

STATE OF NEVADA
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD
 500 EAST THIRD STREET, #200
 CARSON CITY, NEVADA 89713
 T: (775)684-3891 F: (775)684-3908

BRIAN SANDOVAL
GOVERNOR



LUTHER W. MACK, JR.
CHAIR

*****NOTICE OF PUBLIC MEETING*****

Meeting is subject to the provisions of the Nevada Open Meeting Law – [NRS 241.020](#)

PUBLIC ENTITY:	Governor's Workforce Development Board (GWDB) <i>fka</i> Governor's Workforce Investment Board (GWIB)
DATE AND TIME:	Thursday, July 23, 2015 at 1 p.m.
LOCATION:	Department of Employment, Training and Rehabilitation 500 E. Third Street – SAO Auditorium Carson City, NV 89713
VIDEOCONFERENCE:	Department of Employment, Training and Rehabilitation 2800 E. St. Louis Avenue – #C Las Vegas, NV 89104

Below is an agenda of all items to be considered. **Action may be taken on items noted **FOR POSSIBLE ACTION****. Items on the agenda may be taken out of order presented; items may be combined for consideration by the public body; and, items may be pulled or removed from the agenda at any time at the discretion of the Chairperson.

*****AGENDA*****

1. CALL TO ORDER - OPENING REMARKS	<i>Luther Mack</i> Chair
2. ROLL CALL- CONFIRMATION OF QUORUM	<i>Kristine Nelson</i> DETR - State Board Liaison
3. VERIFICATION OF PUBLIC POSTING	<i>Kristine Nelson</i>
4. FIRST PUBLIC COMMENT(S) Members of the public are invited for comment(s). NO action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for <i>possible action</i> , and properly noticed pursuant to NRS 241.020 . Due to time constraints, the Chair may limit public comments to three (3) minutes/person . Please clearly state and spell your full name.	

<p>5. *FOR POSSIBLE ACTION Approval of the April 23, 2015 Governor’s Workforce Development Board (GWDB) meeting minutes</p>	<p><i>Luther Mack</i> Chair</p>
<p>6. *FOR POSSIBLE ACTION/INFORMATIONAL GWDB’s Strategic Planning Subcommittee</p> <p>a. <u>INFORMATIONAL</u> Executive Order 2015-08: The Governor’s Workforce Investment Board (GWIB) is renamed to the ‘Governor’s Workforce Development Board (GWDB) to correspond with its reference in WIOA, Title I, Section 101; and, the Local Workforce Investment Boards (LWIBs) are renamed to ‘<i>Local Workforce Development Boards (LWIBs)</i>’ to correspond with its reference in WIOA, Title I, Section 107; GWDB membership</p> <p>b. <u>DISCUSSION</u> Comprehensive One-Stops in the State of Nevada be branded ‘<i>America’s Job Centers of Nevada</i>’, and affiliate sites display their current name and sub-branded ‘<i>America’s Job Centers of Nevada</i>’ based upon criteria to be determined</p> <p>c. <u>DISCUSSION</u> WIOA Workgroup Teams’ process flow: Recommendations flow from the workgroups, to the WIOA Governance Team Workgroup, to the GWDB SPS, and ultimately to the full GWDB</p> <p>d. <u>DISCUSSION</u> Workforce Innovation Fund Limited Competition Opportunity (grant) – FOA-ETA-15-10</p> <p>e. <u>*FOR POSSIBLE ACTION</u> Approval of State Compliance Policy 1.0 – Membership of Local Workforce Development Boards</p> <p>f. <u>*FOR POSSIBLE ACTION</u> Approval of State Compliance Policy 1.1 – Identification of Regions, Designation of Local Workforce Development Areas and Appeals Process</p>	<p><i>Patrick Sheets</i> GWDB Strategic Planning Subcommittee Chair</p>

<p>7. *FOR POSSIBLE ACTION/INFORMATIONAL DETR’S Workforce Investment Support Services</p> <p>a. *FOR POSSIBLE ACTION Approval of State Compliance Policy 3.6 – Cost Limitations</p> <p>b. *FOR POSSIBLE ACTION - RECOMMENDATION TO THE GOVERNOR Approval of Chief Local Elected Official, <i>Darin Bloyed</i>, request for initial local area designation, and initial designation of Nevadaworks as the administrative entity for the Local Workforce Development Board</p> <p>c. *FOR POSSIBLE ACTION - RECOMMENDATION TO THE GOVERNOR Approval of Chief Local Elected Official, <i>Lawrence Weekly</i>, request for initial local area designation, and initial designation of workforceCONNECTIONS as the administrative entity for the Local Workforce Development Board</p> <p>d. INFORMATIONAL WIA Performance Measures/Levels for Program Year 2014</p>	<p style="text-align: right;"><i>Grant Nielson</i> Chief of DETR’s Workforce Investment Support Services</p>
<p>8. UPDATES - OTHER INFORMATIONAL ITEMS</p> <p>a. DETR agency report and update</p> <p>b. DETR Research and Analysis Bureau Updates</p> <p>c. GWDB Industry Sector Council Reports and Updates</p> <p>d. workforceCONNECTIONS - Local Workforce Development Board’s Report/Updates</p> <p>e. Nevadaworks - Local Workforce Development Board’s Report/Updates</p> <p>f. DETR Chief Financial Officer’s report and update: Workforce Investment Act (WIA, 1998) Analysis of Expenditures</p>	<p style="text-align: right;"><i>Don Soderberg</i> DETR Director</p> <p style="text-align: right;"><i>William Anderson</i> DETR’s Chief Economist</p> <p style="text-align: right;"><i>William Anderson</i></p> <p style="text-align: right;"><i>Ardell Galbreth</i> Executive Director</p> <p style="text-align: right;"><i>John Thurman</i> CEO</p> <p style="text-align: right;"><i>Mark Costa</i> DETR’s CFO</p>
<p>9. BOARD COMMENT(S) AND DISCUSSION Members of the Governor’s Workforce Investment Board may now comment on any matter(s) or topic(s), which is relevant to or within the authority or jurisdiction of the Board. NO action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for <i>possible action</i>, and properly noticed pursuant to NRS 241.020. Due to time constraints, the Chair may limit comments to three (3) minutes. Please clearly state your full name.</p>	
<p>10. SECOND PUBLIC COMMENT(S) Members of the public are invited for comment(s). NO action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for <i>possible action</i>, and properly noticed pursuant to NRS 241.020. Due to time constraints, the Chair may limit public comments to three (3) minutes/person. Please clearly state and spell your full name.</p>	
<p>11. ADJOURNMENT</p>	

