

Tesla Customized Training Programs

Completed Strategic Initiative Summary

Initiative Overview

Tesla's Gigafactory in Texas requires a highly technical workforce. In June 2021, ACC and Tesla formally launched a partnership to meet the company's specific advanced manufacturing training needs, beginning with [Tesla START Manufacturing at ACC](#), which is a first-of-its-kind intensive training program that forms the basis of all skilled manufacturing technician training across Tesla's global operations, including Gigafactories in Germany, China, across the US, and now under construction near Monterrey, Mexico. To support the new program, Tesla provided funds and extensive robotics equipment to renovate three classrooms in the Squires building at the Riverside Campus. OSI has partnered closely with the [Advanced Manufacturing department](#) to ensure sustainable growth and secure necessary resources such as facilities, equipment, and funding.

Since 2021, the partnership has grown to entail four unique customized training programs:

1. The Tesla START program is an intensive 360-hour training curriculum designed to prepare equipment maintenance technicians for their crucial role in maintaining the factory. Students who complete the training receive a Level One Certification in Manufacturing from ACC.
2. The Manufacturing Development Program is designed to train recent high school graduates who have been hired as production associates. Students complete 272 hours of technical training which prepares production associates with education in all key aspects of operating an advanced manufacturing facility.
3. Supervisory personnel complete 16 hours of the Tesla Leadership Series, an intensive professional curriculum designed to upskill production supervisors with highly-specific management skills considered crucial for success in Tesla's manufacturing facility.
4. The most recent addition is the Engineering Development Program (EDP), a 360-hour Controls Programming training curriculum that prepares engineers to receive a certification in essential motor control technologies.

The training conducted in this project is not only immediately beneficial to the workforce who participate in it for their job with Tesla, it also carries long term career benefits for these individuals in advanced manufacturing, since the skills they develop are highly transferable across the industry.

Activities and Accomplishments

- ☑ **Students Served:** Enrollment across these Tesla programs has more than doubled year over year, from just under 40 students in 2021 to a projected 750 students in 2025.
- ☑ **Funds Secured:** Completed two Skills Development Fund grants with Tesla: \$1.8M in 2021 and \$2M in 2023; a third grant for \$2.5M was awarded in 2025 for a total of \$6.3M.
- ☑ Participated in Tesla Signing Day, during which Tesla welcomed all recent high school graduates selected for MDP, and their families, to Gigafactory Texas (located in southeast Austin) to recognize and celebrate their new status as Tesla employees and ACC students.
- ☑ Launched an Advanced Manufacturing P-TECH program with Del Valle ISD with 41 students. Tesla is providing a scholarship to support students in the P-TECH who choose to finish the degree in five-years, rather than four. The scholarship will be designed to cover tuition costs beyond what the Federal Pell Grant will provide. If students do not qualify for the Federal Pell Grant, the Tesla scholarship will cover all tuition for the fifth year.