Corp. and Pilot Thomas Logistics to support the training program at GBC. The goal is to have enough consortium partners to contribute to the annual cost of the program, to make the cost affordable to all. Until the consortium is complete, however, immediate CDL training is necessary to ensure efficient, effective mining operations. Funding is sought to purchase a new truck, provide instructor support and student tuition support, marketing, as well as provide project management and oversight and student advisement/tracking.

## **Program Objectives and Outcomes**

### **Program Design**

GBC has worked with Barrick Goldstrike, Mines, Inc., Savage Services, Corp., and Pilot Thomas to restart its CDL training. These companies have reviewed the curriculum and design of the training and believe it to be what will fulfill their needs for competent, safe, drivers. The program will be open to the general public, and the consortium will be responsible for screening initial applicants for placement into the program.

The GBC CDL Training Program will provide basic knowledge of tractor/semi-trailer operation, proper maintenance and operation of motor cargo equipment, principles of routine vehicle inspections, review of the Rules and Regulations of the Department of Transportation and other federal and state regulatory agencies. Students will also learn vehicle operations, couple and uncouple of units, how to park and secure the vehicle under normal conditions, and safety procedures as defined by the Occupational Safety and Health Act.

Students will prepare to take the Nevada Commercial Drivers License examination for a Class "A" license. The training is 5 weeks in length and students will attend class 8 hours per day. The class size is limited by the seating capacity of the training vehicle, up to a maximum of 4 per class. All students must possess a valid Nevada CDL permit before entering this hands-on training class, must have obtained a physical indicating ability to drive the appropriate vehicles and must pass a DOT drug test within 30 days of class start date. While DMV arrangements will be coordinated through GBC, testing remains the responsibility of the student. Students will also be prepared and encouraged to take the Hazardous Material Endorsement Exam. From January 2019-June 30, 2019, there will be four, five-week sessions of instruction, which will allow for training of up to 16 people for ultimate employment with our industry partners.

*Describe the training solution(s) developed in partnership with the employer partners.*

### **Recruitment**

Recruitment into the program will occur by referrals from industry partners as well as community agencies such as JOIN, DWSS and Nevada JobConnect. GBC plans to make the program available to area residents, targeting the unemployed and underemployed in the community. The program will also be marketed statewide targeting those interested in relocating to northeastern Nevada through social media, digital/online advertisements, billboards, radio advertisements, press releases, PSAs and printed materials. Brochures, flyers and posters will be placed with organizations where diverse, disadvantaged or under employed people may frequent. A special wrap will cover the truck and trailer, which will promote the program so people seeing the truck while it is out during training or parked in visible locations, which will have website and phone information so people know how to get further information.

*Describe your plan to recruit training candidates.*

### **Workforce Development Integration**

GBC consistently works with Nevada JobConnect, NevadaWorks and JOIN offices throughout the college's outreach area. The proposed CDL training is aligned with the Unified State Plan, as it falls within the prioritized sectors of mining and logistics and operations. Students who successfully complete the training and obtain the license will be able to be employed in a high wage, high skill field, where there is a high number of openings annually.

*Describe your plan to ensure alignment with workforce development programs. Include details on plans to*

*leverage resources. Include evidence the program design is in compliance with the Unified State Plan.*

### **Job Placement**

The Commercial Drivers' Licence training has been developed to meet high levels of local demand in the mining, materials and logistics sectors. Completers of the training who attain their CDL Class A license will be connected to WINN employer partners. From CDL program information during the 2016-2017 year, there was a 90% completion rate and a 75% placement rate. Because this training will now be in direct partnership with local industry, and because of the high demand for CDL drivers, the only thing that will hinder a student from getting a job is his or her ability to successfully complete the training and pass the DMV testing.

*Describe your plan to ensure placement of trained individuals, with employer partners and within industry.*

### **Outcomes**

- 1) Provide Commercial Drivers' License training for up to 16 people by June 30, 2019.
- 2) Complete at least 14 students, who also receive CDL Class A license from DMV, by June 30, 2019.
- 3) Place at least 11 licensed students by September 30, 2019.
- 4) Establish a solid consortium of mining, materials and logistics sector businesses to sustain the CDL training for at least 3 years starting July 1, 2019, following completion of WINN funding.