NOTE: Persons with disabilities who require reasonable accommodations or assistance at the meeting should notify the DETR Director's Office, in writing at: 2800 East St. Louis Ave Las Vegas, NV 89104; or, should call (702) 486-6511; if hearing impaired, dial TTY (800) 326-6868 or Nevada Relay 711; or send a fax request to (702)486-6426 as soon as possible and ***no later than close of business on Friday, July 17, 2015.***

Notice of this meeting was posted on or before 9 a.m. on the third day prior to the meeting at at least three (3) of the following locations: DETR, 2800 E. St. Louis, Las Vegas, NV; DETR, 500 East Third St., Carson City, NV; DETR, 1325 Corporate Blvd., Reno NV; NEVADA JOBCONNECT, 3405 S. Maryland Parkway, Las Vegas, NV; NEVADA JOBCONNECT, 4500 E. Sunset Road #40, Henderson, NV; NEVADA JOBCONNECT, 2827 N. Las Vegas Blvd., North Las Vegas, NV; NEVADA JOBCONNECT, 1929 N. Carson St., Carson City, NV; NEVADA JOBCONNECT, 172 Sixth St., Elko, NV; NEVADA JOBCONNECT, 480 Campton St., Ely, NV; NEVADA JOBCONNECT, 121 Industrial Way, Fallon, NV; NEVADA JOBCONNECT, 475 W. Haskell, #1, Winnemucca, NV; NEVADA JOBCONNECT, 4001 S. Virginia St., Suite G, Reno, NV; NEVADA JOBCONNECT, 2281 Pyramid Way, Sparks, NV; GRANT SAWYER OFFICE BUILDING, 555 E. Washington Ave., Las Vegas, NV; LEGISLATIVE BUILDING, 401 S. Carson St., Carson City, NV; NEVADAWORKS 6490 S. McCarran Blvd., Building A, Unit 1., Reno, NV; WORKFORCE CONNECTIONS, 6330 West Charleston Blvd. #150, Las Vegas, NV.

Notice of this meeting was posted on or before 9 a.m. on the third day prior to the meeting on the Internet at: DETR's Public Meetings website - www.nvdetr.org, <http://nvdetr.org/publicmeetings.htm>; and Nevada's Public Notice website at <https://notice.nv.gov/>, as required by [NRS 232.2175](#).

Supporting public material provided to Committee members for this meeting is posted on DETR's Web site at www.nvdetr.org, <http://nvdetr.org/publicmeetings.htm>, and may be requested from the Director's Office at 500 E. Third Street, Carson City, Nevada 89713; or call (775)684-3911; or fax (775)684-3908 **on or before the close of business on Friday, July 17, 2015.**

**STATE OF NEVADA
GOVERNOR'S WORKFORCE INVESTMENT BOARD
Thursday, April 23, 2015 – 1:00 p.m.
Grant Sawyer State Office Building
555 E. Washington Street, #4401
Las Vegas, Nevada 89101**

Alternate Location: Some members of the board may be attending the meeting and other persons may observe the meeting and provide testimony through a simultaneous videoconference conducted at the following location:

**Legislative Building
401 S. Carson Street, # 3138
Carson City, Nevada 89701**

MINUTES OF MEETING

Members

Present: Luther W. Mack (Chair), Debbie Banko, Councilman Bob Beers, Dana Bennett, Jo Cato, Jolene Dalluhn, Pamela Egan, Steve Fisher, Collie Hutter, Dr. Aurangzeb Nagy, Patrick Sheets, Don Soderberg, Sarah Sommers, Kris Wells, Frank Woodbeck and Bradley Woodring.

Members

Absent: Councilman Oscar Delgado, Mary Beth Hartleb, Steve Hill, Assembly Speaker Marilyn Kirkpatrick, Senator Ruben Kihuen, Horacio Lopez, Senator Mark Manendo, Cass Palmer, Michael Raponi, Donald Snyder, Assemblyman Tyrone Thompson, Commissioner Lawrence Weekly and Mike Willden.

I. OPENING REMARKS

Chair Luther W. Mack: Called the meeting to order. He announced that Mr. Tim Crowley and Mr. Michael McMahon have resigned from the board. He thanked them for their services. Governor Sandoval appointed Mr. Steve Fisher and Ms. Dana Bennett to the board. He welcomed them both to the board. Mr. Mack reminded members of the importance of attending each meeting in person if possible.

II. ROLL CALL - CONFIRMATION OF A QUORUM

Ms. Kristine Nelson: Called roll and confirmed the presence of a quorum.

III. VERIFICATION OF PUBLIC NOTICE POSTING

Kristine Nelson: Confirmed that the agenda and notice concerning the Governor's Workforce Investment Board (GWIB) meeting taking place on January 29, 2015 was posted pursuant to Nevada's Open Meeting Law, NRS 241.020.

IV. PUBLIC COMMENTS NOTICE

Read into the record by **Chair Mack:** Members of the public are invited to comment at this time; however, no action may be taken on any matters during public comment until the matter itself has been included on an agenda as an item for possible action. In my discretion, in the interest of time, public comments will be limited to three minutes per person.

Chair Mack: Asked if there were any public comments from Carson City, Las Vegas or on the telephone. There were none.

V. **APPROVAL OF MINUTES**

Chair Mack: Called for a motion to approve the January 29, 2015 draft minutes of the board as submitted.

It was moved and seconded to approve the January 29, 2015 draft minutes. Motion carried.

