

# reVISION

## Action Grant

2021-2022

*Application*

Submitted by:

*Mid-Plains Community College*

OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION

NEBRASKA DEPARTMENT OF EDUCATION

500 S. 84<sup>th</sup> Street, Lincoln, NE 68510



**Section 1: Application Overview**

Mid-Plains Community College (MPCC) serves 18 highly rural counties in west central and southwestern Nebraska that spans 22,832 square miles of open prairie and rolling sandhills. The rural area served by the college is predominately characterized by ranching and farming and supplemented by industries that support the agricultural industry. While the presence of the agricultural industry maintains a large number of reported employees, it is not the leading Industry Sector by number of employees in the region. The MPCC 18 county service area is divided between the Nebraska Department of Labor’s Mid-Plains and Sandhills Economic Regions. The Quarterly Census of Employment and Wages report for the third quarter of 2020 indicates the industries of Agriculture, Forestry, Fishing, and Hunting; Transportation and Warehousing; and Manufacturing are all industries with the highest number of both establishments and employees in both economic regions (Table 1).

Industry Employment Distribution Table							
The table below shows the industries with the highest number of employees in Mid Plains Region (2013 Def.), NE for the 3rd Quarter, 2020.							
MID-PLAINS ECONOMIC REGION				SANDHILLS ECONOMIC REGION			
Rank	Industry Sector	Number of Establishments	Number of Employees	Rank	Industry Sector	Number of Establishments	Number of Employees
1	Total, All Industries	4,156	41,920	1	Total, All Industries	1,435	10,282
2	Health Care and Social Assistance	641	6,434	2	Health Care and Social Assistance	162	1,773
3	Retail Trade	488	5,297	3	Retail Trade	155	1,204
4	Manufacturing	108	5,062	4	Agriculture, Forestry, Fishing & Hunting	180	1,076
5	Accommodation and Food Services	295	3,755	5	Public Administration	111	1,019
6	Educational Services	99	3,415	6	Wholesale Trade	84	828
7	Public Administration	234	3,245	7	Accommodation and Food Services	85	802
8	Agriculture, Forestry, Fishing & Hunting	385	2,279	8	Construction	106	459
9	Wholesale Trade	233	2,219	9	Transportation and Warehousing	120	424
10	Transportation and Warehousing	238	1,968	10	Manufacturing	42	359

Table 1

Skillsets in hydraulics are instrumental to supporting High Wage, High Demand, High Skill (H<sub>3</sub>) occupations that comprise the Agriculture, Transportation, and Manufacturing industries in both Mid-Plains and Sandhills economic regions (Table 2). While hydraulics education is a necessary component to programs of study that lead to H<sub>3</sub> occupations and industry demand, MPCC lacks the adequate equipment, supplies, and credentialing to sufficiently educate to train students. Additionally, 2020 reVISION process findings indicate a need to connect classroom content to necessary workforce skillsets and experiences in order to adequately train individuals for H<sub>3</sub> jobs. Both MPCC’s local assessment and the Mid-Plains Regional Assessment include purchasing upgraded, modernized, industry-grade equipment in CTE programs as action steps for Elements 2 and 3. Element 5 also contains action steps for CTE faculty to pursue professional development opportunities on innovative and successfully proven teaching pedagogies for their specific program of study. Likewise, both local and regional assessments indicate additional action steps for Elements 2 and 6 to expand partnerships with secondary schools and area businesses to increase work-based learning opportunities and enhance alignment of experiences to course content. As part of its continuous program improvement processes, MPCC strives to ensure programs of study accurately and effectively align with workforce and industry needs. The reVISION assessment action steps are used to guide the CTE program improvement process and determine best use of internal and external funds.

