

# 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, obo, Truckee Meadows Community College (TMCC)

### Private Postsecondary Institution

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

### Address

7000 Dandini Blvd.

Address Line 1

Address Line 2

Reno Nevada 89512-3339

City

State

Zip Code

### Point of Contact

Gretchen

First

### Phone

(775) 674-7686

### Email

gsawyer@tmcc.edu

Sawyer

Last

### Workforce Development Program Experience

Truckee Meadows Community College promotes student success, academic excellence and access to lifelong learning by supporting high-quality education and services within Washoe County and the Reno/Sparks community.

Founded in 1971, TMCC prepares students for completion of Bachelor and Associate degrees, and technical and career skill certifications. During the spring 2018 Semester, TMCC served 10,675 students enrolled in credit bearing courses; of these 5,497 students were enrolled full time. Sixty-five percent of students indicated interest in earning an Associate's degree; 6.5% indicated interest in improving job skills; 3.1% indicated interest in earning a certificate. (TMCC – Student Profile Fact Sheet – Spring 2017 – Institutional Research, Analysis and Effectiveness Office)

In September 2017, the U.S. Department of Education designated TMCC a Hispanic Serving Institution (HSI) for the 2017/18 program year. HSI's are higher education institutions recognized for serving at or above 25% Hispanic student populations, first-generation, and majority low-income Hispanic students. In spring of 2017, the Hispanic student population enrolled at TMCC was 26.7%.

Truckee Meadows Community College - William N. Pennington Applied Technology Center provides world-class technical training and education for a skilled workforce. The Applied Technology Center provides students with specialized technical training for current job opportunities as well as career advancement. Students have the opportunity to take classes toward certifications, certificates of achievement, and associate in applied science degrees. TMCC also provides support services through the office of Student Services and Diversity - Career Center to assist students in assessment, career exploration, resume building, and connecting students with potential employers.

TMCC currently offers certificate and degree programs in the targeted industry areas to be served by this grant.

- TMCC's Air Conditioning Technology program (HVAC-R) program has been in place for over 15 years providing practical skills and hands-on techniques to prepare students to systematically approach, analyze, troubleshoot and solve HVAC/R problems. Skills Certification and Certificates of Achievement are available under the program.
- TMCC's Automotive program (Automotive and Diesel) has been offered since 1992, serving over 6,000 students with industry recognized credentials. The program is accredited by the National Automotive Technicians Education Foundation (NATEF) and offers Certified Technician and Certificate of Achievement credentials as well as a Transportation Technologies Applied Science Degree. In the fall of 2018, TMCC became one of 64 Mopar CAP schools offering training and certifications for Fiat-Chrysler Automobile Dealers nationwide. There are currently 200 students enrolled in the Mopar training program expected to graduate as Mopar CAP certified technicians in Spring 2019.

*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**

Desert Air

**NV Business ID**

NV20091384584

**Primary Point of Contact**

Trish

First

White

Last

**POC Phone**

(775) 359-0656

**POC Email**

desertairmanager@outlook.com

**Industry**

Energy

**Estimated Associated Capital Investment****Number of New Jobs to be Created**

15

**Average Hourly Wage (New Jobs)**

\$32.39

**Company 2****Company Name**

Penske Truck

**NV Business ID**

NV20171475879

**Primary Point of Contact**

Eva

First

Garcia

Last

**POC Phone**

(916) 425-2665

**POC Email**

eva.garcia@penske.com

**Industry**

Logistics &amp; Operations

**Estimated Associated Capital Investment****Number of New Jobs to be Created**

12

**Average Hourly Wage (New Jobs)**

\$0.00

**Letters of Support**

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.

TMCC partner employers have identified a need for trained and skilled employees to sustain and expand their businesses. Desert Air is unable to expand beyond the Reno City limits due to inability to secure trained, highly skilled individuals to work as HVAC technicians. The partnership between TMCC and this local business will positively impact its efforts to expand and provide a living wage job for an individual who may have limited opportunities to contribute to society.

TMCC received a WINN grant in June, 2018 to provide ReEntry educational and technical skills training for 30 males involved in the justice system. The pilot project was proposed to address the community identified need to address the recidivism rate resulting from lack of training and job placement for those recently released from incarceration. The pilot project is currently serving 20 males, of which seven have successfully completed the forklift operations certification and three have successfully completed OSHA certification.

TMCC is requesting funding to support a ReEntry and Diversion Phase II program to serve an additional 27 individuals involved in the justice system (target 10 female and 17 males) to provide educational and technical skills training in Logistics, Auto/Diesel Mechanics, and HVAC/R. TMCC partners in this effort include Desert Air LLC a local HVAC and Plumbing business, and Penske, a local Truck Rental and Logistics Solutions business. Both have committed to employing and paying a living wage to students who have completed the needed certifications to work in their businesses.