VI. **GWIB SUBCOMMITTEE BYLAWS-UPDATES**

a. GWIB Legislative Affairs Subcommittee

It was moved and seconded to approve the GWIB Legislative Affairs Subcommittee's recommended bylaws as submitted. Motion carried.

GWIB Legislative Affairs Subcommittee Update

Mr. Frank Woodbeck, Chair, Legislative Affairs Subcommittee: The first meeting was held on Tuesday, January 13, 2015. They discussed the direction of the subcommittee and whether any anticipated actions in the current legislative session demanded attention. Testimony was taken regarding DETR initiatives, which reported that initiatives before the legislative session were largely housekeeping matters. The subcommittee received reports from the local workforce investment boards. Actions are being taken under the Workforce Innovation and Opportunity Act (WIOA) to put together an extensive state plan. Mr. Woodbeck stated that minutes of that meeting have been provided to members.

The second meeting was held on April 16, 2015. Minutes are not yet available. A report will be forthcoming at the next board meeting.

b. GWIB Strategic Planning Subcommittee

It was moved and seconded to approve the GWIB Strategic Planning Subcommittee's recommended bylaws as submitted and as revised. Motion carried.

GWIB Strategic Planning Subcommittee Update

Mr. Patrick Sheets, Chair, Strategic Planning Subcommittee: Asked to make some comments prior to a vote. He made a presentation in three phases: discussion and potential approval of by-laws; WIOA briefing; and future recommendations to the board. Mr. Sheets made a slide presentation to the board. Mr. Sheets asked that membership on the Strategic Planning Subcommittee be opened to non-GWIB members to allow for greater flexibility and asset utilization.

Mr. Steve Fisher: Made a slide presentation that provided an overview of WIOA and future planned actions.

Councilman Bob Beers: Asked for a comparison of requirements for the state board today and what the state board will look like when it is WIOA compliant. **Mr. Dennis Perea:** responded Ms. Nelson identified what needs to take place for the state board to become compliant, and the information has been submitted to the governor's office. No changes have been made so far, but adjustments will be made as vacancies open. **Ms. Nelson:** said they are waiting for feedback from the governor's office.

Mr. Sheets: Concluded his slide presentation. The Strategic Planning Subcommittee will propose a set of business rules that will be presented at the July board meeting for the board's approval. The subcommittee will meet as often as required to help the WIOA team to move the state combined strategic plan forward.

VII. CORRECTIVE ACTION

Rescinding the motion and vote that took place by the GWIB on January 29, 2015, to approve the GWIB Legislative Affairs Subcommittee's January 13, 2015 meeting minutes. Said action was inappropriate pursuant to NRS 241.020(2)(d)(2) in that action was taken on an agenda item not denoted for possible action.

It was moved and seconded to rescind the approval of the Legislative Affairs Subcommittee, January 13, 2015, meeting minutes. Motion carried.

VIII. UPDATES, DISCUSSION AND INFORMATIONAL ITEMS

- a. Department Employment, Training and Rehabilitation agency report (DETR) and update

Don Soderberg, Director, DETR: Informed the group that most of the budget has cleared, and only one vote is pending with Senate Finance. Frank Woodbeck and others involved in what was formerly known as the Burning Glass System have been putting together an implementation team. DETR is currently using the labor insight module, which is one of six modules. Three modules will be implemented by mid-July, which will help those in JobConnect to better connect employers with qualified candidates and help students through Nevada System of Higher Education (NSHE) fine-tune education with career goals. Mr. Soderberg said that the governor is very excited about and engaged in this program.

In response to a question, Mr. Soderberg said that they are beginning to work on a communications plan. Changes will be made to the logo based on the governor's suggestions. This will be sent to the committee when completed, within the next few weeks.

- b. DETR Research and Analysis Bureau's Presentation

William Anderson, Chief Economist, Research and Analysis Bureau: Mentioned that it is Take Your Child to Work Day and introduced the children present. The broadest measure of economic activity in a state is personal income, and Nevada is consistently positive in this area. The unemployment rate is approximately 7.1 percent, which has declined over 49 consecutive months from a peak of 13.7 at the height of the recession. Unemployment is down by approximately 50 percent; claims volume is down by approximately 60 percent.

Year-over-year gains in employment have been seen for 51 months, beginning in January 2011. All jobs lost during the recession should be regained by mid-2016. Jobs are shown to be up approximately 34,000 from a year ago, but this number could be in the range of 45,000. Job growth is shown in almost every private-sector industry, with leisure and hospitality leading the way. Construction, perhaps hardest hit during the recession, is not showing the strongest percentage growth.

Nevada has exceeded the nation in terms of overall job growth for 32 straight months. Job growth through 2013 was the third strongest in the nation, trailing only North Dakota and Colorado.

Burning Glass is also called real-time labor market information because it shows what is happening in the state's labor market on an up-to-the-minute basis. Mr. Anderson gave an overview of the labor insight portion, which is the portion with which he deals. It provides reliable and current information about labor market demand.

Mr. Fisher: Asked how Burning Glass is able to assemble this information. **Mr. Anderson:** Responded that the information comes from website job postings. It is a continual process with essentially a one-day delay.

Ms. Sarah Sommers: Asked when this might be available to the greater public. **Mr. Anderson:** Responded that this portion of the tool is already being incorporated into their analyses. Greater incorporation will be forthcoming as more data becomes available. Detailed monthly reports are anticipated.

c. GWIB Industry Sector Council Reports and Updates

William Anderson, Chief Economist, Industry Sector Council: There are changes with respect to the infrastructure and administration of the sector council network. Mr. Anderson said he is chief economist but also acts as administrator. He directed the board members to their packets, which contain nine sector council reports. A meeting of sector council chairs was held to re-focus the sector councils on their core mission of providing state policymakers with key industry intelligence as it pertains to workforce issues. Administration of the sector councils will be shifted to the Research and Analysis Bureau, which Mr. Anderson believes to be a logical fit. Mr. Anderson has also been attending, with Mr. Salazar and/or Mr. Pareia when available, every sector council meeting to give an overview of the refocused strategic direction that the sector councils are embarking upon. They want to facilitate better communication between the sector councils. They are rolling out the Silver State Solutions Burning Glass tool to each of the sector councils.