H3: HIGH WAGE, HIGH DEMAND, HIGH SKILL								Top Ten H3 Occupations by Demand Rank							
MID-PLAINS ECONOMIC REGION								SANDHILLS ECONOMIC REGION							
Agriculture, Food and Natural Resource Cluster															
Occupation	Percent Change	Annual Opening	Avg. Hourly Wage	Avg. Annual Wage	Entry Wage	Experience d Wage	H3	Occupation	Percent Change	Annual Openings	Avg. Hourly Wage	Avg. Annual Wage	Entry Wage	Experienced Wage	H3
Farm Equipment Mechanics and Service Technicians	7.28%	39	\$18.62	\$38,743	\$26,335	\$44,947	☀	Farm Equipment Mechanics and Service Technicians	7.07%	10	N/A	N/A	N/A	N/A	☀
Manufacturing Cluster															
Electrical and Electronic Engineering Technicians	3.70%	3	\$23.58	\$49,051	\$35,682	\$55,735	☀	Industry Machinery Mechanics	5.15%	8	\$ 15.38	\$31,982.00	\$25,306.00	\$35,321.00	☀
Industry Machinery Mechanics	9.30%	13	\$28.26	\$58,785	\$41,536	\$67,409	☀								
Machinists	1.42%	14	\$19.58	\$40,714	\$31,505	\$45,319	☀								
Maintenance Workers, Machinery	30.77%	2	\$22.29	\$46,377	\$46,374	\$46,378	☀								
Transportation, Distribution, and Logistics Cluster															
Bus and Truck Mechanics and Diesel Engine Specialists	12.13%	28	\$19.28	\$40,089	\$27,722	\$46,273	☀	Bus and Truck Mechanics and Diesel Engine Specialists	10.00%	3	\$17.79	\$37,003	\$29,984	\$40,512	☀
Mobile Heavy Equipment Mechanics, Except Engines	5.71%	6	\$22.89	\$47,610	\$34,623	\$54,104	☀								
Rail Car Repairers	7.94%	13	N/A	N/A	N/A	N/A	☀								

Table 2: Wages from Occupational Employment Statistics, 4th Quarter 2017. Annual openings from 2016-2026 Long-term Occupational Projections. Produced by the Nebraska Department of Labor, Office of Labor Market Information.

The Mid-Plains Community College *Enhancing Hydraulics Education Initiative* (EHEI) is an outcome of the CTE program improvement process that will apply innovative instruction to newly purchased state-of-the-art equipment and supplies to provide hands-on training, experiential learning opportunities, and workforce preparation for H3 occupations in Agriculture, Transportation, and Manufacturing industries of the Mid-Plains and Sandhills economic regions of Nebraska. The initiative will be an embedded subcomponent of the existing Diesel Technology and Electrical Automation programs at MPCC and will ensure students receive career exploratory information, necessary skillset development, and applicative workforce experiences relevant to occupations that align with H3 workforce need in the MPCC service area. Through implementation of EHEI, MPCC will fulfill action steps identified through the local and regional reVISION assessments, ensure students are sufficiently prepared to enter the workforce, and assist in keeping the Mid-Plains and Sandhills economic regions of Nebraska vital and strong.

### Section 2: Key Objectives

EHEI strives to enhance the pipeline from high school, through post-secondary education, and into H3 occupations in Agriculture, Transportation, and Manufacturing. EHEI will provide innovative instruction and information in hydraulics education to interested high school students to increase enrollment in Diesel Technology and Electrical Automation programs and provide 1) Applicative, hands-on instruction using state-of-the-art equipment and supplies to align with workforce need; 2) Connections to employers and understanding of relevant occupations; 3) Opportunities for students to experience learned skillsets in real-world work environments; and 3) Preparation for entry into the workforce upon program completion. EHEI will align with and assist MPCC in achieving its Perkins V Overarching Goals in Career Development; Local Workforce Alignment; Size, Scope, and Quality and Implementing CTE Programs of Study; and Work-Based Learning. All EHEI goals will further assist Nebraska CTE in developing a high-quality CTE system and align with the following Perkins V Strategic Priorities:

EHEI Goals	Perkins V Strategic Priorities
Goal 1: Align program instruction and course content to workforce need.	SP1: Integration of HLS equipment into Diesel Technology and Electrical Automation programs will be guided by area employers through onsite and virtual equipment show cases coupled with panel discussions with program instructors.
Goal 2: Introduce students to occupations in H3 industries	SP2: Through the newly piloted Career Connection program at MPCC, area high school students will be provided opportunities to use HLS equipment to explore components of Diesel Technology and Electrical Automation programs.

