

COMMUNITY COLLEGE WORKFORCE DEVELOPMENT PROGRAMS

Prepared for the
Workforce, Research & Economic Development Committee

September 2014

CSN



Report to Board of Regents Workforce, Research and Economic Development Committee

September 2014

Prepared by College of Southern Nevada

The mission of the College of Southern Nevada (CSN) is to create opportunities and change lives through access to quality teaching, services, and experiences that enrich our diverse community. One of the vision statements of CSN is to provide a highly educated, civically engaged, and skilled workforce. One of the goals in the CSN strategic plan is to enhance partnerships with the community and its business. The action strategies to accomplish this goal are:

- Collaborate effectively with local entities to increase partnerships with local business and industry
- Program offerings are responsive to the needs of local business and industry
- Increase grant-based funding for Division of Workforce and Economic Development programs

Within the administrative structure of CSN, these action strategies are achieved through the Division of Workforce and Economic Development, Division of Apprenticeship Studies, Ralph and Betty Engelstad School of Health Sciences, School of Advanced and Applied Technologies, and the School of Business, Hospitality and Public Services. These administrative units provide a wide variety of services to enable CSN to meet the local workforce demands and needs:

- Industry competency training (non-credit) leading to national certification testing, and certificates of completion is open for all Southern Nevada workforce, including displaced and incumbent workers
- Credit courses leading to certificates of completion, certificates of achievement, associate or baccalaureate degrees. These skills certificates (certificates of completion) lead directly to industry certification and employment. During the 2013-2014 academic year, CSN produced 1865 of these skills certificates.
- Foundational skill development in English as a Second Language, GED attainment, Skill Gap Remediation, Math Preparation
- Operation of the largest ESL/GED program in Nevada with over 6,000 enrollments per year

CSN is currently working in partnership with the Department of Employment, Training and Rehabilitation (DETR) to measure and document foundational skills that employers have identified as critical to the workforce. Pivotal to the effort is the workforce skills assessment, WorkKeys®, created by ACT and the award of National Career Readiness Certificates:



- **WorkKeys® Assessments** are offered to students and employees to gauge skill levels in reading for information, applied math, and locating information. National Career Readiness Certificates are incorporated in workforce training programs. Online remediation is available with KeyTrain which offers modules to target gaps, focus learning and increase speed of mastery. During the past fiscal year, 344 people were assessed and 250 National Career Readiness Certificates were awarded.



- **Economic Modeling System, Inc (EMSI)** use of economic data; past, current and forecasted to analyze programs needed to support local industries and to design programs for students with skills that employers demand. This economic modeling system allows CSN to look at industry occupations forecasted by state, county, and zip code level and to compare to national trends. A resume builder, job search and education information component is accessible to students at the CSN Career Coach site that provides wage trends and current and forecasted job openings. <http://sites/csn/edu/workforce/careercoach.asp>

- **Nevada Workforce Development Center** – CSN and DETR have partnered to create the Nevada Workforce Development Center on CSN’s Cheyenne campus to help employers with their recruitment and training needs. The center, staffed by a Business Services Coordinator from CSN and a Business Services Coordinator from DETR, is part of the State’s vision to bring education and workforce development together to help advance economic development for the state. Businesses now have a one-stop shop on a college campus to get customized training for current employees, regional economic data or to get help identifying potential new hires.

The remainder of this report from CSN will highlight programs and services that are assisting the State of Nevada in providing an educated workforce in the State’s recommended industry sectors. CSN staff have been appointed to serve as members on all of the Governor’s Workforce Investment Board Industry Sector Councils.

Healthcare and Medical Services Industry Sector

To serve the healthcare and medical workforce of Southern Nevada, CSN has been building a comprehensive approach utilizing the Ralph and Betty Engelstad School of Health Sciences and the Division of Workforce & Economic Development. Through degree programs, non-credit skills certifications and national exam preparations CSN offers education tied directly to the following Southern Nevada jobs:

Cardiorespiratory Therapy Technician	Contact Lens Technician
Dental Assistant	Dental Hygienist
Diagnostic Medical Sonographer	Emergency Medical Technician
Health Information Technician	Medical Coder
Medical Transcription	Medical Laboratory Technician
Medical Laboratory Scientist	Medical Office Assistant
Mental Health Technician	Nursing Assistant
Physical Therapy Assistant	Ophthalmic Dispensing Technician
Paramedic	Pharmacy Technician
Phlebotomist	Practical Nurse
Radiation Therapy	Surgical Technician
Registered Nurse	Veterinary Technician
Health Unit Coordinator	Dialysis Technician
	Home Care Aide

Much of the Southern Nevada healthcare community returns to CSN to receive continuing education and certifications through CSN’s American Heart Association Authorized Training Center (CPR/PALS/First Aid for healthcare workers and community). During the past year, CSN’s AHA Training Center issued 2,300 provider cards.



