June 7, 2022

Senator Chris Brooks
Chair, Interim Finance Committee
Nevada State Legislature
401 S. Carson Street
Carson City, NV 89701

Re: ARP Funding Application for the Workforce Incentive Grant (WIG)

Dear Senator Brooks:

We are writing on behalf of the Community College Workforce Training and Programs
Committee (AB 450, Chapter 246, *Statutes of Nevada 2021*) to express our support, and urge
approval of, the application to utilize $5 million in American Rescue Plan (ARP) funds for the
pilot Workforce Incentive Grant (WIG) pilot program.

The Community College Workforce Training and Programs Committee was created to study a
number of matters related to the role of NSHE community colleges in supporting Nevada's
workforce. However, in January 2022 the focus of the Committee shifted with an announcement
from Governor Steve Sisolak. Specifically, he tasked our committee with exploring and
recommending ways to make community college apprentice and training programs free for more
Nevadans by 2025. In the course of our deliberations, we recommended the WIG pilot proposal
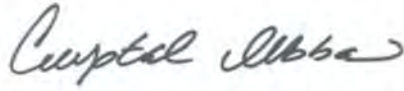as it fulfills these goals identified by the Governor.

The WIG pilot is designed to promote access to workforce training programs at Nevada's
community colleges for low-income students, who have been disproportionally impacted by the
COVID-19 pandemic. The WIG further targets occupations identified by the Governor's Office
of Workforce Innovation (GOWINN) as in-demand statewide or regionally, including teachers
and nurses. To respond to the differing economic needs across the State, the eligible training
programs differ at each institution based on the occupational demands of the regional area and
consultation with the institutional president. We are grateful to the Governor for the opportunity
to support access to postsecondary education in this meaningful and pragmatic way.

If the pilot recommendation is funded with ARP funds as proposed, beginning in Spring 2023 the
WIG program will help provide the highly skilled workforce needed as Nevada recovers from
the effects of the pandemic, at the same time addressing the specific needs of all geographic
areas of the State. We believe this is a prudent use of ARP funds and clearly supports the State

in its recovery from the pandemic. Therefore, we urge your support of the allocation of $5 million for the pilot program. Enclosed is a summary of the proposed WIG pilot.

Thank you for considering this application. We are grateful for any support you may provide.

Sincerely yours,

Crystal Abba
Co-Chair
Community College Workforce Training
and Programs Committee

Derrick Hill
Co-Chair
Community College Workforce Training
and Programs Committee

cc: Assemblywoman Maggie Carlton, Vice Chair, Interim Finance Committee
     Wayne Thorley, Fiscal Analyst, LCB
     Sarah Coffman, Fiscal Analyst, LCB

enc: WIG pilot proposal

Overview

In January 2022, Governor Steve Sisolak announced his intention during the State of the State address to make community college or other apprentice and training programs free for more Nevadans by 2025. Specifically, he tasked the Community College Workforce Training and Programs Committee (AB 450, Chapter 246, *Statutes of Nevada 2021*) with exploring and recommending ways to achieve this goal.

The proposal presented here is intended to address the Governor's charge and outlines the parameters of the Workforce Incentive Grant (WIG). This pilot program is designed to address populations that are currently not covered under the Governor Guinn Millennium Scholarship (GGMS), the Nevada Promise Scholarship (NPS) or the Silver State Opportunity Grant (SSOG). These existing state-supported programs allow certain student populations to attend NSHE community colleges with financial assistance paid by state funds.

The GGMS program is a merit-based scholarship established by the Nevada State Legislature for recent Nevada high school graduates to attend a public or private non-profit institution in the state. GGMS recipients meeting minimum enrollment requirements receive an award based on a per-credit amount ($40 per lower-division credit and $60 per upper-division credit at community colleges, $60 per credit at the state college, and $80 per credit at universities). The Nevada Legislature also established the Nevada Promise Scholarship for recent Nevada high school graduates to attend community college at a substantially reduced cost. As a last-dollar scholarship, the NPS covers up to three years of the base registration and certain other mandatory fees not covered by other state and federal aid received by the student. The SSOG Program is a need-based grant established by the Nevada Legislature and awarded to low-income students who are college-ready to pay for a portion of the cost of education at an NSHE community college or state college. The program is built on a shared responsibility model and guided by a philosophy for awarding grant aid based on the total cost of attendance (tuition and fees, books and supplies, room and board, and other living expenses) being shared by partners (the state, federal government, family, and the student).

The proposed WIG program is designed to support those students who don't meet eligibility requirements for the GGMS or NPS programs and are ineligible for the SSOG program due to credit load requirements. The WIG further targets regionally in-demand occupations identified by the State. Initial awards will be made for Spring 2023. Funds permitting, awarding will continue through Academic Year 2023-24 and possibly into Fall 2024.

Who is Eligible?

Eligible institutions include the NSHE community colleges:

- College of Southern Nevada;
- Great Basin College;
- Truckee Meadows Community College; and
- Western Nevada College.

To be eligible for a WIG award, a student must:

- Be enrolled in a program of study leading to a degree or certificate for an eligible in-demand occupation;
- Enroll in at least six (6) credit hours that apply to the student's chosen program of study;
- Be classified as a resident for tuition purposes;
- Meet institutional Title IV financial aid Satisfactory Academic Progress (SAP) requirements;
- Have not previously earned a bachelor's degree; and
- Complete the Free Application for Federal Student Aid (FAFSA) and qualify for the Pell Grant.
    - For the duration of the pilot, Deferred Action for Childhood Arrival (DACA) students who complete the FAFSA will be considered for WIG eligibility. Because DACA students cannot receive the Pell Grant, to qualify for WIG funding they must have a household income at or below 185 percent of the federal poverty guidelines.
    - Beginning in Fall 2023, students prohibited by law from completing the FAFSA may complete an alternative needs analysis form prescribed by the Board of Regents (currently under development for the SSOG program). To qualify for WIG funding, they must have a household income at or below 185 percent of the federal poverty guidelines.

Targeted In-Demand Occupations and Corresponding Eligible WIG Programs

The eligible degree and certificate programs will be selected based on the in-demand occupations identified by the Governor's Office of Workforce Innovation (GOWINN). Specifically, GOWINN identifies in-demand occupations by regional area. The programs that are eligible for WIG funding will differ for each institution based on the occupational demands of the regional area and are selected in consultation with the president of each community college. The initial list of eligible programs may expand or contract based on availability of funding. Should the program receive permanent funding, this list shall be reviewed annually and will be adjusted as the program evolves to meet changing workforce needs of the State.

See **Attachment A** for eligible programs by institution.

To be eligible for an award, students taking courses toward the completion of a skills certificate in an identified program area must have declared, as their educational goal, a certificate of achievement or an associate degree in the same discipline. These stackable credentials provide students an opportunity to demonstrate acquired knowledge in their field and gain relevant, up-to-date skills that may increase their employability while progressing toward a certificate of achievement or an associate degree.

Award Amount

Eligible students will receive an award based on enrollment load as follows:

Semester Enrollment Level	WIG Maximum Semester Award Amount	WIG Maximum Annual Award Amount
6 – 8.5 credits	$1,000	$2,000
9 – 11.5 credits	$1,500	$3,000
12 or more credits	$2,000	$4,000

If a student's enrollment level varies between semesters, awards will be adjusted accordingly. For example, a student in 6 credits in fall and 11 credits in spring would receive an annual award of $2,500 ($1,000 for fall and $1,500 for spring). A student who is eligible to receive the SSOG and WIG award will receive the larger of the two awards but will not receive both. Awards will be made for Fall and Spring semesters until funds are exhausted, which means it is possible not all eligible students will be awarded.

As with all other federal and state financial aid programs, WIG awards must fit within the allowable costs in the student's Cost of Attendance (COA), as established in the *Code of Federal Regulations*. A student's COA is established by each community college and includes the cost of tuition and fees, room and board, books and supplies, transportation, and other living expenses.

The award amounts outlined above are based on the cost of registration and mandatory fees for 2023-24 at an NSHE community college. It is not an exact calculation but rather set at a value that will cover a student's registration fees, and in most cases, other mandatory fees. In addition, in some cases, students may have a small amount of WIG funds left over to cover other expenses within the COA. This is consistent with how other aid programs work, and it is important to note that the WIG award is intended to be combined with other sources of financial aid, in particular the Pell Grant, which can also be used to cover any expenses within the COA.

Continuing Eligibility

WIG recipients who wish to receive an award in subsequent years must file the FAFSA (or equivalent form for non-FAFSA filers) every subsequent year of enrollment. Students who receive a WIG award will remain eligible for future semesters providing they meet Title IV financial aid Satisfactory Academic Progress (SAP) requirements.

Students who do not meet SAP requirements may appeal to regain eligibility for WIG funding with the financial aid office at their institution. Alternately, students may regain eligibility for WIG funding in future semesters by regaining SAP.

Due to limited funding, maintaining or regaining eligibility is not a guarantee of receiving a WIG award in future award periods. Institutions will encourage recipients to file their FAFSAs for subsequent award years as early as possible to maximize the likelihood of subsequent awards.

Pilot Program Timeline

Initial awards will be made for the Spring 2023 semester. Awards will continue for the following academic year (Fall 2023/Spring 2024). Depending upon available funding, awarding may continue during Fall 2024.

Allocation of Funding

The Chancellor's office will allocate funds to the community colleges based on the proportion of enrollment across all eligible institutions.

Messaging

The NSHE Department of Academic and Student Affairs staff will create a website with program information and links to contacts at the eligible institutions. Outreach to students will primarily be carried out by institutional staff beginning in Fall 2022. Outreach materials and written communications to students will contain information regarding continuing eligibility requirements, the pilot nature of the program, and the limited availability of funding.

Reporting and Accountability

The NSHE Department of Academic and Student Affairs will publish a preliminary report at the end of Spring 2023 including the number of students eligible for awarding, the number of students awarded, and the degree programs of the awarded students.

At the end of the pilot program, a report will be published with key metrics of the WIG program, including number of students eligible to receive WIG awards; number of students receiving WIG awards; number of recipients earning a certificate or degree; and persistence rate of recipients (continuation from fall to spring and/or fall to fall). Data will be disaggregated by race/ethnicity and income level as available.

ATTACHMENT A

The programs listed herein are currently under review by the community college presidents and are subject to change. All occupations on this list and future versions will map to the Governor's Office of Workforce Innovation (GOWINN)– In-Demand Regional Analyses.

College of Southern Nevada

1. Registered Nurses, Licensed Practical and Licensed Vocational Nurses[1, 2, 3, 4, 5]
   a. Nursing: RN to BSN (51.3801)
   b. Nursing, AAS (51.3801)
   c. Nursing: LPN to RN, AAS (51.3801)
   d. Practical Nursing, CA (51.3901)
   e. Practical Nursing - Military Medic/Corpsman to LPN, CA (51.3901)
2. Teachers[1, 2, 3, 4, 5]
   a. Elementary Education, AA
   b. Secondary Education, AA
   c. Special Education, AA
   d. Highly Qualified Substitute Teaching, SC
   e. Early Childhood Education, AA
   f. Early Childhood Education: Director, AAS
   g. Early Childhood Education: Early Care and Education, AAS
      i. Early Childhood Education: Infant/Toddler Education, CA
      ii. Early Childhood Education: Preschool Education, CA
3. Computer Systems Analysts, Software and Web Developers and Software, Database, Network, and System Administrators, [1, 2, 3, 4, 5]
   a. Computing and Information Technology: Software-Programming, AAS (11.0201)
      i. CompTIA Project+, SC
   b. Computing and Information Technology: Software-Database, AAS (11.0802)
   c. Computing and Information Technology: Software-Web Development, AAS (11.0802)
   d. Computing and Information Technology - Cyber Security, AAS (11.1002)
   e. Computing and Information Technology: Information Management, Virtual Computing Analyst, AAS (11.0103)
   f. Computing and Information Technology: Information Management, Software Analyst, AAS – (11.0501)
   g. Computing and Information Technology: Networking-Network Administration, AAS (11.1002)
      i. Cisco Certified Network Associate, SC
      ii. Cisco Certified Network Professional, SC
   h. Computing and Information Technology: Networking-System Administration, AAS (11.1002)
      i. CompTIA A+ and Network+, SC
      ii. CompTIA Security+, SC
      iii. CompTIA Project+, SC
   i. Computing and Information Technology: Information Management, Network Infrastructure Analyst, AAS (11.0901)

4. Medical and Clinical Laboratory Scientists/Technicians[1, 2, 3, 5]
   a. Medical Laboratory Scientist, BAS (51.1005)
   b. Medical Laboratory Technician, AAS (51.1004)
      i. Phlebotomy, SC
5. Welding[1, 2, 3, 5]
   a. Welding Technology: Advanced Level Welder, AAS (48.0508)
      i. Welding Technology: Entry-Level Welder, CA (48.0508)
         1. Gas Tungsten Arc Welding, SC
         2. Entry-Level Weld Manufacturing, SC
         3. Entry-Level Structural Welding, SC
         4. Entry-Level Pipe Welding, SC
6. EMT/Paramedic[1, 2, 3, 4, 5]
   a. Paramedic Medicine, AAS (51.0904)
      i. Paramedic Medicine, CA (51.0904)
         1. EMT Intermediate, SC
         2. EMT Basic, SC
7. Radiologic Technicians[1, 2, 3, 4, 5]
   a. Diagnostic Medical Sonography, Cardiac.Vascular Ultrasound, AAS (51.091)
   b. Diagnostic Medical Sonography, General/Vascular Ultrasound, AAS (51.091)
8. Marketing[1, 2, 3, 4, 5]
   a. Marketing, AAS (52.1801)
9. HVAC[1, 2, 3, 4, 5]
   a. Air Conditioning Technology, AAS (47.0201)
      i. Air Conditioning Technology, CA (47.0201)
         1. Entry-Level Air Conditioning Technician, SC
   b. Air Conditioning Technology: Building Automation, AAS (47.0201)
   c. Air Conditioning Technology: Central Plant, AAS (47.0201)
      i. Air Conditioning Technology: Central Plant, CA (47.0201)
   d. Air Conditioning Technology: Critical Systems, AAS (47.0201)
      i. Air Conditioning Technology: Critical Systems, CA (47.0201)
   e. Air Conditioning Technology: Food Service Refrigeration, AAS (47.0201)
      i. Air Conditioning Technology: Food Service Refrigeration, CA (47.0201)
10. Accounting[1, 2, 3, 4, 5]
    a. Accounting, AAS (52.0302)
       i. Bookkeeping, CA (52.0302)
          1. Bookkeeping, SC

1. Registered Nurses[1, 2, 3, 4, 5]
   a. Nursing, BS (51.3801)
   b. Nursing AAS (51.3801)
2. Teachers[1, 2, 3, 4, 5]
   a. Elementary Education, BA (13.1202)
   b. Secondary Education, BA (13.1205)
   c. Early Childhood Education, BA (13.121)
   d. Early Childhood Education, AAS (13.121)
      i. Early Childhood Education, CA (13.121)
   e. Infant/Toddler Education, AAS (13.121)
      i. Infant/Toddler Education, CA (13.121)
   f. Early Childhood Education, AA (13.121)
3. Managers, Business, Business Operations Specialists[1, 3, 4, 5]
   a. Management and Supervision, BAS (52.0201)
      i. Business Administration, General Business, AAS (52.0201)
         1. Business Administration, CA (52.0201)
4. Electricians[1, 2, 3, 4, 5]
   a. Electrical Systems Technology, AAS (15.0303)
      i. Electrical Systems Technology, CA (46.0302)
5. Industrial Machinery Mechanic[1, 2, 3, 4, 5]
   a. Industrial Millwright Technology, AAS (15.0612)
      i. Industrial Millwright Technology, CA (47.0303)
6. Mobile Heavy Equipment Mechanics[1, 2, 3, 4, 5]
   a. Diesel Technology, AAS (15.0803)
      i. Diesel Technology, CA (47.0613)
7. Emergency Medical Technicians and Paramedics[1, 2, 3, 4, 5]
   a. Emergency Medical Services-Paramedic Emphasis, AAS (51.0904)
      i. Emergency Medical Technician, Basic, SC
      ii. Advanced Emergency Medical Technician, SC
8. Welders, Cutters, Solderers[1, 2, 3, 5]
   a. Welding Technology, AAS (15.0614)
      i. Welding Technology, CA (48.0508)
         1. Pipe Welding, SC
         2. 3G/4G welding, SC
9. Machinists[1, 2, 3, 4, 5]
   a. Manufacturing Machining Technology, AAS (48.051)
      i. Manufacturing Machining Technology, CA (48.051)
10. Radiologic Technicians[1, 2, 3, 4, 5]
    a. Radiology Technology, AS (51.0911)
    b. Radiology Technology, AAS (51.0911)

1. Registered Nurses[1, 2, 3, 4, 5]
   a. Nursing, BS (51.3801)
   b. Nursing, AS (51.3801)
2. Teachers[1, 2, 3, 4, 5]
   a. Early Childhood Education, AA (13.121)
      i. Early Childhood Educator 1, SC
      ii. Early Childhood Educator 2, SC
      iii. Early Childhood Educator 3, SC
      iv. Early Childhood Educator 4, SC
   b. Early Childhood Education: Administration of Early Care and Education Programs, AAS
      i. Early Childhood Educator 1, SC
      ii. Early Childhood Educator 2, SC
      iii. Early Childhood Educator 3, SC
      iv. Early Childhood Educator 4, SC
   c. Early Childhood Education: Infant/Toddler, AAS
      i. Early Childhood Educator 1, SC
      ii. Early Childhood Educator 2, SC
      iii. Early Childhood Educator 3, SC
      iv. Early Childhood Educator 4, SC
   d. Early Childhood Education: Preschool, AAS (13.1209)
      i. Early Childhood Educator 1, SC
      ii. Early Childhood Educator 2, SC
      iii. Early Childhood Educator 3, SC
      iv. Early Childhood Educator 4, SC
   e. Secondary Education, AA (13.1202)
   f. Secondary Education, AS (13.1205)
   g. Secondary Education, English, AA (13.1305)
   h. Secondary Education, History, AA (13.1328)
   i. Elementary Education Teacher Preparation, AA (13.1202)
3. Industrial Engineers, Mechanical Engineers, Electrical Engineers, Civil Engineers, Engineers – all others[1, 2, 3, 4, 5]
   a. Engineering, AS (15.9999)
4. Computer Systems Analysts, Software and Web Developers and Software, Database, Network, and System Administrators, [1, 2, 3, 4, 5]
   a. Computer Information Technology – computer programming, AAS (11.0202)
      i. Computer Technologies, CA (11.0103)
         1. CompTIA Certification Preparation, SC
   b. Computer Science, AS (11.0202)
   c. Graphic Design, AA
   d. Graphic Design, AAS
      i. Graphic Communication, CA
   e. Computer Information Technology – networking, AAS (11.0901)
5. Machinists[1, 2, 3, 4, 5]
   a. Machining, AAS (48.051)

         i. Computer Numeric Controlled (CNC) Machining, CA (48.0501)
            1. Machining Level 1, CNC Milling: Operations and Programming, SC
            2. Machining Level 1, CNC Turning: Operations and Programming, SC

6. HVAC[1, 2, 3, 4, 5]
    a. Heating, Ventilation, Air Conditioning/Refrigeration, AAS (47.0201)
        i. Heating, Ventilation, Air Conditioning/Refrigeration, CA (47.0201)
            1. Heating, Ventilation, Air Conditioning/Refrigeration, SC
    b. Construction Technologies, Critical Systems, AAS (47.0201)
        i. Construction Technologies, Critical Systems, CA (47.0201)
        ii. Air Conditioning Critical Systems, CA

7. Welding[1, 2, 3, 5]
    a. Welding, AAS (48.0508)
        i. Welding Technology, CA (48.0508)
            1. Welding: Flux-Cored Arc Welding & Gas Tungsten Arc Welding, SC
            2. Welding: Shielded Metal Arc Welding & Gas Metal Arc Welding, SC

8. Construction Management[2, 3, 4, 5]
    a. Construction Management, AAS (46.0415)
        i. Construction Project Management, SC
        ii. Construction Estimating, SC

9. Logistics[1, 2, 3, 4, 5]
    a. Logistics Operations Management, BAS
        i. Logistics Management, AAS
            1. Logistics, CA

10. Transportation[1, 2, 3, 4, 5]
    a. Diesel Technician, AAS
        i. Diesel General Service Technician, CA
            1. ASE Diesel Technician: Basic, SC
            2. ASE Diesel Technician: Electrical, SC
            3. ASE Diesel Technician: Heavy Duty Diesel Engines, SC
        ii. Diesel ASE Technician, CA
            1. ASE Diesel Technician: Basic, SC
            2. ASE Diesel Technician: Electrical, SC
            3. ASE Diesel Technician: Heavy Duty Power Trains, SC
    b. Automotive Certified Technician, AAS
        i. Automotive General Service Technician, CA
            1. ASE Basic, SC
            2. ASE General Service, SC
        ii. ASE Master, SC

1. Registered Nurses[1, 2, 3, 4, 5]
   a. Registered Nursing, AAS (51.3801)
2. Preschool Teachers
   i. Early Childhood Education, CA (13.1209)
3. Computer Systems Analysts, Software and Web Developers and Software, Database, Network, and System Administrators, [1, 2, 3, 4, 5]
   a. Computer Information Technology, AAS (11.0101)
      i. Computer Information Technology, CA (11.0101)
   b. Computer Information Technology – Cybersecurity pathway, AAS (11.0101)
      i. Cybersecurity, CA
   c. Computer Information Technology – Network technician Pathway, AAS (11.0101)
      i. Computer Information Technology, CA
   d. Computer Information Technology - System Administration, AAS (11.0101)
      i. Computer Information Technology, CA (11.0101)
4. Machinists[1, 2, 3, 4, 5]
   a. Technology – Machine Tool Technology, AAS (48.0501)
      i. Machine Tool Technology, CA (48.0501)
5. Welders, Cutters, Solderers, and Brazers[1, 2, 3, 5]
   a. Technology – Welding, AAS (48.0508)
      i. Welding Technology, CA (48.0508)
      ii. Welding, SC
6. Construction Managers and Supervisors of Construction Trades and Extraction Workers, [1, 2, 3, 4, 5]
   a. Construction Management, BAS (46.0412)
   b. Technology – Construction, AAS (46.0415)
      i. Energy Technology, SC
      ii. HVAC, SC
      iii. Heating, Air Conditioning, and Refrigeration Mechanics and Installers, SC
      iv. Certified Inspector of Structures, SC
7. First-Line Supervisors of Production and Operating Workers[1, 2, 3, 4, 5]
   a. Technology – General Industrial, AAS (15.0612)
      i. General Industrial Technology, CA (15.0612)
      ii. Manufacturing Technician, SC
8. Accountants and Auditors, Bookkeeping, Accounting, and Auditing Clerks[1, 2, 3, 4, 5]
   a. Business – Accounting, AAS (52.0301)
      i. Bookkeeping, CA (52.0302)
9. Managers, Business, Business Operations Specialists[1, 3, 4, 5]
   a. Organization & Project Management, BAS (52.0211)
   b. Associate of Business, (52.0201)
   c. Business – Management, AAS (52.0201)
   d. General Business, AAS (52.0101)
      i. Business, CA (52.0101)
10. Emergency Medical Technicians and Paramedics[1, 2, 3, 4, 5]
    a. Emergency Medical Services, AS (New program)
    b. Emergency Medical Services, CA (51.0904)
    c. Paramedicine, CA (51.0904)

Legend:
1: Southern Nevada GOED High Demand Occupation Analysis as of June 22, 2021
2: Northern Nevada GOED High Demand Occupation Analysis as of June 22, 2021
3: Northeastern Nevada GOED High Demand Occupation Analysis as of June 22, 2021
4: Central Nevada GOED High Demand Occupation Analysis as of June 22, 2021
5: Statewide GOED High Demand Occupation Analysis as of June 22, 2021

BAS: Bachelor of Applied Science
BS: Bachelor of Science
AA: Associate of Arts
AAS: Associate of Applied Science
AS: Associate of Science
CA: Certificate of Achievement
SC: Skills Certificate