Ms. Marsha Turner, Chair, Health Care and Medical Services Sector Council: Introduced herself and said she appreciated the sector council summit to help understand the strategic refocusing. The charge in the past had been to gather industry intelligence. The new charge is to focus on identifying deficiencies in the workforce that need to be addressed to help support economic development. She believes Burning Glass will be a good tool to understand the state of the industry. They will be streamlining the committee structure to remain focused on doing gap analyses to identify deficiencies that may be hindering economic development.

Dana Pay, Chair, Mining Sector Council: Introduced herself and said they have updated their list of positions. The main gap that remains is for maintenance skills, maintenance mechanics and electricians in particular. They have developed and distributed the mining career pathways marketing material. They are presenting ACT's National Career Readiness Certificate and hoping to have the Mining Sector certify that assessment tool and get employers interested in using that tool.

With regard to the pilot program, they have partnered with the state and with others to fund an additional electrical and instrumentation class at Great Basin College, which was full. Numbers regarding graduation and employment should be available in the coming months. They are looking forward to the Burning Glass Tool, and they are working with the chief economist's office to better tie information from that office to the mining sector.

An unidentified person: Said there seems to be a disconnect between sectors previously identified by GWIB and those identified by Burning Glass. **Mr. Anderson:** Responded that the data can be tweaked, and they will create combinations that best suit the sector councils. **Mr. Soderberg:** Added that this data will help the sector councils fine tune and look to consolidation. **Mr. Woodbeck:** Clarified that the sector councils were created at the direction of the legislature based on the Brookings Report, and agriculture was added at the request of the governor. The next stage is consolidation based on information from the Economic Development Department.

Mr. Anderson: Said he has made arrangements with Ms. Nelson to email a copy of his presentation to the Economic Forum. This will include a more detailed presentation of the most current labor market forecast.

d. Local Workforce Investment Board's Reports and Updates – Nevadaworks

John Thurman, Chief Executive Officer, Northern Local Workforce Investment Board, Nevadaworks: Apologized for the error on the last page of the report. The new page shows the numbers that relate to this year's performance targets. The numbers shifted slightly, but the numbers of measures exceeded and those met within the 80 percent rule remain the same.

Mr. Thurman reviewed the activities of Nevadaworks. Requests for proposals for out-of-school youth programs are in the hands of the review group. Final rankings for suggested funding for the program year 2015 will be completed next week. They are working on compliance with new regulations under the WOIA with regard to board representation at the local level. They are seeking nominations for applications to the board. Regarding service providers who receive funding through Nevadaworks, enrollments are on track, and expenditures for training should hit the mandated percentage. Nevadaworks is in the final stages of filling a program manager position that has been open for approximately four years.

e. Local Workforce Investment Board' Reports and Updates – Workforce Connections

Ardell Galbreth, Executive Director, Southern Local Workforce Investment Board: Highlighted some items that were detailed in the report provided to the board members. They held a healthcare expo at the One Stop Career Center. The event was outstanding. Board candidate applications are being reviewed, and appointments should be made soon. They are 1.4 percent shy on the performance measure of illiteracy and innumeracy gains. They are working hard to achieve that goal by the end of the program year.

f. DETR Chief Financial Officer's report and update: Workforce Investment Act (WIA, 1998) Analysis of Expenditures

Mark Costa, CFO, DETR: Reviewed the WOIA Expenditure Analysis Report for the period ending March 31, 2015, which was provided to the members. The total grant expended for PY2012 was \$32,488,984. The total grant for PY2013 was \$32,592,670.

g. DETR's Workforce Investment System Services (WISS) update: WIA Performance Measures/Levels for Program Year 2014

Grant Nielson, Chief, WISS, DETR: Drew attention to the Workforce Investment Act Performance report, contained on the last page of the packet provided to the members. This reflects a performance period ending December 31, 2014. All performance measures have been met or exceeded, with the exception of illiteracy and innumeracy.

IX. BOARD COMMENTS AND DISCUSSION

Dr. Aurangzeb Nagy: Stated that he was approached by two individuals regarding job training for positions in the medical marijuana industry. He asked whether agricultural training related to the cultivation of marijuana would be eligible for funding. **Mr. Soderberg:** Said the main question would be whether these businesses are not thriving because they are unable to find employees who can be trained within the industry. **Dr. Nagy:** Said there seemed to be community interest in job training, but it is unknown whether jobs would be available for those trained. He noted that prior training in the solar panel industry turned out to be harmful, as it diverted funding to training for employment that did not come to fruition. **Mr. Soderberg:** Suggested having a discussion with the local board. Other issues exist, such as the fact that this is federal funding, and marijuana is illegal at the federal level. Other states' policies may be instructive.

X. PUBLIC COMMENTS NOTICE (SECOND)

Ray Bacon, Nevada Manufacturers Association: Brought the board's attention to a bill going through the legislature. Nevada was an early adopter of professional employee organizations (PEOs), but PEOs are not defined in the statute, only employee leasing companies. This should be corrected to avoid confusion.

Heather DeSart, Workforce Connections: Stated that her office has received guidance that because marijuana is prohibited by federal law, federal dollars cannot be expended on training for the marijuana industry.

XI. ADJOURNMENT

Chair Mack: Reminded board members that the next meeting is scheduled for July 23, 2015, at 1:00 p.m. in Carson City and televised in Las Vegas. He expressed appreciation for the board's comments and for the time and effort of the attendees.

The April 23, 2015 meeting was adjourned.