Through the receipt of a Department of Labor Community College Consortium Training Grant, CSN developed a new Home Care Aide program to meet the growing need for home health workers. Students who successfully complete the program receive a national certification. To date, over 80% of students completing the program have obtained employment or are pursuing additional education.

Recent funding from the Governor’s Healthcare Sector Council demonstrates the ongoing efforts of CSN to create meaningful programs to support the healthcare industry as well as offer steps in a healthcare career pathway. This funding will allow CSN, in collaboration with TMCC, to develop a statewide curriculum for Community Health Workers.

Business and Industry
Partners

University Medical Center
Southern Nevada Medical Industry
Anthem Periodontics
Complex Care Hospital at Tenaya
Mountain View Hospital
Odyssey Healthcare of Las Vegas
Right at Home

St. Rose Dominican Hospitals
Sunrise Hospital and Medical Center
North Vista Hospital
Veteran's Administration Hospital
Southwest Medical Associates
Assisted Living, Services of Nevada
Dignified Care, Inc

Nevada Mental Health Services
Valley Health System
Southern Hills Hospital
Seven Hills Surgery Center
Comfort Keepers
A Helping Hand

Tourism, Gaming, and Entertainment Industry Sector

CSN has long provided support to the Hospitality Industry in Southern Nevada through its Culinary and Pastry Arts; Music Business and Technology; Commercial Photography and Videography; Mechanical Theatre Technology; Casino, Food and Beverage and Concierge Management.

Students who complete programs in this sector are prepared to enter employment as gaming dealers, restaurant chefs, food service managers, food preparation workers, theatre technicians, photographers, videographers, commercial music production or management.

The hospitality industry has also been supported through customized training programs (non-credit) such as a facility maintenance technician program and delivery of English as a Second Language and GED classes.

Business and Industry
Partners

Cirque de Soleil Resident Show Division
M Resort
Wynn Resorts

Cosmopolitan
South Point Hotel and Casino
Caesar's Entertainment

MGM Resorts International
Wertz Beverage
Hilton Grand Vacations

Information Technology Industry Sector

CSN is a participant with the University of Massachusetts in a National Science Foundation Grant entitled *Broadening Advanced Technological Education Connections* (BATEC). The goal of this grant is to develop the IT professional for the 21st century workplace. Programs in computer/internet/digital forensics, electronic engineering technology, IT hardware, IT management, telecommunications, wireless communications, networking, and software development will be enhanced through the efforts of BATEC in curriculum and professional development, outreach and advancement and research and dissemination.

Business and Industry
Partners

CenturyLink
Federal Aviation Administration
Switch Communications
NV Energy

Cisco
Intellichoice Energy
Sierra Health Services
Southwest Gas

Cox Communications
Greenspun Media Group
JT3
XO Communications

FBI
Zappos
Nevada Solar One

Clean Energy Industry Sector

CSN's Division of Apprenticeship Studies previously received a \$400,000 State Energy Sector Partnership grant allocation from DETR to infuse clean energy techniques into selected apprenticeship programs. As a result of the funding, the Trades are continuing with solar training, inspector training for operating green energy building inspections and infrared thermal training. Furthermore, the heating, ventilation and air conditioning program developed curriculum for the training of technicians to service gas heat pumps through collaboration with Southwest Gas and Intellichoice Energy. Other programs, i.e. automotive and diesel technology have integrated alternative fuels throughout their curriculum; construction management has integrated a sustainable emphasis throughout their curriculum.

Business and Industry Partners

Joint Apprenticeship Training Council
NV Energy
Yes Air Conditioning

Findlay Auto Group
Sierra Air Conditioning

Martin-Harris Construction
Southwest Gas

Mining, Materials, and Manufacturing Industry Sector

The Division of Workforce and Economic Development provides OSHA required safety training through its Workplace and Personal Safety program. CSN also received a 2.5 million Trade Adjustment Act Community College Training Act Grant to develop a new Facilities Maintenance and Operations program. The training prepares workers to become hands-on problem solvers who can diagnose, assess and repair electrical, plumbing and HVAV modules. This training responds to the high demand occupations identified by this sector for maintenance and repair workers.

Business and Industry Partners

M Resort Spa and Casino Hard Rock Hotel NV Energy Facilities Managers Assoc.

Logistics and Operations Industry Sector

Existing programs most closely aligned with this sector could be Diesel Heavy Equipment and Collision Repair. CSN supports the initiative for the Inland Port Project.

Business and Industry Partners

Cashman Equipment Trucks West of Nevada W.W. Williams Republic Services

Aerospace and Defense Industry Sector

Existing programs most closely aligned with this sector are Aviation Technology, Electronic Engineering Technology, and Emergency Management. CSN operates an academic site on Nellis Air Force Base. CSN is currently under contract to the Transportation Security Administration (TSA) to offer coursework in Homeland Security to TSA employees at McCarran International Airport.

Business and Industry Partners

Allegiant Airlines Century Link Federal Aviation Administration
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GBC

Great Basin College

Summary of Workforce Development Programs (July 2014)

As a major focus of its mission, GBC offers programs to address a wide variety of workforce training needs. These are gauged to the needs of rural Nevada and range from short-term, noncredit technical skills training to baccalaureate professional degrees. Some programs are unique to Nevada. GBC program completers have a very good rate of employment within six months of receiving a degree or credential. For 2013, the rates were 86% for Certificates of Achievement, 90% for Associate's degrees, and 96% for Bachelor's degrees.

Career and Technical Programs

GBC offers technical programs in 12 fields that lead to Associate of Applied Science degrees, Certificates of Achievement (programs of more than 30 credits), and/or Skills Certificates (programs of less than 30 credits). Noncredit programs in workforce skills are delivered through the Continuing Education Department. The credit programs are in the fields of Early Childhood Education, Business, Computing Technology, Criminal Justice, Diesel Technology, Electrical Systems Technology, Instrumentation, Human Services, Industrial Millwright Technology, Nursing, Radiology Technology, and Welding Technology. GBC job placement rates from these programs within six months of graduation for 2012 and 2013 were slightly over 90%. In the electrical and mechanical areas placement rates are about 95%.

Bachelor's Degree Programs

GBC was the first college in Nevada to extend the technical focus of AAS degrees into the Bachelor's degree with the Bachelor of Applied Science (BAS) degree. The Management in Technology emphasis of this degree provides broad management skills for people with any technical background to advance to technical supervisory positions. Emphases in Digital Information Technology, Graphic Communications, Instrumentation, and Land Surveying/Geomatics provide greater depth within technical fields while providing a strong base of general education and management skills applicable to the workplace.

Bachelor's degrees for Elementary Education, Secondary Education, Nursing, Integrative Studies (Natural Resources and Social Science emphases), and Social Work (3+1 with UNR) have been developed to provide knowledge and skills for professional jobs. These programs are developed for the rural Nevada necessity to "grow our own" to fill professional positions and retain people in them over a longer term. Critical positions in education, nursing, social services, government agencies and others are being filled by graduates from these programs, with a high degree of positive employer response.

Partnerships

Successful Associate's and Bachelor's degree programs require partnering with potential employers. All GBC programs have strong, active advisory boards or program committees that include representatives of potential employers within the respective fields. The participants are important in program design, currency of content, recruitment of students, and hiring of graduates. Health sciences, human services, and early childhood programs require significant partnering with service

providers for practical clinical settings. The Radiology Technology program requires partnering for clinical placements as far away as Pahrump, Carson City, and Fallon, as well as in other GBC sites. The computing, business, and criminal justice programs work closely with their respective employers. GBC has developed many close and effective partnerships with the mining industry over the years, some described below.

GBC has partnered with Nevadaworks (northern Nevada), JOIN, and Career Connections (southern Nevada) to provide job training, primarily in healthcare. About 40 students per year are funded by these agencies the complete Certified Nursing Assistance (CNA) training throughout rural Nevada. Having these students in addition to the many who take the training on their own provides a significant amount of healthcare assistance needed in rural Nevada.

Accelerated Programs

Great Basin College has offered accelerated AAS degrees and Certificates of Achievement since 1994. The short turn-around time of these programs benefits both employers needing a constant supply of workers and students who may complete in a shorter time with less expense. Five technical programs are delivered in this manner, including Diesel Technology, Welding Technology, Industrial Millwright Technology, Electrical Systems Technology, and Instrumentation (a one-year, post electrical degree certificate program). Local mining companies asked for technical programs to train skilled employees in an accelerated format, and they also realized the need to recruit heavily from the local communities (“grow your own”). GBC responded to both requests. Companies previously hired people from across the US, but this imported workforce was not stable and many of these employees worked only a short time before returning to their original homes.

Students attending the accelerated programs start in the middle of August and complete their program by the second week in June. Technical courses within these programs are provided in block schedules. A typical block schedule has students attending one technical class at a time for two to five weeks, five hours per day, four days per week. This schedule allows students to concentrate on one technical subject at a time, and helps them cope with the accelerated schedule. The accelerated programs have been very successful and have allowed many students to realize their career goals, achieving high paying jobs in a short time period.

The number of streams of accelerated block-schedule programs has increased in recent years, primarily through external grant funding. Each stream generally contains 14 to 16 students. The Electrical program has increased from two to four streams (including one in Winnemucca), Instrumentation and Industrial Millwright programs from one to two streams, and Diesel and Welding programs from two to three streams. Welding is incorporating a mobile welding lab.

Remedial Acceleration

Recent innovations are being developed and applied to accelerated programs to further streamline the process by addressing the issue of remediation in Mathematics and English. These may also be applied to other programs in the future. As funded by a TAACCCT grant, an instructor is embedded into selected technical courses in two programs to work with the subject instructor to teach mathematics as applied directly to the subject. This eliminates a step of remediation for most students while bringing their skills up sufficiently to pass a challenge exam in a college level technical mathematics course. Also, a noncredit

summer bridge course of study is offered to students to bring up their math skills before entering regular college classes in the fall. In English, a bridge course was developed that upon successful completion allows students to receive a Certificate of Achievement in a timely manner. These students may then complete higher level English classes to work toward an AAS degree. This English class is offered both during regular semesters and as a summer bridge class.

Workforce Scholarships

To help recruit students into the accelerated programs, the Maintenance Training Cooperative (MTC) Scholarship was created. The MTC group has had members from the mining community as well as other potential employers over the years. Students apply for the scholarship and admission to a program by April 1, every year, and applicants know their scholarship status by the end of May. This provides an opportunity for participation in summer remediation bridge programs and summer internships. Currently, the MTC scholarships are \$5,000 and most come with a part-time internship job, where recipients can earn as much as \$15 per hour. For the current year, 75 of these scholarships were awarded. GBC is also now receiving ten \$2000 Pennington scholarships per year for students in the Associate degree nursing program.

Contract training

GBC has a long history of providing contract training for specific work skills. Training has been in the areas of business, computing, office procedures, medical billing, technical writing, electrical/mechanical fields, paralegal and others. These have been for credit-bearing classes and for noncredit self-supporting continuing education, depending on the needs of employers and their employees.

Beginning in 2006, faculty members were hired specifically to dedicate their time to the contractual training needs of the local mining industry. The specific areas being served are in mobile maintenance (diesel, hydraulics, etc.) and process control (industrial millwright skills). In the last year 84 training classes were held for over 570 individuals, all paid for by mining companies. These classes provide for an increase in the overall skill level of the workforce and for employee job promotions.

Grant Funding of Instructional Positions

GBC has received two important external sources of funding for workforce training in the last few years. GBC has received funding from TAACCCT 1 and 3 grants (U.S. Department of Labor), Nevada DETR, and Barrick Gold Corporation.

GBC received about \$350,000 through the TAACCCT 1 grant as part of the Nevada consortium. This grant supports the development of the embedded math curriculum within technical courses, and is working successfully, funding the salary of an instructor for team teaching in these classes. GBC was the lead for the TAACCCT 3 grant for the three northern Nevada community colleges. Of the \$8 million received for the consortium, GBC received \$4 million. This grant supports one industrial millwright instructor and one welding instructor. There is also funding for purchasing equipment and a portable welding lab that can be hauled by truck to sites where training is needed.

Barrick Gold Corporation has provided funding for two current GBC instructor positions in technical fields,

and equipment and operating funds to support them. These include an electrical instruction position in Elko and an electrical instruction position in Winnemucca that included building a new lab facility. DETR is funding the initiation of a position in Instrumentation. DETR is funding an instrumentation instruction position in Elko that is planned to transition to alternative mining funding in the future.

Sustainability

The sustainability of the current level of workforce training at GBC is of great concern. Five current credit-generating instructional positions and one embedded team instructor are funded from external sources. Three of these are funded by the TACCCT grant, two by Barrick Gold Corporation grants, and one by DETR (with an understanding to be taken over by mining funding). In two to three years the funding for all of these positions will end. Without the revenue to support these positions, the credit funding stream from enrollment in these programs will end. In the face of potential further budget reductions for GBC, this would further imperil the sustainability of what has been a long history of effective and successful workforce training at GBC.

TMCC

TMCC Workforce, Research, and Economic Development Committee Report September 2014

TMCC offers northern Nevadans a large selection of traditional career and technical education certificates and degrees, non-credit professional training programs, and customized training that are responsive to the needs of the region’s employers. The college actively seeks input from external constituents to ensure its curriculum is relevant. Besides working with local employers through industry advisory committees, the college collaborates with regional agencies that support economic development such as Nevada Industry Excellence, the Economic Development Authority of Western Nevada, and multiple industry sector councils.

TMCC emphasizes training that adheres to national standards and/or licensure examinations that validate the quality of instruction. Besides specific industry certifications, the college also offers the WorkKeys® assessments which measure an individual’s abilities in applied math, reading for information, and locating information, leading to a National Career Readiness Certificate. Online remediation through KeyTrain® provides students the opportunity to target skills gaps, focus learning and prepare for the assessment.

Based on industry input, the college has developed multiple Skills Certificates and short term non-credit certificates of completion which are designed to provide students completing all of the requirements with the preparation necessary to take state, national, and/or industry recognized certification or licensing examinations. These pathways provide training for entry level positions or career advancement. Since 1987, Nevada business and industry has relied on WDCE for timely, customized, quality instruction. TMCC has built a vast network of highly qualified instructors with real-world experience. Customized training is the flexible, responsive, and specific training option to increase employee success, reduce turnover, and create effective succession planning.

This report highlights TMCC’s workforce training programs as they align with the Governor’s Workforce Investment Board’s Industry Sector Councils. Additional programs that align with specific regional needs are included at the end.

Industry Sector: AEROSPACE AND DEFENSE

The college currently offers ground school classes for individuals pursuing a private pilot’s license. Perkins grant funding has also been secured that will help in the development an Unmanned Aerial Vehicle Field Technician training program aligned with Nevada’s designation as a UAV Test Site by the Federal Aviation Administration. Additionally, training by TMCC’s criminal justice program designed exclusively for Transportation and Security Administration workers at the Reno-Tahoe International Airport has been in place for the past two years.

Industry Partners

Nevada Institute for Autonomous Systems	Reno-Tahoe International Airport	Transportation Security Administration
Sierra Nevada Corp	Drone America	Dassault Falcon

Industry Sector: AGRICULTURE

Although TMCC's service area does not include a significant agriculture presence, the college's Veterinary Technology and Food Processing Technology programs indirectly support the state's agriculture industry. The Veterinary Technology program prepares students to be licensed as a veterinary technician with specializations. As part of the Manufacturing Technologies degree, the food processing emphasis prepares students as front line employees in this emerging industry. Working with EDAWN and NVIE, the college is a partner in the newly established Food, Beverage and Nutritional Manufacturers Forum which hopes to replicate the success of the Carson Manufacturers Forum.

Industry Partners

ConAgra	Damon Foods	SK Foods
Now Foods	Nature's Bakery	Pioneer Nut Company

Industry Sector: INFORMATION TECHNOLOGY

TMCC's Computer Technologies (CT) department offers a variety of courses from office software skills to advanced networking. The department supports individuals who wish to update their skills and gain confidence in the ever-changing world of technology or those who wish to receive a certificate or degree. Program options include one year certificates, industry certification classes, two year Associate of Applied Science, or two year transfer programs. Courses are available in A+, Microsoft, system security, database design, programming languages, Unix, Cisco, or Web development. The TMCC Computer Technologies department strives to connect students with the local IT industry by working to place interns in local CT positions and by notifying students of employment opportunities in the area. TMCC's Workforce Development division also offers a number of non-credit options for students to participate in computer application workshops, courses and certificate programs.

Industry Partners

IQ Systems, Inc.	NV Energy	IGT
PC-Doctor	Intuit	Microsoft Licensing

Industry Sector: ENERGY

TMCC offers the state's only comprehensive technician training program in energy technologies, with an emphasis on sustainable resources. Solar and wind energy programs adhere to nationally recognized certification standards and prepare students for the appropriate OSHA certification required by the State of Nevada. The power plant technician training program emphasizes northern Nevada's abundant geothermal resources and is the only one of its kind in the United States.

Besides an AAS degree with several emphases and Certificates of Achievement, the Energy Technologies programs offer Skills Certificates for technicians in solar and wind energy.

Industry Partners

Magma Energy	Ormat	Western Nevada Supply
G3 Energy	Solar Independence	NV Energy
Geothermal Development Associates		

Industry Sector: HEALTH CARE

TMCC offers a number of Allied Health and emergency medical services training programs. These programs include skill certificates, one year certificates, and two year Associate of Applied Science and Associate of Science transfer degrees. Specific options include Dental Assisting (AAS and Certificate), Dental Hygiene (AS), Dietetic Technician (AAS), Medical Imaging (Certificate), Nursing (AS), and Radiologic Technology (AAS). Certificates leading to direct employment as Certified Nursing Assistant and Clinical Lab Specialist (Phlebotomy) can be completed in one semester. The emergency medical training programs provide options in EMT-Basic, EMT-Intermediate, First Responder, and Paramedic certification. Additionally a number of courses offer training updates in emergency medical specialty areas. TMCC’s Workforce Development division offers numerous short term non-credit certification programs in areas such as Pharmacy Technician, EKG Technician, Clinical Medical Assistant and many more. These programs have been designed for students to be able to complete them in two to six months and go to work immediately upon completion. TMCC is also developing, in coordination with CSN and the guidance of GOED (Vance Farrow) and NSHE representatives, funded by DETR, a Community Health Worker certificate program which will be piloted this fall.

Industry Partners

Renown Medical Center	St. Mary’s Hospital	VA Medical Center
Washoe County Health Dept.	Carson-Tahoe Hospital	REMSA
Northern Nevada Medical Center	Home Instead Senior Care	NV Dept. of Behavioral Health Services

Industry Sector: LOGISTICS AND OPERATIONS

TMCC has developed a comprehensive Logistics program to train individuals from front-line material handlers to management positions. The various levels of training adhere to nationally recognized certification standards including the Association for Operations Management (APICS) at the management level and the Manufacturing Skill Standards Council (MSSC) for technicians. This sector is also supported by the programs in transportation technologies including the diesel and automotive technician training programs.

Industry Partners

Amazon	Urban Outfitters	Star Logistics
ENGs Motor Truck Co.	Sierra Freightliner	Harco Trucking

Industry Sector: MANUFACTURING

TMCC has utilized TAACCCT grant funding to invest more than \$2.5 million in its manufacturing programs in the last four years. Working closely with constituents such as Dream It Do It Nevada and the Nevada Manufacturers Association, the machining program implemented the Right Skills Now program which utilizes a short-term intensive training format to train Computer Numeric Controlled (CNC) machine operators. Additional manufacturing programs, including Welding and Production Technology, are currently adapting this accelerated model. Partners, such as the Department of Employment Training and Rehabilitation and NevadaWorks have been critical in the success of these programs. They help the college identify qualified and capable candidates for short-term intensive training and provide

on-going direct support to the students, such as continuation of unemployment benefits and supply purchases, during the training period.

The college has also increased collaborative arrangements with secondary education to improve the numbers of students entering manufacturing fields. A new dual-enrollment program in machining with ACE High School will begin in Fall 2015. The welding program will also expand courses offerings on site at Wooster High School and add afternoon dual enrollment courses for Washoe County High School students.

All manufacturing programs prepare students for industry-recognized certifications. Machining adheres to standards set by the National Institute of Metalworking Skills, welding to the American Welding Society (AWS), and Production Technician to the Manufacturing Skill Standards Council (MSSC). TMCC also collaborates with WNC and the Carson Manufacturers Forum to address the needs of manufacturers on a regional basis.

Manufacturing Technologies offers an AAS with several emphases, Certificates of Achievement, and Skills Certificates in CNC Milling, CNC Turning, Flux-Core and Gas Tungsten Arc Welding, and Shielded Metal and Gas Metal Arc Welding.

Industry Partners

Nevada Industry Excellence	Hamilton Company	Sierra Electronics
Lincoln Electric	Advanced Precision	IGT
Gyford Productions	Dream It Do It Nevada	Ebara International
Nevada Manufacturers Association	Triad Technologies	Advanced Precision

Industry Sector: MINING

TMCC supports the mining industry primarily by providing mechanics trained in transportation technologies programs, primarily diesel and automotive. Skilled technicians are needed to fill a variety of positions in the industry including repair and maintenance of heavy duty mining equipment and vehicles.

Transportation Technologies offers an AAS degree with multiple emphases, Certificates of Achievement, and Skills Certificates in three levels Automotive Service Excellence certification, as well as Heavy Duty Diesel Technologies.

Industry Partners

Newmont Gold	Barrick Mining	Arnold Machinery Company
Cashman Equipment	Cummins Intermountain	

Industry Sector: TOURISM AND GAMING

Culinary Arts offers a Certificate of Achievement in Baking and Pastry and Culinary Arts, and an AAS degree in Culinary Arts. These programs prepare students to work in and operate culinary facilities. Culinary Arts maintains close relationships with the local and national culinary professional groups and is accredited by the American Culinary Federation.

Industry Partners

US Foodservice	Campo Restaurant	Timber Ridge Restaurant
Wild River Grill	Lanna Thai Café	Sierra Sanitation
B.J. Brewery	SYSCO Foods	Homage Bakery
Whole Foods	Bumblebee Blooms	Bricks Restaurant

The Workforce Development division partners with the City of Reno to offer a Special Events Management certificate program. Guest speakers from 17 different local events/agencies support this program and our students and offer internships to help with their events during the year.

Industry Partners

City of Reno		
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REGIONAL/OTHER SECTORS

TMCC’s **Automotive** program is certified by the National Automotive Technicians Education Foundation and is the only northern Nevada program that trains students for the Automotive Service Excellence master-technician certification. In addition to an emphasis in the Transportation AAS and two Certificates of Achievement, the Automotive program offers students two skills certificate options. The Automotive program also operates a certified emissions technician program authorized by the State of Nevada Department of Motor Vehicles.

Industry Partners

Dolan Toyota	Reno Dodge	Greg’s Garage
Summit Racing	O’Reilly Auto Parts	Nevada Auto Diagnostics

Construction Technologies continue to play an important role in northern Nevada’s recovering economy. TMCC offers training for HVAC technicians, residential designers and transfer courses for students pursuing architecture. TMCC is also working with WNC to strengthen a pathway from our Construction Management AAS into the Construction Management BAS degree. TMCC also awards credit to students completing approved building trades apprenticeship programs including electrical workers, carpenters, plumbers and pipefitters, operating engineers, painters, floor coverers, ironworkers, cement masons, tile setters, plasterers, and sheet metal workers.

In addition to options for AAS degrees and Certificates of Achievement in the construction trades, the college also offers Skills Certificates for Commercial Refrigeration and Heating, Ventilation, and Air Conditioning (HVAC).

Industry Partners

Q&D Construction	Desert Air	C&C Refrigeration
Van Woert Bigotti Architects	Cathexes Architects	Hershenow and Klippenstein
Builders Association of Northern Nevada	Western Apprenticeship Coordinators Association	Western Nevada Supply

TMCC is a primary **Public Safety** trainer in Northern Nevada with well-established academies for firefighters and paramedics leading to state licensure. The college is exploring opportunities to expand into Emergency Management programs that align with Homeland Security guidelines.

Public Safety students may pursue AAS degrees, and Certificates of Achievement. Three separate Skills Certificates are available for students in the Emergency Medical Technician program.

Industry Partners

REMSA	Washoe County Sheriff	NV DPS
Nevada Office of Emergency Management	U.S. Department of Homeland Security	North Lake Tahoe Fire Protection District
American Red Cross	UNR School of Medicine	Regional Transit Commission

TMCC offers the only American Bar Association-approved AAS degree in **Paralegal** in Nevada. National data indicate that the demand for paralegals will continue with an 18% increase in the number of jobs anticipated in the next ten years. The average salary of a paralegal is \$46,000 and that too is expected to increase. In Northern Nevada, the demand for paralegals has been strong, and the TMCC program has produced more than 50 AAS degree graduates in the past five years. Law firms are the primary employer as paralegals are able to provide critical support services including legal research, drafting of legal documents and archiving. New career pathways are opening in the areas of electronic discovery, requiring additional computer skills to research emails, text messages and social media as well as medical paralegals to support legal requirements of the Affordable Care Act. The changing role of this profession and increased demand for paralegals are driving an examination of the program to better meet the needs of the workforce, including specializations and a potential four-year degree.

Industry Partners

Erickson, Thorpe & Swainston	Washoe Legal Services	Lionel, Sawyer & Collins
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WNC

Report to the Board of Regents

Workforce, Research and Economic Development Committee

July 29, 2014



Through Continuing Education and Economic Development, Western Nevada College is involved in a number of economic and workforce development initiatives with direct bearing on the region:

- Collaboration with the Northern Nevada Development Authority:
 - o WNC Workforce Development chairs **NNDA's Workforce and Education Committee** and is leading the planning for a **Workforce Summit**. The Summit will bring workforce development professionals from the WNC service area to the Carson City campus for a facilitated event featuring networking and scenario-based collaborative exercises. A second outcome of the Summit will be a catalog of WNC/NNDA service area workforce development resources indexed by product or service. This practical approach to cataloging workforce development resources will give NNDA and other economic development, business and public entities a useful tool.
 - o WNC is participating in the planning process for **the Manufacturing in Nevada Conference** to be held in October. The college will be represented throughout the event with a staffed information display. Additionally, WNC will assist in the conference's workforce presentations and the college is working with other workforce development entities to organize the conference's Career Day event.
 - o WNC holds a seat on the **NNDA Board of Directors**.

- Through the Trade Adjustment and Community College Career Training (TAACCCT) grant program, WNC has implemented accelerated training programs (the **Right Skills Now** model developed by the National Association of Manufacturers) in Welding, Machine Tool Technology and Automotive Technology. These programs lead to **industry-recognized technical certifications**. The TAACCCT program has includes the Certified Nursing Assistant program. WNC has collaborated with other Nevada Community Colleges in consortia winning first and third round TAACCCT funding and the college will be the **lead institution in a potential fourth round of TAACCCT funding**.

- The college was recently awarded a **Nevadaworks** grant to provide for payment of student fees for up to 12 TAACCCT program participants who qualify as dislocated workers.

- The college is an active participant in the **Governor's Office of Economic Development Manufacturing Sector Council**.
- The **Carson Manufacturers Forum and the Manufacturing Collaborative**: The Forum is an association of Carson City, Lyon County, Storey County and Douglas County manufacturers with close connections to WNC. The Manufacturing Collaborative is an ongoing workforce training initiative jointly administered by the college and the Manufacturers Forum.
- In collaboration with the Carson City and Carson Valley Chambers of Commerce as well as local hospitality industry members, WNC has organized the **Tourism and Hospitality Career Center**. The college is presenting training courses developed by the American Hotel and Lodging Association. The programs lead to **industry-recognized AH&LA certification**.
- The department represents the school at local job fairs, participating in events organized by Carson City and Douglas County as well as an event known as the South Lake Tahoe Basin Community Job Fair.
- The college is an active participant in the Carson Valley Chamber's Economic and Community Development Committee.

Agriculture is a major industry across a significant portion of the college's service area. An interesting and somewhat unique aspect of WNC's Economic and Workforce Development effort is the **Specialty Crop Institute**, based at the Fallon Campus. The Institute is an innovative education program for current and future small-scale farmers as well as students and professionals. The Institute utilizes experienced farmers and industry experts to educate Nevada agriculture in alternative farming methods. These methods diversify farms from low-value crops to high-value, direct-marketed specialty crops, increase per acre return and manage water efficiently. Specialty Crop Institute workshops combine classroom and on-farm learning experiences to expand and foster the success of Nevada's small farms. Additionally, the Institute is a significant participant in the presentation of the very successful **Small Farm Conference** annually at the Sparks Nugget after outgrowing its original Fallon venue. In 2014, this multi-day event drew 165 registrants. Sustainable and profitable agricultural operations provide a steady employment base. The Specialty Crop Institute is supporting and enhancing those operations.

In 2012, the Specialty Crop Institute won a **\$1.5 million grant from the National Fish and Wildlife Service** to conduct the Walker River Agricultural Economic Diversification Project. This five year program will expand the Specialty Crop Institute mission by working on a regional level to develop signature Nevada crops, to develop reliable wholesale and retail markets, to develop distribution networks, and to promote and increase awareness of Nevada agriculture and its economic and health benefits.

Outreach is enhanced through the regional initiatives mentioned above and the department is expanding its network of connections to regional employers through participation in events or meetings sponsored by NNDA, the Carson City Chamber, EDawn, NCET, the Churchill Economic Development

Authority, the Northern Nevada HR Association, APICS and others. Direct outreach to employers is also conducted.

WNC responds to specific employment needs. An example: Manufacturing employers were expressing concern over the lack of availability of 3D drafting training in the region. With the help on an industry partner, the college obtained licensing for the most popular 3D drafting application, SolidWorks. The college has presented three semester-length SolidWorks training programs for local industry professionals.