## **Program Objectives and Outcomes**

### **Program Design**

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The ReEntry and Diversion Phase II program is designed to provide participants with foundational support and work related skills necessary to seek and retain gainful employment while filling gaps in workforce demands for TMCC employer partners.

The ReEntry and Diversion Phase II program will serve 27 individuals involved in the justice system (one cohort of 10 females, and one cohort of 17 males). All participants are required to attend and complete a 16 week Getting Ahead program as a prerequisite. Getting Ahead is based on the nationally recognized Bridges Out of Poverty program. Getting Ahead enables participants, to examine their own experience of poverty as well as explore issues in the community that impact poverty – banking, housing, jobs, transportation – through an assessment of their own resources and how to build those resources as part of their move to self-sufficiency. Getting Ahead will provide participants with a foundation for determining whether they have the support and resources they will need to pursue and complete a certificate program. (TMCC program staff is currently working on the development of an assessment tool, that can be used to determine levels of college readiness for potential participants.)

Participants will be advised of the three industry training areas available for them and upon their selection they will receive basic computer literacy and financial literacy instruction to prepare them for class instruction and money management. Upon enrollment in the target industries (Logistics, Auto/Diesel, and HVAC) participants will also have access to TMCC Student Services resources including Financial Aid and Scholarships; Tutoring and Learning Center; Counseling (including referrals/access to childcare, transportation, and the campus food pantry) and Career services (resume writing, job fairs).

TMCC will also work with community partners JOIN and CSA to provide funding for participants to receive on-the-job-training (OJT) at Desert Air and Penske to enhance their hands-on work experience and exposure to the work environment. Upon completion of their training program and certification, participants will be eligible to interview with Desert Air and/or Penske where if selected they will be employed and compensated with a competitive wage.

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

### **Recruitment**

TMCC will conduct outreach and marketing to the current agency partners Nevada State Parole and Probation, Washoe County Specialty Courts, and Northern Nevada Transitional Housing Facility) notifying them of Phase II of this program. Specifically, the addition of a cohort for women. During Phase I, we only accepted male applicants as it was a pilot program and we were still in the process of developing the pathways. State Parole and Probation and the Specialty Courts have already started a list of potential candidates for referral. We have also began developing partnerships with additional specialty courts, specifically Sparks Municipal and the 2nd Judicial Court as well as Washoe County Jail.

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*Describe your plan to recruit training candidates.*

### **Workforce Development Integration**

TMCC is represented on the Board of Directors of NevadaWorks and is listed as a provider of Education Services for the ETPL in the state of Nevada. TMCC is key player in northern Nevada's workforce development efforts, providing training and certifications to support industry and employer needs. TMCC leverages community based organizations and state of Nevada resources such as: One Stop Career Center, Job Opportunities in Nevada (JOIN), Community Services Agency (CSA), Northern Nevada Literacy Council (NNLC), DETER/Vocational Rehabilitation, NV JobConnect, to connect participants to resources to enhance their access to training and employment.

The TMCC Re-Entry team recently visited Florence McClure State Prison and Casa Grande to learn more about their prison education and re-entry programs. The team has another visit scheduled November 13-14 to visit High Desert State Prison, the second prison education site, as well as Hope for Prisoners. Hope for Prisoners in Southern Nevada has an extensive re-entry program that also assists in providing job readiness training and education as a path to employment. It is our goal to identify ways to sustain this program with already existing State and Federal resources.

*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**

TMCC maintains close relationships with state of Nevada based industries/businesses and employers. There is open communication that allows for the sharing of information regarding technology changes/enhancements, employer needs, and skills needed, to ensure that each supports the State's workforced demands.

TMCC has received letters of support from two key employers willing to hire skilled employees participating in this program. Additionally, already established TMCC/Employer partners are aware of the program and participants can apply with them once there certification/program training is complete.

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

### **Outcomes**

12 individuals to be trained in Auto/Diesel – requires two semesters of course work to complete:

- Enrollment in January 2019
- March 2019 – referred into OJT
- May 2019 – completion of first semester
- Continue course work Summer or Fall 2019/Completion Dec. 2019

15 individuals to be trained in HVAC – requires one semester of course work to complete

- Enrollment in January 2019
- March 2019 – referred into OJT
- May/June 20-19 – completion of certificate/job placement

*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**

**Agency**

Northern Nevada Transitional Housing

**Contact**

Lt. Jonathan Wilson

**Describe role in**

Operated by the Nevada Department of Corrections, the Northern Nevada Transitional Housing (NNTH) program works with non-violent, non-sex offender residents who are within 1-2 years of probable release. NNTH works with the TMCC ReEntry program to provide residents with opportunities to establish employment prior to release.

**Partner 2****Agency**

Washoe County Community Court

**Contact**

Judge Scott E. Pearson

**Describe role in**

Judge Pearson presides over the Community Court which provides diversion programming for qualifying participants to have their case dismissed and sealed after completing a diversion program such as the TMCC ReEntry program.

**Partner 3****Agency**

Nevada Department of Public Safety, Division of Parole and Probation

**Contact**

Katie Benzler, State Police

**Describe role in**

Parole and Probation will refer ex-offenders who are unemployed, underemployed, and/or stating an interest in seeking educational training in order to pursue employment. The division recognizes the need for individuals to earn living wage jobs to secure housing and essentials as a deterrent to criminal behavior.

**Workforce Diversity Action Plan**

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

**Veterans**

There is an estimated 300,000 veterans in Nevada. In addition, TMCC has a long history of providing services to veterans in our state. In Phase I of our pilot program, there was one veteran out of the 22 individuals in the program. It is anticipated that we will continue to see veterans in our program. Veterans at TMCC will be connected to our Veteran's Resource Center which provides assistance to veterans, eligible dependents and spouses in pursuing their educational goals. Veterans will also be connected to Veteran's Upward Bound which provides additional services such as college preparation and tutoring as well as career assessment and planning. The Re-Entry program will also begin marketing to the specialty Veteran's Court to identify individuals that may be a fit for this program.

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

In Phase I of the pilot program, only males were recruited. One factor is that there are far more men that have been or are currently involved in the justice system than women. During this second phase it is our intention to recruit at least 10 women. Our partner agencies have already begun identifying women that may be interested in pursuing non-traditional employment avenues such as HVAC and Auto Mechanic.

### **Race/Ethnicity**

Program participants will be referred by Nevada State Parole and Probation, Washoe County Specialty Courts, and Northern Nevada Transitional Housing Facility. State data indicates the majority of individuals incarcerated are ethnic minorities with the highest percentage being African American and American Indian, followed by Hispanic/Latino and White.

### **Recipients of Public Assistance**

Individuals that are recently paroled or involved in the justice system are most often un- or under-employed. It is also the goal of this program to provide pathways to employment for individuals into higher wage jobs. In Phase I, many of the individuals, other than those currently incarcerated in NNTH, stated that they were receiving SNAP benefits.

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

Formerly incarcerated individuals often lack significant employment history. Added to this is also a lack of post high school education. These two factors often contribute to the inability to secure quality employment at a high wage. It is the goal of this program to recruit specifically from this population to provide opportunities to education with a pathway to employment.

### **Persons with Disabilities**

Psychiatric disorders are unusually prevalent among current and former inmates. Drug and alcohol abuse can also be a contributing factor in mental distress. TMCC Re-Entry links all eligible individuals to our Disability Resource Center (DRC). The DRC provides additional resources and accommodations as needed.

### **Other Diversity Action Plans**

Not Applicable.

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

### **Workforce Diversity Commitment Statement**

TMCC is an equal employment opportunity/affirmative action (EEO/AA) institution and does not discriminate on the basis of sex, age, race, color, religion, physical or mental disability, creed, national origin, veteran status, sexual orientation, genetic information, gender identity, or gender expression in the programs or activities which it operates.

All operating policies of the College pertaining to, but not limited to, the instructional programs, student services programs, learning resources services and the employment of all professional, classified and student employees direct such nondiscrimination.



*Express your overall commitment to workforce diversity.*

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

TMCC as part of the Nevada System of Higher Education follows all federal and state laws pertaining to management and fiscal accounting for grant funded programs.

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

## **Statewide Portability Plan**

### **Potential or Existing Plan**

The partnership will develop, implement and evaluate strategic outreach and recruiting initiatives targeted towards unemployed or underemployed justice involved individuals in the community.

During and after each cohort, the partnership will assess the success of their efforts to understand the relative success of recruiting, training and educational programs. 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 justice involved individuals from either finishing the training program or securing employment upon completion of the program.

### **Sustainability Plan**

Community stakeholders including TMCC, Washoe County Law Enforcement, Nevada Parole and Probation, Northern Nevada Transitional Housing, Court Judges and Diversion programs, and others, have been meeting to develop a strategic plan that can be used to identify challenges and sustainable opportunities to address the need to continue this program.

*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**

TMCC Pennington  
Applied Technology  
Center

#### **Website**

<http://www.tmcc.edu>

#### **Address**

475 Edison Way

Address Line 1

Address Line 2

Reno

City

Nevada

State

89502

Zip Code

## **Cost Estimates**

*Please attach separate pdf or excel file*

### **Cost Estimates**

TMCC ReEntry Phase II BudgetR.xlsx

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

**APPLICATON FOR WINN FUNDS - BUDGET BREAKDOWN**

**APPLICANT NAME:** Truckee Meadows Community College

**PROJECT NAME:** ReEntry and Diversion Pilot - Phase II

**PROJECT PERIOD:** January 1, 2019 to June 30, 2019

<b>TUITION &amp; FEES (Participant Trainings and Certifications):</b>			
Describe the total training program costs	Per Unit Cost	# of Students	Total WINN Cost
OSHA 10	\$ 79.00	27	\$ 2,133.00
OSHA 30	\$ 225.00	27	\$ 3,900.00
Forklift Safety	\$ 79.00	27	\$ 2,133.00
HVAC	\$ 1,675.00	15	\$ 25,125.00
Auto/Diesal Mechanic	\$ 5,529.00	12	\$ 66,348.00
<b>Describe the total training program costs</b>	<b>Tuition &amp; Fees Subtotal:</b>		<b>\$ 99,639.00</b>
<b>PERSONNEL &amp; VARIABLE EXPENSES:</b>			
Examples of costs in this section are provided below, change as needed:	Per Unit Cost	Quantity	Total WINN Cost
- Discretionary (printed curriculum, program support, lab components, etc.)	\$ 108.33	0	\$ 6,500.00
- Support Staff (6 mos. period)	\$ 33,572.00	0	\$ 33,572.00
- Fringe Benefits (provide % used for calculation)	\$ 12,680.00	0	\$ 12,680.00
- Travel - Getting Ahead Conference/Training	\$ 1,744.00	2	\$ 3,488.00
Travel - Mileage A31	\$ 300.00	1	\$ 300.00
Getting Ahead Workshop Textbooks	\$ 25.00	27	\$ 675.00
	<b>Personnel &amp; Variable Subtotal:</b>		<b>\$ 57,215.00</b>
<b>CAPITAL EXPENSES:</b>			
List each type of equipment/system separately:	Per Unit Cost	Quantity	Total WINN Cost
Laptops	\$1,200	20	\$ 24,000.00
-	\$ -	0	\$ -
-	\$ -	0	\$ -
-	\$ -	0	\$ -
-	\$ -	0	\$ -
-	\$ -	0	\$ -
-	\$ -	0	\$ -
-	\$ -	0	\$ -
	<b>Capital Expenses Subtotal:</b>		<b>\$ 24,000.00</b>

**TOTAL WINN REQUEST: \$180,854.00**

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



Desert Air LLC  
P.O. BOX 1113  
Sparks, NV 89432  
775-359-0656  
NV20091384584

September 18, 2018

Nevada Governor's Office of Economic Development  
Workforce Innovations for a New Nevada  
808 Nye Lane  
Carson City, NV 89703

TMCC Re-Entry Proposal

To Whom It May Concern:

Desert Air, LLC, provides a wide range of HVAC, alternative energy and plumbing services throughout the Reno-Sparks area. We are always on the lookout for candidates who want to enter the workforce in the heating, air conditioning and plumbing industry.

We support this partnership between various justice agencies and Truckee Meadows Community College to assist justice involved people in their training and employment goals.

Over the next year, our company plans to hire approximately 15 people in Reno-Sparks area to fill positions in HVAC, plumbing and alternative energy. With increased skills and training, Desert Air offers a higher wage than our entry-level positions.

We see the additional soft skills taught as part of this partnership as a critical part in assisting our company in the retention of employees and in increasing employee production. This training will encourage us to interview and hire more people from this population.

Thank you for your consideration of this program for the automotive service industry.

Sincerely,

A handwritten signature in black ink, appearing to read "Trish White", is written over a horizontal line.

Trish White  
Office Manager  
Desert Air LLC  
Phone: 775-359-0656  
Fax: 775-284-0643  
[desertairmanager@outlook.com](mailto:desertairmanager@outlook.com)

9/20/2018

Nevada Governor's Office of Economic Development  
Workforce Innovations for a New Nevada  
808 Nye Lane  
Carson City, NV 89703

TMCC Re-Entry Proposal

To Whom It May Concern:

Penske Truck Leasing, Truck Rental, Leasing, and Maintenance (Truck/Trailer Repair)

We support this partnership between various justice agencies and Truckee Meadows Community College to assist justice involved people in their training and employment goals. Over the next year, our company plans to hire 8-12 people with Diesel/Automotive, Customer Service, and logistics skills. With increased skills and training, we hire at a higher wage than our entry level positions.

We see the additional soft skills taught as part of this partnership as a critical part of assisting our company in the retention of employees and increasing production. This training will encourage us to interview and hire more people from this population.

Thank you for your consideration of this program.

Sincerely,

*Eva Garcia*

Eva Garcia  
Penske Truck Leasing  
Area Recruiter  
[Eva.Garcia@penske.com](mailto:Eva.Garcia@penske.com)  
916-425-2665