*List measurable goals this project will pursue. Projected completers of training and placements in employment must be delineated here.*

### **Other Partners**

*Include information on other partners in this project who are not employer partners or the training provider.*

#### **Partner 1**

<b>Agency</b>	<b>Contact</b>
Barrick Goldstrike Mines Inc.	Rebecca Darling

#### **Describe role in**

Barrick Goldstrike Mines Inc. is the leading mining partner for the CDL training at GBC. They have been instrumental at bringing our Logistics and Operations partners together to form a CDL training consortium with them. Barrick has been instrumental in coordinating employer partners and the consortium to sustain the program. It is important to note that mining companies are dependent upon the many mining-related companies which support their operations. The lack of highly trained, competent and safe truck drivers impacts mining companies' productivity. They have a considerable interest in ensuring this training program is successful and are a strong consortium partner.

### **Workforce Diversity Action Plan**

*For each target population, explain your plan to promote access and workforce diversity. Include measurable goals in each section.*

#### **Veterans**

GBC has a Veterans' Resource Center (VRC), which reaches out to area veterans to provide them workforce training, and supports veteran students when they are enrolled in GBC's programs. The program will be promoted through our VRC. GBC will work with GOED to develop additional outreach opportunities within the State of Nevada to recruit and serve veterans.

#### **Gender (Non-traditional Employment)**

GBC is currently ensuring that all its marketing materials feature individuals in non-traditional employment. Brochures/information for the program will include females depicted in the program.

#### **Race/Ethnicity**

GBC is currently ensuring that all its marketing materials feature individuals from various races and ethnic backgrounds. Flyers for the program will include individuals from diverse backgrounds. Additionally, due to the higher than average number of Native Americans in our service area compared to the State and nationally, we will promote the program to GBC service area reservations and colonies including the Te-Moak Colony in Elko, Battle Mountain and Wells and the Duckwater Shoshone Tribe of the Duckwater Reservation located near Ely.

#### **Recipients of Public Assistance**

GBC will ensure that program brochures and other information pieces about the program are placed with area organizations that provide services to recipients of public assistance. The local JOIN office has partnered with our programs and will continue to be a source of referrals and support for program participants on public assistance. GBC will meet with the local DWSS office to provide information about the program opportunity and collaborate on leveraging support for recipients of SNAP and/or TANF assistance.

#### **Re-Entry or Returning Citizens**

GBC will ensure that program brochures and other information pieces about the program are placed with area organizations that provide services to re-entry or returning citizens.

#### **Persons with Disabilities**

GBC will ensure that program brochures and other information pieces about the program are placed with area organizations that provide services to persons with disabilities.

#### **Other Diversity Action Plans**

GBC values inclusion, which is the intentional practice of understanding differences, identifying processes that lead to inequities, developing strategies that lead to equity and inclusion and fostering a culture that promotes mutual respect for all members of the GBC learning community. There are currently institution wide plans to:

- educate young students (5th grade) and middle school students about the career possibilities related to mining, especially non-traditional careers;
- increase community awareness of CTE programs offered and non-traditional occupations by holding open houses for women;
- implement a non-traditional student recruiting committee with industry partners;
- create a CTE Video and a GBC Video that include non-traditional students and students of different races/ethnicities; and
- create female focus groups with mining representatives to learn more about the issues women face in the field.

*Describe any other plans to increase representation, inclusion, utilization and completion rates for this program.*

### **Workforce Diversity Commitment Statement**

The Nevada System of Higher Education (NSHE)/Great Basin College (GBC) are committed to providing a place of work and learning free of discrimination on the basis of a person's age, disability, whether actual or perceived by others (including service-connected disabilities), gender (including pregnancy related conditions), military status or military obligations, sexual orientation, gender identity or expression, genetic information, national origin, race, or religion. Where discrimination is found to have occurred, the NSHE will take action stop to the discrimination, to prevent its recurrence, to remedy its effects, and to discipline those responsible.

Although it is the application of Title IX to athletics that has gained the greatest public visibility, the law applies to every single aspect of education, including course offerings, counseling (advising) and counseling (advising) materials, financial assistance, student health and insurance benefits and/or other services, housing, marital and parental status of students, physical education and athletics, education programs and activities sponsored by the institution, and employment.

