WORKFORCE DEVELOPMENT PROGRAM APPLICATION

NEVADA SYSTEM OF HIGHER EDUCATION – COLLEGE OF SOUTHERN NEVADA

for

FARADAY FUTURE, INC.

May 19, 2016
WORKFORCE INNOVATIONS FOR A NEW NEVADA

FARADAY FUTURE 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: 3200 E. Cheyenne Ave – Sort Code CYA-2710

City: North Las Vegas       State: Nevada       ZIP Code: 89030

Point of Contact: Dan Gouker       Phone: 702-651-4163       Email: dan.gouker@csn.edu

COMPANY INFORMATION

Name: Faraday & Future Incorporated       Nevada Business ID: NV20161194128

Number of Primary Jobs Created: 4,500       Average Wage: $22/hour       Industry: Advanced Manufacturing       Capital Investment: >$1 Billion

OTHER PARTNERS

Name: Nevada Department of Employment, Training and Rehabilitation
Southeast Career Technical Academy (SECTA – CCSD)

Responsibility: Recruitment, Assessment, Workforce Diversity Training, Assessment

PROGRAM OBJECTIVES

Overview

The State of Nevada has committed to recruiting and training up to 800 persons per year, to a maximum of 4,000 employees for Faraday Future. This proposed workforce development program will include:

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

DETR will work with Faraday Future 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 assess 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 with Faraday Future.

CSN is an Accredited Training and Education Facility for the National Center for Construction Education & Research (NCCER). The program uses modules from the NCCER and other programs that have been selected and formatted into customized texts for CSN and meet the technical skill goals of each of the content areas. Instructors are NCCER Master Trained journeyman level craftsmen. Equipment and trouble-shooting activities are correlated to supplement the curriculum for hands-on practice and technical skills training directly related to processes and equipment to be utilized by the company.

CSN is an Accredited Training and Education Facility for NCCER. The Integrated Basic Education and Skills Training (IBEST) instructional model is used in the classroom and lab to facilitate and support students’ comprehension of the materials and enables staff to identify and address areas of concern or weakness a student may have. Advisors assist is 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 Faraday Future. CSN will continue to meet with Faraday Future 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.
**FARADAY FUTURE WORKFORCE DEVELOPMENT PROGRAM APPLICATION**

**PROGRAM OUTCOMES**

Individuals who successfully complete the assessment and training program will receive industry-recognized credentials and customized training that meets the specific needs of Faraday Future. Having already been screened for company fit and trained to the customized specifications and needs of Faraday Future, persons who successfully complete the training program will be priority candidates for employment or apprenticeship with the company.

**Federal, State, Local, or Industry-Recognized Credentials to be Awarded Following Successful Program Completion:**

- Lean Six Sigma (Green & Yellow)
- National Career Readiness Certificate (Bronze, Silver, Gold, Platinum)
- Facilities Maintenance & Operation Certificate
- National Center for Construction Education & Research Certification (Blue Card)
- OSHA Certification
- CPR Certification
- Plumbing
- HVAC
- Electrical
- CORE/Safety

**WORKFORCE DIVERSITY ACTION PLAN**

✓ **SEE ATTACHMENT A FOR 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 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: Eric J. Gilliland, MBA, Office of Institutional Equity, Interim Title IX Coordinator, CSN West Charleston Campus, 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).
## FARADAY FUTURE WORKFORCE DEVELOPMENT PROGRAM APPLICATION

### COST ESTIMATES

Yu SEE ATTACHMENT B FOR EXPANDED WORKFORCE DEVELOPMENT PROGRAM BUDGET & BUDGET NARRATIVE

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### TRAINING FACILITIES

- **Facility Name:** College of Southern Nevada – West Charleston Campus  
  **Address:** 6375 W. Charleston Blvd  
  **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 Site  
  **Address:** 495 So. Main St.  
  **City:** Las Vegas  
  **Hours:** M-Fri; 8a-9p

- **Facility Name:** College of Southern Nevada – Cheyenne Campus  
  **Address:** 3200 E. Cheyenne Ave.  
  **City:** Las Vegas  
  **Hours:** M-Sat; 8a-9p

- **Facility Name:** Southeast Career Technical Academy  
  **Address:** 5710 Mountain Vista St  
  **City:** Las Vegas  
  **Hours:** TBD

- **Facility Name:** College of Southern Nevada – West Charleston Campus  
  **Address:** 6375 W. Charleston Blvd  
  **City:** Las Vegas  
  **ZIP:** 89146
ATTACHMENT A

NSHE – CSN – FARADAY FUTURE

WORKFORCE DIVERSITY ACTION PLAN

Faraday Future (the Client) aims to recruit a well-trained, diverse workforce. This Workforce Diversity Action Plan outlines key considerations and actions steps that the Nevada Department of Training, Employment and Rehabilitation (DETR) will use 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. At each of these stages, DETR will work with the Client to plan and implement initiatives targeted specifically at underserved and underrepresented segments of the community. Importantly DETR will also work with the client to measure the relative success of these initiatives at each stage, in order to understand potential barriers, biases or other factors that may be limiting success, and to inform improvements to the process.

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 Client are efficient and effective.

DETR will provide human resource assistance to the Client. As part of this assistance, DETR has agreed to assign staff resources to guiding the development and implementation of this Plan in close consultation with the Client. DETR will also 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 customized workforce training programs, as well as ad hoc, performance-based curriculum for potential employees who may face basic education or language barriers.

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

DETR, in collaboration with appropriate offices, agencies and the Client, 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, DETR will work with the client 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 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.

DETR will also coordinate a concentrated outreach effort in North Las Vegas and throughout the Las Vegas Valley at community, recreation and government centers.

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 Client to create skill-based profiles for the Client’s 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 Las Vegas valley. 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.

Once a job seeker engages with these offices, they will undergo a thorough assessment to identify areas for improvement and possible barriers to employment. Using work history, educational background and information from assessments, a dedicated workforce specialist will develop an individualized employment plan (IEP) which can then be utilized by DETR, CSN and the Client to train individuals, as well as develop a pipeline of potential applicants over time.

Primary workforce locations include:
- Nevada Job Connect (S. Maryland Pkwy, N. Las Vegas Blvd, E. Sunset Rd)
- Nevada One Stop Career Center (W. Charleston Blvd)

Additional support will be provided by workforce partners including:
- FIT Re-Entry Initiative
- HELP of Southern Nevada
- Las Vegas Urban League
- Easter Seals Nevada
- Nevada Partners, Inc.
- Olive Crest
- Goodwill of Southern Nevada
- Academy of Human Development

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.

Example organizations include, but are not limited to:
- Association of Latino Professionals in Finance & Accounting
- Gay and Lesbian Community Center of Southern Nevada
- Lambda Business Association
- Las Vegas Paiute Tribe
- Las Vegas PRIDE
- National Association of Asian American Professionals
- National Black MBA
- National Business & Disability Council
- National Latino MBA
- National Society of Black Engineers
- Nevada Indian Commission
- Society of Women Engineers
- University and College diversity organizations and clubs

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

Veterans

DETR will work with NDVS to recruit veterans and veteran families for positions at the Client’s facility. NDVS will facilitate direct engagement with local military installations and organizations, and assist DETR in assembling skill profiles for eligible persons.

- Hold job fairs at local military installations and post on veteran-based job sites
  - Nellis Air Force Base
  - Creech Air Force Base
  - Nevada National Guard
  - Nevada Green Zone Initiative
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.

DETR will also work with community organization and partners that specialize in working with individuals with disabilities, including:
- UNLV, CSN, NSC & DRI Disability Resource Centers
- Opportunity Village
- Easter Seals

Individuals with Criminal Records

DETR will work with the Client 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.

DETR and CSN will utilize the ACTs Work Keys assessment to evaluate candidate skill and knowledge base. As potential candidates take the test, DETR will work with CSN to understand how the assessment may be inhibiting diverse candidates from progressing, which may inform the need for additional training for such candidates (e.g. basic English, math), or may identify necessary enhancements to the assessment itself.
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, CSN 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.
**ATTACHMENT B**

**NSHE / CSN Budget Request - WINN Program - Faraday & Future**

**FY 16 BUDGET ESTIMATES**

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<th>CAPITAL EXPENSES</th>
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**PERSONNEL EXPENSES**

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**PERSONNEL EXPENSE SUBTOTAL** $0

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**MATERIALS & VARIABLE EXPENSE SUBTOTAL** $130,175

**BUDGET NARRATIVE – FY16**

**CAPITAL EXPENSES: $368,236**

This equipment will be used to enhance and expand the existing Facilities Maintenance program at CSN to include the specific skills required by the Manufacturing employers.

**Four (4) Servo Robot Training Systems, LabVolt Model 5250**

These are “Add-on” systems for the Flexible Manufacturing systems already being used for training. These units will provide the students with the skills necessary to correctly and safely operate Robotic Manufacturing equipment.
One (1) FARO ScanArm
This unit will allow for training in utilizing contact/non-contact laser measurement for product development, inspection and quality control purposes.

Two (2) Hydraulics Training Systems
These units will provide the students with the skills necessary to correctly and safely operate hydraulic systems that will be used in the manufacturing process.

Two (2) Pneumatic Training Systems
These units will provide the students with the skills necessary to correctly and safely operate pneumatic systems that will be used in the manufacturing process.

PERSONNEL EXPENSES: $0
CSN can accommodate FY 16 and early FY17 needs with existing resources.

MATERIALS & VARIABLE EXPENSES: $130,175

Training Materials (Six Sigma): $7,800
These training materials are required to instruct students in the theories and concepts of a LEAN work environment and required by all employers in the Manufacturing sector. The time required to complete both the Yellow Belt and Green Belt courses is 32 hours.

Soft Skills Materials: $79,625
These training materials are required to instruct students in the theories and concepts required by all employers to enable an individual to be a viable candidate for employment. The CSN, DWED currently has instructional staff qualified to conduct these modules. The time required to complete all seven (7) modules is 28 hours.

Assessments: $22,750
The Workkeys Assessment, as developed by ACT, is a Nationally recognized assessment used to determine an individual’s “work readiness”. Successful completers, provided they receive a qualifying score, will earn the National Career Readiness Certificate. The CSN, DWED currently has trained and certified Proctors that can administer these assessments and has the facilities to schedule approximately 150 assessments per week.

Open Six Sigma Accreditation: $20,000
This initial accreditation will cover the cost of certifying the workforce development program via Open Six Sigma and the International Association for Six Sigma Certification.