Executive Order 2015-08

ORDER REVISING THE GOVERNOR'S WORKFORCE INVESTMENT BOARD

WHEREAS, a highly trained workforce is essential to the prosperity of Nevada's economy and future growth;

WHEREAS, the Governor's Workforce Investment Board has existed in Nevada for well over a decade to help Nevadan's obtain new job skills and ensure Nevada's workforce remains competitive;

WHEREAS, on June 20, 2012, Executive Order 2012-14 was issued and amended the Governor's Workforce Investment Board;

WHEREAS, on July 22, 2014, the President of the United States signed the Workforce Innovation and Opportunity Act of 2014 (the Act), which directs states to implement changes to the structure and operation of their workforce development programs;

WHEREAS, the Act requires that Nevada amend the Governor's Workforce Investment Board; and,

WHEREAS, Article 5, Section 1 of the Nevada Constitution provides: "The supreme executive power of this State, shall be vested in a Chief Magistrate who shall be Governor of the State of Nevada."

NOW, THEREFORE, by the authority vested in me as Governor by the Constitution and laws of the State of Nevada, it is hereby ordered that Executive Order 2012-14 is amended as follows:

1. The Governor's Workforce Investment Board shall be renamed the Governor's Workforce Development Board (the Board).
2. The Board shall consist of members appointed by the Governor to represent diverse geographic areas of the State and members shall serve at the pleasure of the Governor.
3. The Board shall be headed by a chair and a vice-chair appointed by the Governor.
4. Members of the Board shall receive no compensation.
5. Composition of the Board shall include:
 - a. The Governor or his designee;
 - b. One member from each chamber of the Nevada State Legislature, who shall be appointed by the appropriate presiding officer;
 - c. Two or more chief elected officials, who shall collectively represent cities and counties;

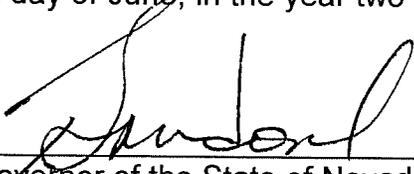
- d. Representatives of the businesses industry, as required under the Act, who shall comprise a majority (51%) of the Board, and shall include business owners, business representatives from various industry sectors, and business trade associations;
 - e. Representatives of the workforce, as required under the Act, who shall comprise no less than twenty percent (20%) of the Board, and shall include representatives of labor federations, labor organizations, and joint labor-management or apprenticeship programs;
 - f. Representatives of State government, as required under the Act, who are officials with primary responsibilities for the core programs contained in the Act; and,
 - g. Any other representatives the Governor may deem necessary.
6. The Board, in accordance with Title I, Subtitle A, Chapter 1, Section 101(d) of the Act, shall be responsible for assisting the Governor with all duties and obligations under the Act, and, in addition to any other matter directed by the Governor, shall:
- a. Develop, implement, and modify the State Plan;
 - b. Review statewide policies, programs, and recommendations on actions that should be taken by the State to align workforce development programs in a manner that supports a comprehensive and streamlined workforce development system, including review and commentary on the State Plan for programs and activities of one-stop partners that are not core programs;
 - c. Develop and provide recommendations for the continuous improvement of the workforce development system;
 - d. Develop and update comprehensive State performance accountability measures to assess the effectiveness of core programs in the State;
 - e. Identify and disseminate information on best practices;
 - f. Review and develop statewide policies affecting the coordinated provision of services through the State's one-stop delivery system;
 - g. Develop strategies for implementing and funding technological improvements to facilitate access to, and improve the quality of, services and activities provided through the State's one-stop delivery system;
 - h. Develop strategies for aligning technology and data systems across one-stop partner programs to enhance service delivery and improve efficiencies in reporting on performance accountability measures;
 - i. Review and develop allocation formulas for the distribution of funds to local areas for employment and training activities for adults and youth workforce investment activities to local areas;
 - j. Prepare annual reports;
 - k. Develop the statewide workforce and labor market information system as described in the Wagner-Peyser Act (29 U.S.C. 491-2(e)); and,
 - l. Develop any other policies and recommendations that will encourage and promote improvements to the workforce development system in

the State.

7. The Governor shall have the authority to appoint ex-officio members of the Board.
8. Members of the Board shall be appointed to serve three (3) year terms. There is no limit on the number of terms an individual may serve, but a member may serve no more than two (2) consecutive terms. After serving two consecutive terms, a former member is eligible to serve again after a two (2) year absence from the Board.
9. The Board shall meet at least four times per year.
10. Meetings shall be subject to the Open Meeting Law as codified in Nevada Revised Statute Chapter 241.
11. The Department of Employment, Training and Rehabilitation shall provide administrative support to the Board within the limits of available resources.
12. All records documenting the Board's activities shall be retained and transferred to the State Archives for permanent retention in accordance with the State record retention policy.
13. This amended Executive Order shall control and supersede Executive Order 2012-14 and any other previously-issued Executive Order.



IN WITNESS WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Nevada to be affixed at the State Capitol in Carson City, this 23rd day of June, in the year two thousand fifteen.