	SP2: High school and college students alike will be introduced to occupations that use EHEI skillsets through employer presentations using HLS equipment.
Goal 3: Utilize state-of-the-art equipment to enhance CTE learning experiences	SP1: CTE students will utilize state-of-the-art HLS equipment and hydraulics supplies to engage in situational trainings and expand delivery of skillset instruction to include hands-on applications and alignment of skillsets to workforce need.
	SP3: HLS equipment and hydraulics supplies will be integrated into Diesel Technology and Electrical Automation programs to provide engaging application of instruction and content delivery to increase CTE student interest, persistence, and completion.
Goal 4: Provide CTE students with real-world experiences that connect to CTE class content and experiences.	SP5: CTE post-secondary students interested in occupations that use HLS skillsets will be invited to participate in work-based learning opportunities with hand-selected, applicative employer partners.
Goal 5: Remove barriers for special population student to explore CTE programs of study and acquire skillsets necessary to meet workforce needs.	SP3: Special population high school students will be introduced to Diesel Technology and Electrical Automation course content using HLS equipment during the Career Connection program.
	SP3: Special population students will use HLS equipment to safely acquire necessary skillsets to meet workforce needs.

Table 3

The MPCC Local CTE Assessment conducted through the reVISION process indicates a need for MPCC CTE faculty to improve relationships with area high schools as well as area industry leaders and employers. Through Year 1 of Perkins V, MPCC developed a plan to implement regular CTE programs during a four-day academic week and devote Fridays to Program Enhancement Days. Connections made with area high school CTE programs during Year 1 of Perkins V suggested a need to provide improved Career Exploration opportunities for high school students. Perkins Year 2 will pilot Career Connections and will provide a systemized plan to introduce students from two area high schools to select CTE programs at MPCC during Program Enhancement Days. Students will enroll in one course per quarter at MPCC from pre-identified programs of study. Electrical Automation will be an option during Quarter 1 and Diesel Technology will be an option during Quarter 2. Use of the HLS equipment will be integrated into both courses as will presentations with applicable employers. Pending success of Career Connections, MPCC intends to grow the program to invite additional area high schools and expand outreach of Applied Technology programs area-wide.

HLS equipment purchased as part of EHEI will enable both high school and post-secondary students as well as special population students to safely and effectively practice real-world motor drive skills such as: installing and adjusting a pillow block anti-friction bearing and shaft, aligning two shafts using a straightedge and feeler gauge, installing and aligning a fractional horsepower v-best drive with finished bore, determining allowable chain sag for specific applications, and measuring gear backlash. Access to state-of-the-art CTE training equipment is rare, if not non-existent, in the rural area served by the College. Providing current CTE equipment to introduce skillsets and allow students to safely and effectively train for employment is crucial to satisfying workforce demands and attracting special population workers into H3 occupations.

Additionally, open house events will showcase the newly purchased HLS technology and hydraulics supplies; present associated curriculum material; and provide real-world examples for area industry leaders and businesses. Applicable employers will be invited to attend the event and engage with CTE faculty in panel discussions to ensure program content aligns with workforce need. MPCC Career Services will further create an HLS and hydraulics supplies podcast and/or video which will be virtually distributed to area employers and will showcase use and integration of the new equipment into the Diesel Technology and Electrical Automation program curriculums.

Finally, EHEI activities will connect both MPCC and high school students with related area employers through employer presentations and work-based learning experiences. During open house panel discussions and distribution of the virtual podcast/video, attending area employers will be invited to Diesel Technology and Electrical Automation classes to conduct realistic scenario presentations using the HLS equipment and hydraulics supplies. The presentations will introduce both high school and postsecondary students to employers and employment opportunities that align with the skillsets practiced with the HLS equipment and hydraulics supplies. Interested postsecondary students will further be invited to engage in internships with employers who host positions that specifically utilize the skillsets developed through EHEI. Employers who support the EHEI internships have been hand-selected based on their alignment to both the EHEI and H3 occupations in the Agriculture, Transportation, and Manufacturing sectors of the Mid-Plains and Sandhills region.

EHEI activities are strategically designed to facilitate interest in hydraulic skillsets and applicable programs of study that lead to H3 occupations in the Agriculture, Transportation, and Manufacturing industries. EHEI will enable MPCC to build a sequence of activities around the integration of newly purchased HLS equipment and hydraulics supplies in the Diesel Technology and Electrical Automation programs. The career exploration, skillset development, workforce alignment, and occupational integration activities generated by the new equipment and supplies will enhance pipelines into H3 occupations that are experiencing workforce shortages in the Mid-Plains and Sandhills economic regions of Nebraska.

**Section 3: Project Activities**

MPCC requests funding to support three activities that will provide innovative instruction and previously unavailable course content and skillset development activities in the Diesel Technology and Electrical Automation programs. The equipment, supplies, and professional development opportunities provided by EHEI will update delivery of instruction and enable students to simultaneously and safely apply conceptual knowledge to hands-on competency in the existing MPCC Diesel Technology and Electrical Automation programs.

**ACTIVITY #1: AMATROL HYDRAULICS EQUIPMENT**

**Description:** *MPCC will purchase previously unavailable equipment to integrate into Basic Hydraulics and Hydraulics and Pneumatics courses and modernize MPCC Diesel Technology and Electrical Automation programs. The purchased equipment will provide safe, experiential learning opportunities and enhance the pipeline from high school, through post-secondary education, and into H3 occupations in Agriculture, Transportation, and Manufacturing.*

**Equipment:** Amatrol Mechanical Drives 1 Learning System (Model #: 950-ME1)  
 Amatrol Mechanical Drives 2 Learning System (Model #: 95-ME2)  
 Amatrol Viscosimeter (required for Mechanical Drives 2 Learning System) (Model #: 18588)  
 Amatrol Mechanical Drives 3 Learning System (Model #: 95-ME3)  
 Amatrol Mechanical Drives 4 Learning System (Model #: 95-ME4)  
 Amatrol Fabrication 1 Learning System (Model #: 950-MPF1)

**Purchase and integration of Amatrol Hydraulics Equipment into Diesel Technology and Electrical Automation programs aligns with the following reVISION process Action Steps and Perking V local application goals:**

- reVISION:** Element 1: Enhance career opportunities to students in K-12 and current students.
- Element 2: 2. Modernize equipment in CTE programs as identified by subject matter experts and program advisory boards
  - 3a. Provide work-based experiences, guest speakers, field trips, job shadowing, mentoring, internships, and apprenticeships.
  - 3b. Focus on opportunities for students with specific needs and disabilities
- Element 3: 1. Purchase industry-grade equipment for CTE programs

Element 6:	<p>1. Expand work-based learning opportunities in appropriate CTE programs.</p> <p>2. Work that happens in the field needs to be directly connected to what students learn in the classroom.</p>
<b>Perkins V:</b> Career Development:	<p>Goal 1: Provide opportunities for faculty, staff, and/or students to visit area high schools and area employers to secure new and improve existing partnerships and generate a fluid pipeline from high school through post-secondary education and into post-graduation employment.</p> <p>Goal 3: Provide incentives to area, state, and national employers to attend post-secondary job fairs and/or to secure regularly scheduled visits with CTE students enrolled in applicable programs of study.</p>
Local Workforce Alignment:	<p>Goal 1: Develop and incorporate a process for increasing connections and gathering feedback from an array of new and existing business owners and industry leaders specific to each CTE program of study. Generate a system to utilize collected feedback to guide existing CTE program changes and to potentially foster creation of new CTE programs.</p>
Size, Scope, and Quality and Implementing CTE Programs of Study:	<p>Goal 3: Enhance and upgrade equipment to match industry needs and to accommodate growing student numbers.</p> <p>Goal 4: Provide incentives for special population students to enroll in and complete non-traditional programs of study, specifically representation of female students in technical trade programs and male students in health occupation programs.</p>
Student Performance Data:	<p>Goal 1: Increase collaborative efforts with area secondary schools, industry leaders, and local employers to align offered programs and streamline processes into employment.</p> <p>Goal 2: Identify strategies and equipment to assist in supporting the educational needs of incoming and enrolled students.</p>
Work-Based Learning:	<p>Goal 1: Directly connect classroom instruction to industry experiences through an array of diverse onsite and virtual work-based learning opportunities. Continue to incorporate state-of-the-art equipment into CTE programs to effectively prepare students for real-world experiences.</p> <p>Goal 2: Provide educational programs and trainings for employers to better understand student struggles and facilitate more constructive work-based learning experiences.</p>

**Evaluation:** The Perkins Program Manager will oversee EHEI in its entirety and will work with the EHEI Leadership Committee to evaluate the effectiveness of Activity 1 components as they relate reVISION process Action Items and Perkins V Goals.

Indicators:	Data:
1. Alignment of integrated curriculum to workforce need	Student and employer surveys, informal feedback
2. Number of students introduced to the new hydraulics equipment.	Career Connections, FFA, and Inter-High Days enrollment numbers
3. Number of students trained to use the new hydraulics equipment.	Diesel Technology and Electrical Automation enrollment numbers.
4. Percentage of Diesel Technology and Electrical Automation students participating in work-based learning opportunities with applicative employers and occupations.	Diesel Technology and Electrical Automation enrollment numbers combined with work-based learning participation numbers

5. Percentage of special population students enrolled in Diesel Technology and Electrical Automation programs of study	Diesel Technology and Electrical Automation enrollment numbers combined with enrolled special student populations
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**Sustainability:** MPCC is committed to ensuring success of EHEI and has strategically designed activities and initiative components to be applied longitudinally. Through its annual institutional budget approval process, MPCC has allocated the following resources to continuation of the activity beyond the funding cycle of the grant:

1. Salaries: 2 Diesel Technology instructors, 2 Electrical Automation instructors; Perkins Program Manager.
2. Fringe Benefits: 2 Diesel Technology instructors, 2 Electrical Automation instructors; Perkins Program Manager.

**ACTIVITY #2: HYDRAULICS PROFESSIONAL DEVELOPMENT**

**Description:** *MPCC Diesel Technology and Electrical Automation instructors will attend professional development trainings in order to maintain credentialing and current knowledge on use of new and existing technology and pedagogies in their respective fields of study. Selected professional development trainings align with delivery of course content associated with EHEI's equipment and supplies listed in Activities 1 and 3.*

**Professional Development Trainings:** Fluid Power Institute Hydraulic Training: One Diesel Technology instructor will attend the training  
  
Virtual NC3 Torque Training: two Diesel Technology and two Electrical Automation instructors will attend the training.

**Listed professional development opportunities align with the following reVISION process action steps and Perking V local application goals:**

**reVISION:** Element 2: 2b. Provide professional development opportunities to ensure faculty are up to date on knowledge, skills, and abilities required for their program.  
Element 5: 6. Have faculty attend professional development that is helpful for their teaching and match what the industry utilizes for continuing education.

**Perkins V:** Student Performance Data  
Goal 2: Identify strategies and equipment to assist in supporting the educational needs of incoming and enrolled students.  
  
Recruitment, Retention, and Training of Faculty and Staff  
Goal 2: Create a process for CTE faculty to strategize professional development opportunities and attend conferences and trainings on innovative and successfully proven teaching pedagogies for their specified program of study and/or attend the same continuing education conferences and trainings attended by area industry professionals.

**Evaluation:** **The Perkins Program Manager will document professional development knowledge and will evaluate success of incorporated content as it relates to reVISION process Action Items and Perkins V Goals. Follow-up meetings with the Applied Science Division Chair will analyze results of professional development evaluations to modify integration of new pedagogies, training techniques, and learned content into course delivery and curriculum.**

Indicators:	Data:
1. Number of new pedagogies, training techniques, and strategies to deliver course content	Documented feedback from instructors
2. Alignment of new pedagogies, training techniques, and strategies to deliver course content to EHEI Goals, reVISION Action Items, and Perkins V Goals.	Documented feedback from instructors

3. Percentage of students securing employment in applicable occupations following program completion.	Graduate surveys; informal feedback from instructors
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**Sustainability:** **MPCC is committed to ensuring success of EHEI and has strategically designed activities and initiative components to be applied longitudinally. Through its annual institutional budget approval process, MPCC has allocated the following resources to continuation of this activity beyond the funding cycle of the grant:**

1. Salaries: 2 Diesel Technology instructors, 2 Electrical Automation instructors; Perkins Program Manager.
2. Fringe Benefits: 2 Diesel Technology instructors, 2 Electrical Automation instructors; Perkins Program Manager.
3. Annual professional development budget for CTE programs of study

**ACTIVITY #3: HYDRAULICS SUPPLIES**

**Description:** *MPCC will purchase new supplies to support delivery of hydraulics instruction in Diesel Technology and Electrical Automation programs. The requested supplies will provide opportunities for students to rebuild, inspect, and repair diverse single and double stage cylinders; troubleshoot issues with flow meters and pressure gauges, and; fabricate replacement parts. MPCC Diesel Technology and Electrical Automation programs have not previously possessed the necessary supplies to deliver instruction on these skillsets; hydraulics education of this nature was only provided if and when equipment brought to MPCC by outside customers necessitated the training. The requested supplies will ensure students receive the knowledge and training that will best prepare them to enter the workforce.*

**Supplies:**  
 Hydraulic Cylinders: (10) various manufacturers including Vermeer, Hesson, John Deere, and Case IH  
 Rotary Drives: (10) Vermeer  
 Hydraulic hoses and fittings: (4) each Gates

**Listed hydraulics supplies align with the following reVISION process action steps and Perkins V local application goals:**

**reVISION:**  
 Element 2: 2. Modernize equipment in CTE programs as identified by subject matter experts and program advisory boards, as funding allows.  
 Element 3: 1. Purchase industry-grade equipment for CTE programs.

**Perkins V:**  
 Size, Scope, and Quality and Implementing CTE Programs of Study  
 Recruitment, Retention, and Training of Faculty and Staff  
 Goal 3: Enhance and upgrade equipment in programs to match industry needs and to accommodate growing student numbers.  
 Goal 1: Directly connect classroom instruction to industry experiences through an array of diverse onsite and virtual work-based learning opportunities. Continue to incorporate state-of-the-art equipment into CTE programs to effectively prepare students for real-world experiences.

**Evaluation:** **The Perkins Program Manager will gather both quantitative and qualitative data to evaluate the effectiveness of the purchased hydraulic supplies as they apply to the reVISION process Action Items and Perkins V Goals.**

Indicators:	Data:
1. % of classroom time hydraulics supplies are used.	Documented feedback from instructors
2. Alignment of hydraulic supplies use to EHEI Goals, reVISION Action Items, and Perkins V Goals.	Documented feedback from instructors

3. Student satisfaction and understanding of hydraulic supplies	Graduate surveys; informal feedback from instructors
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**Sustainability:** **MPCC is committed to ensuring success of EHEI and has strategically designed activities and initiative components to be applied longitudinally. Through its annual institutional budget approval process, MPCC has allocated the following resources to continuation of this activity of EHEI beyond the funding cycle of the grant:**

1. Annual equipment and supplies budget for CTE programs of study.

#### **Section 4: Commitment & Capacity**

The EHEI leadership team will be overseen by the MPCC Director of Early Entry and implemented by the MPCC Applied Science Division Chair, Diesel Technology and Electrical Automation instructors, and the MPCC Career Placement Coordinator. The MPCC Director of Early Entry will also work with the MPCC Grants Department and the MPCC Business Office to maintain fiscal oversight of EHEI expenditures and ensure compliance with state and federal statutes. The MPCC Director of Early Entry is also responsible for implementation and oversight of MPCC's Perkins V local application activities and goals. The MPCC Director of Early Entry will meet with program instructors and the MPCC Career Placement Coordinator on a regular basis throughout the funding cycle to ensure activities align and connect as originally intended in both program applications. The Leadership Team will further be responsible for analyzing EHEI outcomes to ascertain success of the overall program and to determine modifications for future CTE programming and work-based learning experiences.

MPCC is committed to implementing EHEI and has committed the time and effort of its Leadership Team, instructors, Grants Department, and Business Office. Physical Resources will also be responsible for working with Applied Science instructors for setting up purchased HLS equipment and hydraulics supplies. Additionally, area industry leaders and employers have expressed verbal and written support for the initiative, have pledged to participate in open house events and panel discussions, and will provide work-based learning opportunities. Students who have not already secured employment in a related field of work upon program completion will be provided assistance through the MPCC Career Services Department.

#### **Section 5: Budget Proposal** **See Appendix A**

#### **Section 6: Supplemental Documents** **See Attached Letters of Support**

## Appendix A Budget Templates

Activity Budget: Activity # 1			
Expenditure	Unit Cost	Requested Total	In-Kind Total
<b>Salaries</b> – Specified by Position (Object Code 100)			
Perkins Program Manager (In-Kind): 5% Annual Time and Salary	\$2,907		\$2,907
Applied Science Division Chair (In-Kind): 10% Annual Time and Salary	\$5,200		\$5,200
Electrical Automation Instructor (In-Kind): 20% of Annual Time and Salary	\$12,000		\$12,000
Diesel Technology Instructor (In-Kind): 40% of Annual Time and Salary	\$14,400		\$14,400
<i>Subtotal</i>	\$34,507		\$34,507
<b>Employee Benefits</b> – Specified by Position (Object Code 200)			
Perkins Program Manager (In-Kind): \$2,907 x FICA (6.2%) + Medicare (1.45%)	\$223		\$223
Applied Science Division Chair (In-Kind): \$5,200 x FICA (6.2%) + Medicare (1.45%)	\$398		\$398
Electrical Automation Instructor (In-Kind): \$12,000 x FICA (6.2%) + Medicare (1.45%)	\$918		\$918
Diesel Technology Instructor (In-Kind): \$14,400 x FICA (6.2%) + Medicare (1.45%)	\$1,102		\$1,102
<i>Subtotal</i>	\$2,641		\$2,641
<b>Supplies</b> — including Operational Equipment - (Object Code 600)			
Amatrol Viscosimeter (required for Mechanical Drives 2 Learning System): Model #18588	\$825	\$825	
<i>Subtotal</i>	\$825	\$825	
<b>Capital Assets</b> – (Object Code 700)			
Amatrol Mechanical Drives 1 Learning System: Model #950-ME1	\$18,270	\$18,270	
Amatrol Mechanical Drives 2 Learning System: Model #95-ME2	\$8,090	\$8,090	
Amatrol Mechanical Drives 3 Learning System: Model #95-ME3	\$8,229	\$8,229	
Amatrol Mechanical Drives 4 Learning System: Model #95-ME4	\$10,210	\$10,210	
Amatrol Fabrication 1 Learning System: Model #950-MPF1	\$10,265	\$10,265	
<i>Subtotal</i>	\$55,064	\$55,064	
<b>ACTIVITY TOTAL</b>		<b>\$55,889 Requested</b>	<b>\$37,148 In-Kind</b>

Activity Budget: Activity # 2			
Expenditure	Unit Cost	Requested Total	In-Kind Total
<b>Salaries</b> – Specified by Position (Object Code 100)			
Fluid Power Institute Hydraulic Training Salaries (\$25/hour x 8 hours/day x 6 days/training x 1 instructor)	\$1,200		\$1,200
Virtual NC3 Torque Training (\$25/day x 8 hours/day x 2 days/training x 4 instructors)	\$1,600		\$1,600
<i>Subtotal</i>	\$2,800		\$2,800
<b>Professional &amp; Technical Services</b> – (Object Code 300)			

Fluid Power Institute Hydraulic Training for 1 instructor: (August 2021): Registration (\$1500 each) + Lodging (\$125/night x 4 nights= \$500) + Travel (\$500)	\$2,500	\$2,500	
Virtual NC3 Torque Training (June 2022): Registration \$700/person x 4 instructors	\$700	\$2,800	
<i>Subtotal</i>	\$3,200	\$5,300	
<b>ACTIVITY TOTAL</b>		<b>\$5,300</b>	<b>\$2,800</b>
		<b>Requested</b>	<b>In-Kind</b>

Activity Budget: Activity # 3			
Expenditure	Unit Cost	Requested Total	In-Kind Total
<b>Supplies</b> — including Operational Equipment - (Object Code 600)			
Hydraulic Cylinders: various manufacturers including Vermeer, Hesson, John Deere, and Case IH (\$1,000 each x 10)	\$1,000	\$10,000	
Vermeer Rotary Drives (\$1,000 each x 10)	\$1,000	\$10,000	
Gates Hydraulic Hoses and Fittings (4 hoses + 4 fittings)	\$1,062.50	\$8,500	
<i>Subtotal</i>	\$3,062.50	\$28,500	
<b>ACTIVITY TOTAL</b>		<b>\$28,500</b>	<b>\$0</b>
		<b>Requested</b>	<b>In-Kind</b>





NMC, Inc.  
11002 Sapp Brothers Drive  
Omaha, NE 68138

tel 402.891.8600  
toll 800.628.6025  
nmc-corp.com

April 30, 2021

Dear reVISION Action Grant Selection Committee:

I am writing on behalf of Nebraska Machinery Company ("NMC") to express support for the Enhancing Hydraulics Education Initiative offered through Mid-Plains Community College.

NMC is a Caterpillar Dealer supporting Caterpillar Equipment. Caterpillar Inc. is the world's leading manufacturer of construction and mining equipment, diesel and natural gas engines, industrial gas turbines, and diesel-electric locomotives. Throughout the product life cycle, we offer services built on cutting-edge technology and decades of product expertise. These products are serviced by an educated and highly trained NMC workforce serving Caterpillar Equipment Owners in the state of Nebraska. Modern technology and updated training equipment are crucial to providing curriculum and skillset development that aligns with industry needs.