Grievance procedures are clearly defined and available to all students and employees. In keeping with the policy of Great Basin College against unlawful discrimination all inquiries and complaints of alleged discrimination should be directed to the following Title IX Coordinator (Primary Officer). Great Basin College has adopted the Nevada System of Higher Education Title IX Task Force revisions to the NSHE policy. This policy was approved by the Board of Regents at the September 2015 meeting. Questions regarding the compliance with Equal Opportunity Law should be referred to one of the following:

- Vice President for Student Affairs, Great Basin College, 1500 College Parkway, Elko, NV 89801, 775.753.2282

*Express your overall commitment to workforce diversity.*

### **Statement to Comply with Federal & State Law**

GBC will comply with all applicable federal and state laws.

*Express your commitment to comply with all applicable federal and state laws.*

## **Statewide Portability Plan**

### Potential or Existing Plan

The GBC CDL training leads to an industry-recognized certificate or certification, a license recognized by the State involved, or the Federal Government. The CDL Hazardous Material Endorsement is also an industry and State/Federal-recognized certification in addition to the general CDL license.

### Sustainability Plan

Following the completion of the WINN grant funding, the CDL training program will be sustained by the CDL Consortium. Each member is asked to commit to contributing \$35,500 (less as more partners are brought on) for each of three years. This ensures at least three years of training after the end of the WINN grant, and provides the opportunity for businesses to see the impact of having trained truck drivers. We anticipate that this consortium will extend well beyond three years.

*Describe how the program will be sustained following the completion of the WINN grant.*

## Authorized Provider Training Facilities

*Enter requested information for each training site for this program.*

### Facility 1

**Facility Name****Website****Address**

Address Line 1

Address Line 2

City

State

Zip Code

## Cost Estimates

*Please attach separate pdf or excel file*

**Cost Estimates**

GBC 10-15-18 WINN\_Budget\_Template (1).xlsx

*Obtain budget template online or by emailing [sbostwick@diversifynevada.com](mailto:sbostwick@diversifynevada.com).*

**APPLICATON FOR WINN FUNDS - BUDGET BREAKDOWN**

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

**PROJECT NAME: GBC CDL Training**

**PROJECT PERIOD: 12/1/18-6/30/19**

**TUITION & FEES (Participant Trainings and Certifications):**

Describe the total training program costs

	Per Unit Cost	# of Students	Total WINN Cost
Tuition and fees (includes CDL Permit, Physical and Drug Test)	\$ 6,300.00	16	\$ 100,800.00
Training materials (\$220/student x 16)	\$ 220.00	16	\$ 3,520.00
-	\$ -	0	\$ -
-	\$ -	0	\$ -
<b>Tuition &amp; Fees Subtotal:</b>			<b>\$ 104,320.00</b>

**PERSONNEL & VARIABLE EXPENSES:**

Examples of costs in this section are provided below, change as needed:

	Per Unit Cost	Quantity	Total WINN Cost
- Discretionary (truck fuel, maintenance cost)	\$ 14,000.00	1	\$ 14,000.00
- Discretionary (insurance)	\$ 14,000.00	1	\$ 14,000.00
- Discretionary (various program/participant supplies: file folders, paper, pens, postage, printing/copying, etc. )	\$ 1,500.00	1	\$ 1,500.00
- Project Director/Support Staff (use hourly, monthly, or annual cost) (\$57,380/yr x 18% x 7 months )	\$ 6,025.00	1.00	\$ 6,025.00
-Project Director/Support Staff Fringe Benefits (provide % used for calculation) 32%	\$ 1,928.00	1.00	\$ 1,928.00
- CDL Advisor/Assistant Support Staff (use hourly, monthly, or annual cost) \$10/hour	\$ 10.00	416	\$ 4,160.00
- CDL Advisor/Assistant Support Staff Fringe Benefits (provide % used for calculation) 3.15%	\$ 131.00	1	\$ 131.00
- Instructor (use hourly, monthly, or annual cost) 1 FTE (annual salary \$65,000/yr x 7 months)	\$ 37,917.00	1.00	\$ 37,917.00
- Instructor Fringe Benefits (provide % used for calculation) 32%	\$ 12,133.00	1	\$ 12,133.00
- Travel	\$ -	0	\$ -
- Marketing of program: billboards, digital/online ads, radio ads, printed materials/flyers, vehicle (truck and trailer) wrap	\$ 30,000.00	1	\$ 30,000.00
-	\$ -	0	\$ -
<b>Personnel &amp; Variable Subtotal:</b>			<b>\$ 121,794.00</b>

**CAPITAL EXPENSES:**

List each type of equipment/system separately:

	Per Unit Cost	Quantity	Total WINN Cost
2020 Peterbilt 579 Truck Training Vehicle	\$ 142,900.00	1	\$ 142,900.00
-	\$ -	0	\$ -
-	\$ -	0	\$ -
-	\$ -	0	\$ -
-	\$ -	0	\$ -
<b>Capital Expenses Subtotal:</b>			<b>\$ 142,900.00</b>

**TOTAL WINN REQUEST: \$369,014.00**

Please contact Bonnie Long at 775-687-9910 with any questions regarding the budget breakdown template.



October 11, 2018

Stacey Bostwick, Program Coordinator  
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:

Pilot Thomas Logistics is the premier provider of fuel, lubricants and chemicals to the Energy, Marine, Mining and Industrial markets.

The corporate headquarters are located in Fort Worth, Texas and there are more than 2,200 team members located throughout North America allowing us to provide high quality products and outstanding services to our valued customers.

By this letter, we wish to express our support for the Driving School built to serve the needs of Mining and Mine Support employers seeking high-skill workers in Nevada. This program offers high-wage opportunities to workers obtaining skills at Great Basin College at our company, we anticipate approximately 50 such openings each year in the next 5 years and are confident that this program will help provide the highly-skilled workforce we will need.

This application for WINN funds was developed through a collaborative partnership of regional stakeholders including Pilot Thomas Logistics, Barrick Gold Corporation, Great Basin College and community organizations in the region. We recognize the need for, and support the development of this Industry-based training program.

We look forward to continuing to work in partnership with Great Basin College and other stakeholders in this important effort.

Sincerely yours,

A handwritten signature in black ink, appearing to read "CMcDaniel", written in a cursive style.

Charles McDaniel  
President of Marine, Mining & Industrial

September 21, 2018

Stacey Bostwick, Program Coordinator  
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:

Savage Services Corp. was founded in 1946, and has been in business more than 70 years. We are a privately held transportation, logistics, materials handling, and industrial services company. We are headquartered in Salt Lake City, UT, with over 4,000 Team Members serving customers at over 250 operating locations. We operate in 39 U.S. States, 4 Canadian Provinces, and Mexico.

By this letter, we wish to express our support for the CDL Consortium, built to serve the needs of truck transportation employers seeking high-skill workers in Nevada. This program offers high-wage opportunities to workers obtaining skills at Savage Services Corp. At our company, we anticipate approximately 15 such openings in the next 3 years and are confident that this program will help provide the highly-skilled workforce we will need.

This application for WINN funds was developed through a collaborative partnership of regional stakeholders. We recognize the need for, and support the development of this Industry-based training program.

We look forward to continuing to work in partnership with the CDL Consortium and other stakeholders in this important effort.

Sincerely yours,



Terrence Savage  
Senior Vice President



Barrick Gold  
PO Box 29  
Elko, NV 89803  
775.748.1001  
www.barrick.com

905 W Main St  
Elko, NV 89801  
775.748.1244 fax

October 11, 2018

Stacey Bostwick, Program Coordinator  
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:

Barrick is a global mining company and the largest gold producer in the world. We have three operating mines in North Eastern Nevada where our work force is more than three thousand strong.

By this letter, we wish to express our support for the Commercial Drivers' License instructional program at Great Basin College, built to benefit the many sectors in the region suffering from a CDL driver shortage. This program is targeted to serve the needs of the mining sector in the region. This program offers high-wage opportunities to workers obtaining skills and a Commercial Driver's License at Great Basin College. Barrick does not plan to recruit these drivers, but is willing to financially support the program because our ability to be successful hinges on our supplier companies consistently having competent, licensed drivers who are fit for work. We will have this need for at least the next 2 decades. We are confident that this program will help provide the skilled workforce we will need.

This application for WINN funds was developed through a collaborative partnership of regional stakeholders including Great Basin College and local and regional suppliers in need of CDL certified workforce. We recognize the need for, and support the development of this Industry-based training program.

We look forward to continuing to work in partnership with Great Basin College and other stakeholders in this important effort.

Sincerely yours,

Rebecca Darling  
Director, Corporate Social Responsibility