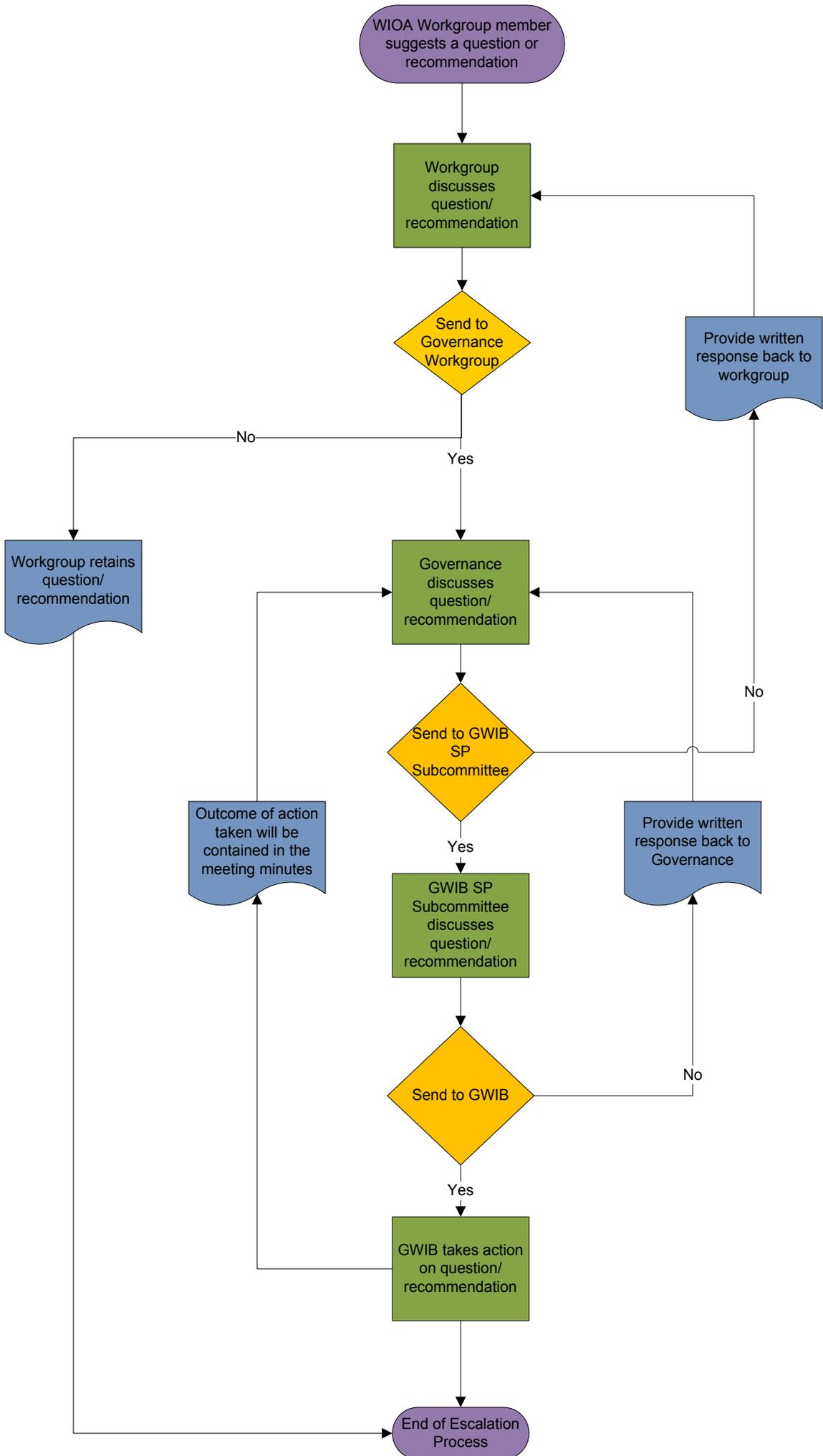
Governor of the State of Nevada

By the Governor:



Secretary of State

Deputy Secretary of State



GWIB WIOA Implementation Planning Team

BYLAWS

ARTICLE I. NAME

The name of this body shall be the WIOA Implementation Planning Team, hereafter referred to as the “Team.”

ARTICLE II. AUTHORITY

Governor’s Workforce Investment Board

ARTICLE III. MISSION AND PURPOSE

- A. To provide policy guidance and strategic program design structure that will be used to develop a combined plan based on the requirements set forth in the Workforce Innovation and Opportunity Act.
- B. The Team shall:
 - Evaluate the programmatic elements under WIOA and provide direction, recommendations and guidance for the implementation of the federal Workforce Innovation and Opportunity Act.
 - Assess and evaluate current programmatic elements of WIA in each of the regional areas and determine which elements would require modification or elimination under WIOA.
 - Develop and submit recommendations to the GWIB (or GWDB), local workforce boards, or any subcommittee, to enable the State to realize the creation and implementation of a combined State Plan in a timely manner and achieve compliance with the requirements set forth in the Workforce Innovation and Opportunity Act.
 - Work collaboratively and provide assistance, input or guidance as necessary to promote the achievement of its mission and purpose.

ARTICLE IV. LOCATION

The principal office of the Team at which the records of the Workgroup will be kept is: Division of Welfare and Supportive Services 1470 E. College Parkway Carson City NV, 89706

ARTICLE V. MEMBERSHIP

Membership of the Team is appointed by the Chair.

ARTICLE VI. TEAM MAKEUP

- A. The Team shall include no more than fifty (50) members and be comprised of:
- a) At least three representative from the Department of Health and Human Services;
 - b) At least three representatives from the Department of Education;
 - c) At least four representatives from the Department of Employment, Training and Rehabilitation;
 - d) At least two representative from Workforce Connections;
 - e) At least two representatives from Nevadaworks;
 - f) At least one representative from the Governor's office;
 - g) At least one representative from Business;
 - h) At least on representative from Labor
- B. All members shall have equal voting rights on all matters to come before the Team.
- C. If a member is unable to attend a meeting, he/she must provide to the Chair written notice that they will be sending a representative in their place and stead, who may vote by proxy. Any votes by proxy will be duly noted in the meeting minutes.
- D. Each member of the Team shall serve until the combined state plan is accepted in 2016 by the Rehabilitation Services Administration, Department of Labor and Department of Education.
- E. A vacancy occurring in the Team shall be filled in the same manner as the original appointment. The vacancy shall not affect the power of the remaining members to execute the duties of the Team.

ARTICLE VII. OFFICERS

The officers of the Team shall be Chairperson and Vice-Chairperson with duties as described below.

1. The Chairperson shall:
 - a. Assist in the development of meeting agendas, and preside at all meetings of the Team and, in the absence of the Vice-Chairperson, assign a designee from the Team to preside in his or her absence;

- b. Establish standing and ad hoc workgroups to assist the Team in carrying out their respective responsibilities and designate the chair of all workgroups; and
 - c. Be the official spokesperson for the Team.
- 2. The Vice-Chairperson shall:
 - a. In the absence of the Chairperson, perform the Chairperson's duties; and
 - b. Assume the position of acting Chairperson if the position of the Chairperson is vacated, until such time as a new Chairperson is appointed.

ARTICLE VIII. PROCEDURES

- A. All meetings of the Team shall be conducted according to the Nevada Open Meeting Law, Nevada Revised Statutes 241 as it pertains to public bodies in the State.
- B. In order to conduct any official business, a quorum must be present. A quorum shall consist of fifty-one percent (51%) of the current Members.
- C. All voting Members of the Team shall be conducted as follows:
 - 1. Each Member shall have one vote.
 - 2. All decisions shall be made by a majority vote of the Members present at a meeting at which there is a quorum.
 - 3. All votes will be by voice unless there is a request by a member for a roll call vote.
- D. The meetings of the Team shall take place as follows:
 - 1. The Team shall meet on a regular basis, with an objective of one (1) meeting per month, on such dates as shall be determined by the Team.
 - 2. The meeting time and location of each meeting shall be specified with input from the Team. Team members may attend meetings by means of telephone conference or similar method by which all persons participating in the meeting can hear each other. Participation in a meeting pursuant to this paragraph shall constitute presence in person at such meeting.
- E. The agendas for Team meetings shall be prepared as follows:
 - 1. Agendas for meetings shall be developed by the Chairperson with the assistance of the Vice-Chairperson. Team members may make a motion to add an agenda item to an upcoming meeting during a Team meeting. Team members, other agencies, groups, organizations, or individuals desiring to place items on the agenda of a

meeting must present those items and statements of their purpose, as it relates to the Team's mission, to the Chairperson not less than fourteen (14) working days before a forthcoming meeting, and the Chairperson shall include timely requested items on the agenda for such meeting.

- F. Minutes shall be kept of all Team meetings. Such minutes will be posted on-line at www.notice.nv.gov and shall be made available to the public upon request.

ARTICLE IX. AMENDMENTS

These bylaws may be amended at any regularly scheduled meeting of the Team by a two-thirds (2/3) vote of the current Members, provided that the amendment has been submitted in accessible formats to each member of the Team at the meeting immediately prior to the meeting at which such amendment shall be voted on and provided that the amendment is not in conflict with any applicable state or federal laws and regulations.

The undersigned hereby certifies that the Team duly adopted these Bylaws as of __

Steve Fisher, Chair

WIOA Implementation Planning Team Guiding Principles

ENGAGING EMPLOYERS

Work up-front with employers to determine local or regional hiring needs and design training programs that are responsive to those needs.

EARN AND LEARN

Offer work-based learning opportunities with employers – including on-the-job training, internships and pre-apprenticeships and Registered Apprenticeships – as training paths to employment.

SMART CHOICES

Make better use of data to drive accountability, inform what programs are offered and what is taught, and offer user-friendly information for job seekers to choose programs and pathways that work for them and are likely to result in jobs.

MEASUREMENT MATTERS

Measure and evaluate employment and earnings outcomes.

STEPPING STONES

Promote a seamless progression from one educational stepping stone to another, and across work-based training and education, so individuals' efforts result in progress.

OPENING DOORS

Break down barriers to accessing job-driven training and hiring for any American who is willing and able to work, including access to job supports and relevant guidance.

REGIONAL PARTNERSHIPS

Create regional collaborations among American Job Centers, education institutions, labor, and non-profits.

Workforce Innovation Fund Limited Competition Opportunity

I. Background

This Funding Opportunity Announcement (FOA) will use approximately \$34 million in Workforce Innovation Fund (WIF) grants to promote system reforms and innovations that facilitate cooperation across programs to improve employment outcomes, cost effectiveness, and delivery of customer-centered services to job seekers, youth and employers. Awarded grants will focus on Job-Driven system alignment and implementation of a fully integrated workforce development system. It is designed to complement other federal efforts such as the implementation of the President's Job-Driven Training Agenda, Job-Driven National Emergency Grants (NEG), and previous rounds of WIF grants. Additional information on the President's Job-Driven Training Agenda is available at https://www.whitehouse.gov/sites/default/files/skills_report_072014_2.pdf. Additional information on the WIF can be found at http://www.doleta.gov/workforce_innovation.

II. Award Information

Announcement Type: Initial

Catalog of Federal Domestic Assistance (CFDA) Number: 17.283

Funding Opportunity Number: FOA-ETA-15-10

Eligibility Requirements: In order to be eligible to apply, applicants must act as (a) the state workforce agency responsible for administering title I of the WIA/WIOA i.e., Adult, Youth and Dislocated Worker Programs; or (b) a current grantee under the WIA/WIOA Section 166 Indian and Native American Program.

Amounts: ETA will accept proposals ranging from \$3 to \$6 million. Applicants must dedicate 15 percent of grant funds to support evaluation activities.

Timing: Funds will be awarded no later than September 30, 2015 with a period of performance end date of September 30, 2019. The 48-month period of performance will include up to 12 months for start-up activities, at least 24 months for implementation, and up to 12 months for completing the evaluation.

Number of applications: States may submit only one application in response to this request. If multiple applications are submitted, the most recently submitted, timely, and responsive application will be considered.

Evaluation: As with the prior WIF grants, all grantees in this round are required to evaluate the effectiveness of their project, using part of their budgets for an independent evaluation. The purpose of the evaluation is to ensure that states gain meaningful information about whether their approach worked well and which aspects worked best, and to inform other states' future workforce system changes. This round of projects will focus on exploring

innovative service delivery or system reforms through non-experimental means (similar to the methodology in “Type A” projects in earlier rounds).¹ The projects can be related to innovative strategies or interventions, whether new, expanded in size, scope or scale, or significantly changed from what was previously tested or implemented, either by the applicant or others. All projects will still need to be based on a “logic model” and proposals also will need to include a short Preliminary Evaluation Design, Budget and Procurement Plan (described in section below on required attachments). As in previous rounds of WIF grants, a qualified third-party evaluator must be used, and high-quality data and evaluation practices will continue to be required.

Commitments: By submitting an application under this funding opportunity, the applicant agrees to the assurances in Attachment A. Failure to conform to the assurances in Attachment A may result in adverse action up to and including grant termination.

III. WIF Round 3 Design Options

ETA’s intent is to award grants for proposals that seek to establish innovative, integrated, customer-focused workforce development systems and services. The strategies proposed in response to this FOA must fall under one or more categories identified below in the WIF Round 3 Design Options. They must be innovative, relatively untested, and be potentially replicable in other States. Applicants from state workforce agencies administering WIOA title I represent one of the core programs under WIOA.² These applicants must put forward strategies that include at least two additional core programs under the WIOA, which include the Wagner-Peyser Employment Service; the Adult Education and Family Literacy Act Program; and the Vocational Rehabilitation Program authorized under Title I of the Rehabilitation Act of 1973. In addition, applicant strategy must include at least one non- core program such as the Jobs for Veterans State Grants Program, the Carl D. Perkins Career and Technical Education Act of 2006, SNAP E&T, TANF and Apprenticeship. In cases where there are only two additional core programs included due to ongoing WIOA transition activities during the application period, the applicant will need to have a plan in place to engage the third partner in proposed strategies by the beginning of July, 2016, in alignment with the Workforce Innovation and Opportunity Act and State Plans that will be in effect at that time.

Applicants must submit a proposal, consistent with the job-driven strategies that address one or more of the following three objectives:

¹Previous WIF grants followed a tiered evidence approach (which is not being used here) and permitted three types of evaluations and projects including: Type A: Process/implementation studies on new or emerging structural and/or service delivery ideas, with limited evidence of effectiveness; Type B: Quasi-experimental studies of promising ideas, adapting proven ideas not previously implemented (by the grantee) that have some evidence of their effectiveness; and Type C: Experimental studies, using random assignment, of approaches supported by strong evidence, previously implemented by the grantee, but adapted or implemented at a larger scale.

² See Section 3(13) of WIOA.

- 1) *Enhancing strategic collaboration and alignment of workforce development and partner programs to provide more effective services that are aligned to employer needs and local economic development activities. Examples include but are not limited to the following:*
 - Implementing strategies to ensure that workforce development activities across multiple programs are targeted to identified needs of employers in local or regional training programs through sector strategies and work-based learning opportunities such as: On-the-Job Training, Registered Apprenticeships, and customized training.
 - Creating coordinating collaboratives to house multiple sector partnerships that function across programs.
 - Coordinating across local workforce investment areas to implement cost-effective administration and operating practices, including practices for engaging with employers and ensuring that training and employment services are aligned with jobs that are in demand in the local area.
 - Implementing a comprehensive multi-agency training program with aligned funding sources that results in significant government cost savings and improves employment outcomes for underserved populations, such as Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T) and Temporary Aid to Needy Families (TANF) participant, as well as low skilled and low wage job seekers.
 - Expanding employer commitments across multiple programs to work-based learning opportunities and/or commitment to hire program completers within specified industry sectors.

- 2) *Strengthening the quality of the American Job Center services provided by workforce and partner programs to individuals and employers. Examples include but are not limited to the following:*
 - Streamlining access for job-seekers, including the development of models to help individuals easily navigate and access different programs for which they are eligible, improve customer service, and improve informed consumer choice.
 - Development of broader and more consistent use of high quality skills assessment tools, case management methods, and career navigation services for job seekers across partner programs, including services specifically geared to populations served by partner programs, such as individuals with disabilities, individuals with basic skills development needs, veterans, or older workers.
 - Blending or braiding funds with common outcome goals, as allowed by federal and state policy, to achieve goals such as basic skills gains and entry into employer-linked training for low-skilled adults or clearly articulated career pathways leading to middle- and high-wage jobs.
 - New and enhanced approaches to improve coordination across programs and assure that supportive services (e.g., child care, transportation assistance, housing assistance) are routinely available, when necessary, to help individuals persist and succeed in

education and training, particularly by coordinating benefits across multiple social service agencies and one-stop partner programs.

- Aligning and enhancing services in order to improve participant outcomes, including the number of individuals completing programs with an industry-recognized certificate or degree and the number of individuals attaining basic skills leading to progress toward a degree or certificate.
- Measuring customer satisfaction with the American Job Center experience through a Net Promoter Score (NPS) or other mechanism.³
- Implement innovative outreach strategies to expand services which enhance business engagement with local and regional employers.
- Providing assistance to businesses in managing reductions in force (including early identification of firms at risk, assessment of the needs of and options, and the delivery of solutions.
- Proactively identifying opportunities for potential economic transition and training needs in growing industry sectors or expanding businesses.
- Linking with state or local economic development organizations to match business growth opportunities with available pools of skilled workers, including those currently dislocated or soon to be laid off.
- Reducing barriers that prevent individuals from seeking and receiving services from the workforce and related programs for which they are eligible.

3) *Promoting accountability, data-driven decision making and customer choice for workforce and partner programs. Examples include but are not limited to:*

- Designing common or linked technology-based intake and case management systems that allow for a seamless customer experience, effective support service provision, and help inform customers' choices.
- Expanding access to comprehensive information on providers, including on program outcomes that will enable both participants and employers to make more informed choices of education and / or training programs.

³The net promoter system or score, introduced in 2006, attempts to simplify customer feedback, quantify it, and use it to improve organizational performance (The “net promoter” system is described in Fred Reichheld with Rob Markey, *The Ultimate Question 2.0: How Net Promoter Companies Thrive in a Customer-Driven World* (Boston: Harvard Business Review Press, 2011, second edition). The net promoter URL is www.netpromotersystem.com.)

- Linking or aligning data system performance accountability and data systems to support improved program management, performance reporting, and policy and resource allocation decisions across partner programs.
- Use of robust, validated data to inform planning, strategy development and operations across programs.

IV. Application Process

To be considered for this limited competition opportunity, you must submit an application package that includes the following required components: (1) Letter of Interest; (2) SF-424 “Application for Federal Assistance”; (3) Project Budget and Budget Narrative; and (4) Attachments.

Applications must be submitted either electronically on <http://www.grants.gov> or in hard copy by mail or by hand delivery (including overnight delivery). