

WORKFORCE INNOVATIONS FOR A NEW NEVADA

WORKFORCE DEVELOPMENT PROGRAM APPLICATION

AUTHORIZED PROVIDER INFORMATION

Name: Nevada System of Higher Education on behalf of Truckee Meadows Community College, Technical Sciences Division		
Address: 475 Edison Way		
City: Reno	State: Nevada	ZIP Code: 89502
Point of Contact: Kyle Dalpe	Phone: 775-856-5328	Email: kdalpe@tmc.edu

COMPANY INFORMATION

Name: Tesla, Panasonic North America, Click Bond Inc., Clasen Quality Coatings, Pacific Cheese			
Number of Primary Jobs Created: 1000+	Average Wage: \$14-35/hour	Industry: Advanced Manufacturing	Capital Investment: >\$1 Billion

PROGRAM OBJECTIVES

Overview: Northern Nevada Advanced Manufacturing Initiative

Companies have identified a significant workforce need for skillsets that are essential to both Production Associate and Technician positions, consistent with previous WINN Fund applications.

Tesla, Truckee Meadows Community College (TMCC), and Western Nevada College (WNC) have partnered to create a pathway that will help prepare Nevadans for these key roles within advanced manufacturing. The Gigafactory Training Gateway is an employment credential program with versions available at TMCC and WNC that will help prospective members of the Tesla workforce and current production associates accelerate their progress toward higher level positions in advanced manufacturing.

The coursework is delivered in a flexible training format that allows students to learn at their own pace, gives students the ability to maintain a full time position while gaining the credential, and blocks out ample time for innovative lab-based learning that is key to real world application.

Training Overview- Truckee Meadows Community College:

Technician - Part 1 (9 credits) – 150 additional Participants

Cost per participant - \$1,030.41 (includes application fee)

- Electrical/Electronic Circuits (2.5 credits - .5 units each)
- Automated Production Concepts I (3 credits - .5 units each)
- Fluid Power (Pneumatics, Hydraulics, Instrumentation) (2.5 credits - .5 units each)
- Introduction to AC Controls (1 credit - .5 units each)

Technician – Part 2 (6 credits) – 200 additional Participants

Cost per person \$690.00

- Programmable Logic Controllers I (3 credits - .5 units each)
- Automated Production Concepts II (3 credits - .5 units each)
- *Note: Part 2 participant number is higher than part 1 to accommodate for students currently enrolled in Gigafactory Training Gateway and based on high initial completion rates*

Any credits earned can be applied to a higher-level credentials such as 1-year Certificate of Achievement and the 2-year Associate of Applied Science Degree. TMCC's modularized format can be administered on a "pay-as-you-go" system. The format allows students to exit the system (and re-enter) at various points, ensures funding is not obligated until students have shown progress, and reduces upfront costs.

Qualifications –Truckee Meadows Community College

As a public institution, TMCC is required to have open enrollment. However, selection criteria can be used to qualify for funding priority, including (but not limited to):

- Employer Offer Letter: These candidates have received a preliminary offer from Tesla (pending Background check + drug screen), and will be given preference in the funding pool.
- Existing Employees: Tesla now some employees at the Gigafactory with limited previous manufacturing experience who are currently production associates. These are ideal candidates for higher level positions, but further education is required to level-up employee skillsets.
- U.S. Military Veteran: Tesla has an active Veteran and military recruiting effort, showcased through our tesla.com/vets recruiting website, and these individuals could be exemplary candidates for scholarship. At Tesla, candidates will utilize their military skillset to the fullest: dedication to mission success, technical expertise, leadership acumen, ability to thrive under pressure, recognizing the value of teamwork, among the countless other strengths forged in the service.
- Residency: Qualify as a Nevada resident under NSHE guidelines (to assure in-state tuition rates).

Following an internal review and approval, funding will be disbursed on a first-come, first-serve basis for candidates that have received an offer letter or a note of endorsement from their supervisor (if a current employee) and interviewed with another member of our scholarship panel. Qualifying participants for the program will be awarded a scholarship for up to 9 credits plus admission fee (up to \$1,040.41). Upon completion, participants will be awarded the remaining credits in the program. If students have not requested additional funding, then the remaining amount will be redistributed into the pool for additional students.

PROGRAM OUTCOMES

From Tesla:

The initial response to the first phase of Gigafactory Training Gateway scholarship program has been incredible. Just within the first few months, we received applications for all 290 initial spots, and individuals are currently enrolling, taking classes or have completed the training. In the summer semester, our first 18 students have taken their first 4 initial models, and this fall we have fully registered over 127 additional students who have already begun coursework at TMCC. We currently anticipate expending all of the previously approved WINN scholarship funds by the end of Fall 2017.

By continuing to accelerate our current employees into higher level coursework, we are opening even more jobs in the pipeline for Nevadans without previous manufacturing experience to be at Tesla. There is a strong incentive for Material Handler and Production Associates to accelerate their careers by taking advantage of this opportunity, as higher level roles can have salary increases over 20% from an already competitive entry-level base (dependent on individual circumstances).

WORKFORCE DIVERSITY ACTION PLAN

Workforce Diversity Statement(s) to Comply with Federal & State Law:

Tesla is an equal opportunity employer. All aspects of employment including the decision to hire, promote, discipline, or discharge, will be based on merit, competence, performance, and business needs. We do not discriminate on the basis of race, color, religion, marital status, age, national origin, ancestry, physical or mental disability, medical condition, pregnancy, genetic information, gender, sexual orientation, gender identity or expression, veteran status, or any other status protected under federal, state, or local law.

Truckee Meadow Community College (TMCC) recognizes that embracing diversity maximizes faculty and staff contribution to our goals and provides the best opportunity for student achievement. TMCC annually creates an Affirmative Action Plan to articulate policies and procedures to enhance diversity in all areas. TMCC 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, TMCC 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 TMCC and is 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:

Equity and Inclusion Office
Truckee Meadows Community College
7000 Dandini Boulevard, RDMT 208
Reno, Nevada 89512-3999
Telephone: 775-673-7027

STATEWIDE PORTABILITY PLAN

Potential or Existing Plan:

TMCC - All of the skills that will be taught can be utilized by individuals working at other advanced manufacturing facilities in the region. Utilizing the Statewide Learn and Earn Advanced Career Pathways (LEAP) framework, TMCC, WNC, and GOED are engaged in conversations to develop additional entry pathways for future inclusion in the broader Northern Nevada Advanced Manufacturing Initiative.

COST ESTIMATES

Category	Per Item	Quantity	Total
Technician Part 1 (9 credits, fees & curriculum)	\$1,030.41	150	\$154,561.50
Technician Part 2 (6 credits, fees & curriculum)	\$690.00	200	\$138,000.00
	Subtotal		\$292,561.50
Variable & Personnel Expense	43,367.00	1	\$46,367.00
	Subtotal		\$43,367.00
	Estimated Total		\$335,928.50
	Total Funding Request		\$340,000

TRAINING FACILITIES

Facility Name: Donald W. Reynolds Center for Technology

Address: 2201 West College Parkway

City: Carson City, NV

Hours: 8am – 10 pm (M-F)

Facility Name: TMCC Pennington Applied Technology Center

Address: 475 Edison Way

City: Reno, NV

Hours: 8am – 5pm (M-F) 8pm – 3pm (S)

APPENDIX – CURRENT EMPLOYEE STORIES

As Tesla has been developing the program with TMCC and WNC, we have spoken with employees who have already been taking classes at the community colleges while working full-time to accelerate their careers, and have shared their thoughts below. We are incredibly excited to continue to see a culture of continuous learning and employee growth developing through the scholarships from the WINN funding.



"Taking MT1 and working towards my Associates Degree at WNC helped give me the knowledge and hands-on experience to accelerate my career at Tesla." - Charles "CJ" Straw, Equipment Maintenance Technician, Gigafactory Production Engineering



"TMCC helped me to see the larger picture of how to anticipate issues and fix problems in advanced manufacturing before they start. It's also been wonderful to find out that my son just got an offer from Tesla thanks in part to his own experience gained at TMCC!" -Tim Den Hartog, Production Associate, Gigafactory Manufacturing Engineering



"My favorite part of the program are the hands-on labs at TMCC; these experiences are directly translatable to the work we do on the Tesla side of production. It's also great that these classes apply towards my goal to get a Bachelors in Logistics Operations Management." — Robert Maktenieks, Production Associate, Gigafactory Manufacturing Engineering