The Diesel Technology program at MPCC is a great asset to individuals seeking employment at NMC. We will consider employing qualified applicants who have completed both the Diesel Technology program and the Enhancing Hydraulics Education Initiative at MPCC. We know there are many challenges individuals face when seeking employment in the current economy. In order to assist these individuals in finding employment and becoming members of a valued team, we will further commit to providing additional educational opportunities for program participants including occupational presentations, internships, and apprenticeships. We believe the classes and training provided by MPCC, as part of the Diesel Technology program and the Enhancing Hydraulics Education Initiative, will assist individuals in acquiring the necessary skillsets to fill much needed positions throughout the state.

In closing, I would like to thank you for considering a grant to Mid-Plains Community College. The Enhancing Hydraulics Education Initiative is a much-needed endeavor that will not only utilize updated technology to teach skillsets aligned with workforce needs but will provide opportunities for students to apply skillsets to real-world experiences through work-based learning. The program will result in a pipeline of educated and highly trained Diesel Technology students who are prepared to enter the workforce upon program completion.

Respectfully,

A handwritten signature in black ink, appearing to read 'Dustin Weeter', written in a cursive style.

Dustin Weeter  
Vice President & General Manager  
Heavy Equipment Service  
Nebraska Machinery Company



April 26, 2021

Dear reVISION Action Grant Selection Committee,

On behalf of Orthman Manufacturing, I would like to express my support for the Enhancing Hydraulics Education Initiative offered by Mid-Plains Community College. As a business serving the rural communities of Nebraska, I believe efforts to introduce high school students to Diesel Technology and Electrical Automation programs of study and improve local workforce skillsets in hydraulics is both needed and necessary to fill job opening, decrease unemployment and underemployment in the region, reduce out-migration of trained workforce, and stimulate local economies. Orthman Manufacturing is proud to support Mid-Plains Community College in this endeavor. Mid-Plains Community College is a recognized training provider in the Central and Southwestern Nebraska area, and we understand use of modern technology is pivotal to developing skillsets that align with workforce needs. We are more than happy to assist the college in providing occupational presentations and work-based learning opportunities for program participants which may include job shadowing experiences and internships.

The trainings offered through the Enhancing Hydraulics Education Initiative will improve existing program curriculum to better prepare students for real-world experiences.

Thank you for your consideration of this proposal. It is my sincere hope the College receives funding to move forward with this program.

Sincerely,

A handwritten signature in blue ink that reads "Becky Crawford".

Becky Crawford  
Human Resource Manager



April 9, 2021

Dear reVISION Action Grant Selection Committee,

Please accept this letter of support for the Enhancing Hydraulics Education Initiative offered by Mid-Plains Community College on behalf of Titan Machinery,

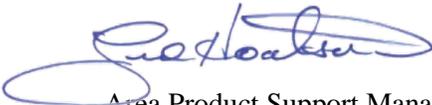
Titan Machinery is a full-service agricultural and construction equipment dealer representing one or more of the industry-leading CNH Industrial Brands, including Case IH, New Holland Agriculture, Case Construction, New Holland Construction, and CNH Capital. We also partner with some of the world's best specialty equipment and technology companies. Our dealer network includes US locations in North Dakota, South Dakota, Iowa, Minnesota, Montana, Nebraska, Wyoming, Wisconsin, Colorado, and Arizona. Since our establishment in 1980, we have been committed to employing highly-trained staff in electrical and diesel systems.

We are a strong supporter of the Diesel Technology program offered at MPCC and understand the importance of providing updated technology to align curriculum and skillset development with workforce needs. MPCC is a recognized training provider in the Central and Southwestern Nebraska service area. With job openings at many of our locations, we will consider employing applicants who have successfully completed the Diesel Technology program and have participated in the Enhancing Hydraulics Education Initiative. We will further assist the college by participating in open houses and panel discussing and by providing work-based learning opportunities for program participants which may include: job shadowing, internships, and apprenticeships. By supporting MPCC and the Enhancing Hydraulics Education Initiative, we hope to assist in reducing unemployment and underemployment throughout the state and aid in creation of a well-trained workforce in local communities.

We thank you for your consideration of MPCC's Enhancing Hydraulics Education Initiative. Funding from the grant will not only provide modern technology to align curriculum development with workforce need, but will allow students to apply learned skillsets to real-world scenarios under the guidance of industry professionals through work-based learning opportunities. The development of a highly-skilled, well-trained workforce will assist in keeping the communities of southwestern Nebraska vital and strong.

Sincerely,

Ted Hoatson



Area Product Support Manager

Titan Machinery-North Platte/Lexington