

Industry Sector Grant

Applicant	Kimberly Tomkinson
Applicant ID	APP-000390
Company Name	Treasure Valley Community College
Recipient Address	Treasure Valley Community College 205 S 6th Ave Caldwell, ID 83605
Email	ktomkinson@tvcc.cc
Funding Requested	\$440,174.00
Status	Submitted
Funded	<input type="checkbox"/>

Application Title: Treasure Valley Community College A&P Industry Sector Grant

Review Notes:

January 26, 2021 Grant Review Committee Meeting Notes

Treasure Valley Community College – Industry Sector Grant

This proposal seeks support for the development and implementation of an Airframe and Powerplant (A&P) program in the Treasure Valley. The grant funds will assist a consortium of partners to provide a Career & Technical Education program via Treasure Valley Community College's Caldwell Center. Currently, there are no programs to help fill this void within the local market. Labor market data shows that in the Southwestern part of the state there were 47 job openings in the last 12 months for aviation mechanics. The goal of this program is to recruit and train a significant number of qualified applicants within Idaho to fill the workforce gap in the A&P field.

WDTF Request: \$440,174

Discussion:

Mr. Thomsen talked with CWI to ensure TVCC was not creating a competition between an in-state and out-of-state program. CWI is not planning to create an A&P program. The TVCC program will be conducted from their Caldwell location in a hangar donated by the City of Caldwell.

Will students pay tuition to attend this program?

- Yes. However, tuition will not come in until year two of the grant. No students will be enrolled in year 1 of the grant.
- Is this a two-year program?
 - o Yes.
 - Will all participants in year-two be carryover from year-one?
 - o No. There will be two cohorts of participants.
 - o TVCC anticipates enrollment from two types of students. Those who need the full 2-year program and those who only need to complete a few courses to meet FAA requirements and to prepare for the A&P licensing exam.

What does tuition cost?

- The cost per students is approx. \$9,000 per year.

Are there other schools TVCC can partner with besides just Ridgeview High School? What does the program outreach look like?

- The first year will be used to get the program running. The next two years, TVCC will work on getting students in and paying tuition to keep the program sustainable. As they work on that they will start creating more partnerships with other educational institutions.

Is TVCC working with ISU on best practices?

- TVCC has been working very closely with ISU. A lot of the information TVCC has gathered has been in partnership with ISU and with industry.

TVCC does not have final approval from the FAA for the program because the FAA does not grant final approval until the program is running.

Motion by Mr. Cox to recommend approval of the Treasure Valley Community College Industry Sector Grant in the full amount of \$440,174 to the Executive Committee. Second by Mr. Larsen. Motion carried.

Company Information

Question: Business entity name

Treasure Valley Community College

Question: "Doing business as" entity name

Treasure Valley Community College

Question: Federal Tax ID Number

93-0507187

Question: Street address

205 S 6th Ave

Question: PO Box (If applicable)

na

Question: City

Caldwell

Question: State

ID

Question: Zip code

83605

Question: Business website

tvcc.cc

Question: First name of person to be contacted about this application

Kimberly

Question: Last name

Tomkinson

Question: Job title

Director, TVCC Caldwell Center

Question: Street address

205 S 6th Ave

Question: City

Caldwell

Question: State

ID

Question: Zip Code

83605

Question: Email address

ktomkinson@tvcc.cc

Question: Contact phone

208-455-6860

Consortium

The applicant must be an employer or educational entity representing a consortium of at least three employer partners with a similar occupational training need. All members of the consortium will be required to complete a Memorandum of Understanding (MOU). A link to the grant MOU is provided below. Please upload all completed and signed MOU's by the consortium to this section of the application.

[Employer Partner MOU](#)

Question: Please describe how employer partners are involved in the project and how they will engage with trainees who receive training.

* The City of Caldwell will provide a space at the Caldwell Municipal Airport for training to be conducted. The city is a strong advocate for TVCC and is supporting our effort by working with us to ensure the space they provide is more than adequate to meet or exceed the needs of our students. Currently a remodeling project is in the planning stage to create a facility that meets our design needs. The city recognizes the economic impact that an A&P school will have in our immediate community by bringing jobs to this area. There is no other A&P school in our market, yet there is great need by our aviation community who desire A&P certified mechanics across the valley as TVCC will fill the void across the valley.

* Silverhawk Aviation, already provides flight training for TVCC students and, along with the addition of Qmulus Aviation, Threshold Aviation, and Western Aircraft joining as MOU partners and will provide cooperative work experience opportunities and guidance for trainees throughout the training period. Trainees will be paid for the hours they complete doing cooperative work experience as partners serve in advisory roles with TVCC.

*Astegos will provide an airplane donation as well as the basic required flight line tool kits for student use.

*Gary Stucki, a retired Boeing mechanic, has donated a full set of aviation tools and will serve

as an advisory board member.

*Brian Rehberg of High Desert Solution is a current A&P mechanic and is a TVCC consultant working with us in the design of the hangar space and has expressed strong interest in taking a leadership role in the training and curriculum for the program. With twenty five years of experience in the aviation community, and former Vice President of Western Aircraft, he exhibits significant networking capability in acquiring equipment, tooling, marketing and fundamental knowledge of the aviation and A&P industry.

*Buckeye Airmotive has donated a Continental O-470 engine and will supply TVCC with additional airframe or engine components as in kind donation or reduced prices in additional materials.

*Ridgeview High School Principal, Robert Gwyn is initiating an aviation program for students who express interest in an aviation career to provide STEM curriculum to potential flight students and A&P students with the goal of progressing students into the TVCC A&P or flight training program for completion. Ridgeview will act as a natural pipeline to the college providing students interested in an aviation career.

*Aviation Specialties Unlimited is another MOU partner. They hire highly qualified individuals and will hire qualified applicants based on company need and will also serve in a advisory role.

*Each of our aviation MOU partners will be involved in developing curriculum and paid cooperative work experience for students.

*A partnership currently exists with Skywest Airlines for TVCC/Silverhawk fixed wing program for Pilot Pathways as we work to expand this program for the A&P students.

Question: Do each of the industry partners pay at least \$12 per hour

Yes

No

Question: Please upload completed MOU here.

[City of Caldwell MOU.pdf](#) (1/21/2021 9:03 AM)

[Astregos MOU.pdf](#) (1/21/2021 9:02 AM)

[Western Aircraft MOU.pdf](#) (1/21/2021 9:02 AM)

[ASU MOU.pdf](#) (1/21/2021 9:02 AM)

[Ridgevue HS MOU.pdf](#) (1/21/2021 9:01 AM)

[Qmulus MOU.pdf](#) (1/21/2021 9:01 AM)

[Silverhawk MOU.jpg](#) (1/21/2021 9:00 AM)

[Fw Idaho Workforce Development Council Letter.msg](#) (12/15/2020 3:42 PM)

Project Overview

Question: Please provide a brief overview/executive summary of the training need(s), current/projected skills gaps, and what you're trying to accomplish with this project. (You are limited to 2000 characters for this section so please be concise.)

This proposal seeks support for the development and implementation of an Airframe and

Powerplant (A&P) program in the Treasure Valley. Specifically, the support will assist a consortium of partners to provide a Career & Technical Education (CTE) program to be delivered via Treasure Valley Community College's (TVCC) Caldwell Center. According to the Idaho Department of Labor these positions earn on average \$54,960 annually. (Idaho Department of Labor, 2019a). The goal to capture a significant number of qualified applicants within the state to fill the void will become a reality with TVCC'S A&P program. TVCC's aviation MOU partners along with the local FAA regional office have all expressed the need for certified A&P mechanics throughout the state. There is nothing to fill this void within the local markets as the state grows and specifically the Treasure Valley at an exponential pace annually, filling the shortages in the A&P field will need to grow with the increase in population and business projections. These shortages are not limited to Idaho, however the need in Idaho will have to be addressed as population grows and businesses take up residence within the state they will utilize our local airports for transportation and commerce. A cursory view into Burning Glass Labor Insight tool suggests there have been 47 job postings in Southwestern Idaho in the past 12 months, for these Aviation Mechanic positions (Burning Glass, 2019). Similarly, the projections, both regionally and nationally, are strong. Other projections suggest up to 50 vacancies (new positions and replacements) per year in the State of Idaho through 2026 (O Net Online, 2019). Again, the outlook for these jobs is not isolated to the region but this region will experience the affects of the shortages if the issue is not addressed.

Question: How will the project change and/or enhance the current landscape of Idaho's talent pipeline/development efforts.

As aforementioned, currently there are no formal training entities in the Treasure Valley to prepare aviation mechanics to earn an A&P certification. Many aviation companies hire non-certified mechanics who would benefit individually as well as increase the number of qualified individuals, thus benefiting aviation companies in general. In addition, an increase in qualified workforce personnel will attract more aviation business to the Caldwell Municipal Airport and the Treasure Valley and allow for expansion. As Ridgeview High School, and TVCC develops STEM curriculum for the projected shortages we will begin to network with other local High Schools to reinforce the local talent pipeline and direct them into the college. STEM curriculum to date, at the local high school level is nonexistent in this field of study and TVCC would not be competing with any local college or training facility within the vicinity. Establishing entrepreneurialship in this endeavor will generate the needed local workforce to enhance the landscape of local talent as students will not need to leave the state for training at other institutions, generating their own needs and addressing their own state shortages. We will strive to keep the local talent local and retain them for Idaho's aviation needs.

Question: What specific skills training will be provided? Include any planned enhancements that will be made to current training.

The following are the proposed program learning outcomes and planned enhancements for the A&P program:

Planned enhancements will be touring aircraft maintenance facilities, guest speakers from industry leaders, and curriculum built on exceeding FAA minimums where possible. 2 years of training are required, running 2 simultaneous classrooms for students to complete the program. Ultimately, 24 students per class is the target number and the maximum allowed, per FAA regulation with normal attrition rates of about 2 to 3 students not completing the program, per year.

- Obtain the FAA A&P mechanic certification;
- Demonstrate ability to comply with FAA rules and regulations governing;
- Demonstrate FAA & manufacturer's approved and/or acceptable methods of maintenance,

preventative, alterations to airplanes, powerplants, and appliances and avionics of aircraft;

- Verbalize the appropriate diagnosis, inspection and repair of aircraft, powerplants, and components;

- Demonstrate proper safety procedures when working on or around aircraft;

The following are the required skills that should be taught in achieving these program learning outcomes (O Net Online, 2019):

- Equipment maintenance
- Repairing machines/systems
- Operation monitoring
- Troubleshooting
- Complex problem solving
- Critical thinking
- Quality Control Analysis
- Reading Comprehension
- Monitoring and assessing performance
- Operation and Control

Question: How will the project accelerate the pathway to a career for individuals being trained.

The program will utilize industry partners, who are in need of trained A&P certified mechanics, which will provide long-term job opportunities for trainees, once they have passed the necessary assessments recognized by the FAA and CFR Part 147 and receive certification. During training, individuals will have opportunities to work for the aforementioned industry partners through paid cooperative work experiences earning 12 dollars per hour for credit up to six credits during the program. Once training is completed and competencies met, the businesses will hire the qualified applicants as needed. Our aviation MOU partners, specifically, Silverhawk Aviation, Qumulus, Western Aviation, and ASU, have already expressed their need for qualified applicants as the aviation industry is expanding locally. These partners will be closely involved in the development of curriculum and training to exceed FAA minimums for students, essentially preferential hiring for exactly what is needed for their particular business and type of aircraft.

Question: If training exists in the marketplace, describe why this project better meets employer and/or workforce needs.

The nearest training facility is at Idaho State University in Pocatello, Idaho and therefore there are no training entities of this nature in the Boise area, nor in its surrounding areas. This project will help to meet the need in the Treasure Valley that currently exists in the aviation industry. According to Thomas A. Horne in an article written for the Aircraft Owners and Pilot's Association in December of 2019 titled, "Shortages all Around." Horne states, "Boeing estimates airlines will have to hire 804,000 pilots over the next 20 years and 769,000 maintenance personnel in the same time frame." (AOPA 2019) These numbers are astronomical within the global aviation community. Idaho will need its share of these positions filled during the same time frames. Moreover, Idaho's back country lures pilots from all around the United States, so the need for maintenance personnel in general aviation exists in addition to the airline's needs as Idaho works to fill its share of the demand. In an article written by Economy Watch as early as 2010 the author states, "Airports play an eminent role in the economic development of a region." (Economy Watch 2010) They offer a wide range of employment opportunities as well as moving people and materials and training, for future aviation employees. TVCC'S A&P program addresses an existing need in the forecast shortages coming in the near future.

Question: Who will receive training from this project (examples – general public or current

employees) and how will they be recruited?

The general public will receive training and recruitment efforts will seek individuals who have an interest in Aviation. Partnerships with aviation companies will be formed to provide training for their employees. The high school's are an especially rich environment for recruitment and our partnership with Ridgeview High School specifically addresses this question. Our partnership with Ridgeview will draw upon students who have met basic criteria in the field of aviation maintenance and flight training as part of their STEM curriculum as they will be better prepared when they move on to Treasure Valley Community College to complete their training. Once established, TVCC plans to present other surrounding area high schools with the STEM curriculum utilized by Ridgeview and TVCC as a template for student success. Idaho has a diverse workforce and student body along with diverse ranges of income. TVCC'S A&P program will address this diversity by creating additional opportunity by providing affordable education to students who may otherwise not experience this type of training. TVCC will champion a strategy to prepare Idahoans to meet employer demands within the aviation community with state of the art training conducive to industry needs.

Question: Please describe any credentials that participants will obtain.

Graduates will obtain their FAA-rated Airframe & Powerplant Mechanic Part 147 certification by passing the corresponding federal examination.

Question: Who will provide the training? (Identify the entity that will provide training, the qualifications of the trainer(s), and location of training site.)

The chief training provider will be Treasure Valley Community College's Caldwell Center, which is located in downtown Caldwell at 205 S. 6th Ave. The classroom and lab setting will be in the hangar donated by the City of Caldwell and is located at the Caldwell Industrial Airport. Caldwell's airport is the busiest airport in the state of Idaho due to the high volume of training that takes place at this site. The Industrial Manufacturing and Controls department of TVCC along with consultant, A&P certified Brian Rehberg will work to modify the hangar in order to optimize the logistical operation and learning environment to best serve TVCC students. We will utilize FAA Certified Airframe and Powerplant Mechanics who have a proven record and reputation of success, with continued networking efforts to retain local Industry leaders to offer education to TVCC students to meet or exceed industry A&P standards.

Question: Where will the training be provided?

The classroom training will be provided at the Treasure Valley Community College Caldwell Center, 205 S. 6th Ave., Caldwell, Idaho, 83605, as well as the Caldwell Municipal Airport; Specifically at 5001 Aviation Way, Caldwell, ID 83605. The 12,670 foot hangar will offer plenty of space to house 4 aircraft with ample additional space on the first and second floors for 2 classrooms, a Powerplant lab and reception area. When the hangar modification is completed it will be compliant with the American Disabilities Act.

Question: Please provide a detailed description of why funding is needed for this project?

Funding is needed in order to acquire the equipment, tools, and machinery needed to thoroughly and accurately train individuals. In addition, there will be costs associated with ensuring the training facility at 5001 Aviation Way, Caldwell, ID, 83605 is outfitted with the appropriate hardware, software, and ancillary accessories needed to provide classroom instruction. The tools and equipment need to meet the FAA standard of minimum equipment in order to provide

the instruction and to meet requisite standards set forth by the FAA CFR Part 147 certification process.

Question: Will tuition be charged? If yes, please explain.

Yes; Tuition will be charged according to Treasure Valley Community College's tuition rates. Fees will be collected to cover costs associated with providing tools and materials for student use. Tuition cost is predicated on sustaining and growing the program over time and students will need to provide their tool kits. TVCC has secured donations of aviation tool sets to address any shortages or additional tooling requirements.

Training Schedule

Provide a quarterly training break-out for year one and year two. For year three show the number of planned NEW participants entering training and number of individuals exiting training for each course of training, for each quarter. Any example is provided on the provided training schedule.

[Training Schedule](#)

Question: Please provide an anticipated project start date?

9/27/2021

Question: How many training sessions will be held during the 36 months of the grant?

Assuming the 3-year grant period is from 2020-2023, there will be one complete training session resulting in an Associate of Applied Science degree and A&P certification in accordance with CFR Part. 147 by the FAA. Students will enroll throughout the academic year, therefore there will potentially be 6 additional sessions in various levels of completion when the grant period ends. At this point we anticipate the velocity of the program should be able to fund our growth through marketing techniques through media and word of mouth through networking partnerships.

Question: Please upload Training Schedule form here. A link to the form is provided at the top of this section.

[TVCC Training Schedule.xlsx](#) (1/21/2021 4:23 PM)

Sustainability

The industry consortium will need to show if and how the project will be sustained past the grant period.

Question: Please describe if and how the project will be sustained past the grant period?

Tuition and fees will be charged at a level that will grow the program once the grants are expended. Additional grant money will be sought from the FAA specifically afforded to 501 C-3 institutions for Part 147 schools.

Project Outcomes

Grant objectives must have measurable results on an individual participant level. Employees or job candidates should learn new skills that were not previously available and gain enhanced skills that allow them to achieve to a higher earning level.

Question: Number of participants/incumbent workers who will receive classroom training?

59.00

Question: Number of participants/incumbent workers who will complete classroom training?

18.00

Question: Number of participants/incumbent workers who will receive structured on-the-job training?

59.00

Question: Number of participants/incumbent workers who will complete structured on-the-job training?

12.00

Question: Number of individuals attaining some type of recognized credential, including degrees, occupational licenses, industry certifications and/or Idaho SkillStack Badges.

44.00

Question: Average wage for incumbent workers prior to training?

\$12.00

Question: Average wage for incumbent workers after training?

\$24.00

Question: Number of open enrollment individuals entering training-related employment within 30 days of training completion?

18.00

Budget

The application must provide a detailed budget identifying the direct personnel costs, fringe benefits, equipment cost, facility costs and other identified costs to deliver this training. For each line item on the budget, provide the budget amount, a detailed narrative describing how the line item amount was determined, the necessity of the item to develop/deliver training, and whether the cost is supported by grant funds or partner match (cash or in-kind).

[Budget Sheet](#)

Question: How else have you sought to fund this project?

We are accepting in-kind donations from local businesses. Astegos has donated an aircraft with powerplant, Buckeye Airmotive has donated a Continental O-470 engine and is a supplier of aircraft parts. TVCC is applying for an FAA grant designed to help Institutions with start up capital to fund a Part 147 school.

Question: Why do you think WDTF is a good source of funding for this project?

FAA CFR Part 147 schools are a perfect fit for Workforce Development as it addresses the industrial needs within the aviation industry.

Question: Please download the attached budget. Once completed, upload budget here. A link to the budget is provided above.

[TVCC ISG Grant Budget - Final.xlsx](#) (1/21/2021 4:28 PM)

Tracking and Reporting

WDTF grant funds must be expended within a 36-month period. Award of funds will require the lead applicant/grant recipient to provide "skill training plans" for each job classification, identification of vendor training, training descriptions, skill attainments and costs. If the consortium provides internal training, the training must be a structured on-the-job training with a specific outline of the training curriculum, skills gained, expected outcomes and details on the effectiveness of the training.

Question: Entity responsible for tracking and reporting.

Treasure Valley Community College

Question: Contact Person First Name

Kimberly

Question: Contact Person Last Name

Tomkinson

Question: Job Title

Director of Caldwell Center

Question: Contact Phone

208-455-6860

Question: Email Address

ktomkinson@tvcc.cc

Question: Street Address

205 S 6th Ave

Question: City

Caldwell

Question: State

ID

Question: Zip Code

83605

Organizational and Fiscal Capacity

The grant recipient – either the lead applicant or the training provider identified above – must have the organizational and fiscal capacity to track funds and safeguard spending.

Question: Please provide a short summary outlining your organizational capacity to complete this project?

All grants received are recorded and accounted for in our special projects fund. Each individual grant is given its own chart of accounts so that all expenses relating to the grant can be easily tracked and we can keep track of how much has already been spent or encumbered and how much is left to spend. This also makes it easy to report back to the grantor as to how the funds are being spent.

Question: Please describe the grant recipient's accounting structure, job titles, and qualifications of staff responsible for fiscal actions.

All financial matters are overseen by the Business Office which includes the Vice President of Administrative Services/Chief Financial Officer, Comptroller and Assistant Comptroller. All of these positions require a minimum of a Bachelors Degree in a business/financial field. In

addition, the current VP of Administrative Services/CFO is a Certified Public Accountant and has over 30 years' experience in higher education accounting and auditing. Also, Treasure Valley Community College is audited each year.

Question: Please provide a statement from the entity's independent auditing firm regarding the entity's most recent fiscal audit to include a statement of any audit findings. The application may be rejected if audit findings exist. Attach signed statement here.

[FW Organizational Fiscal Capacity.msg](#) (12/2/2020 2:19 PM)

Terms and Conditions

[Terms and Conditions](#)

Question: I certify I have read the terms and conditions governing the Workforce Development Training Fund grant and agree to comply if awarded a training grant. Click on the link above to view a copy of the terms and conditions.

Yes

No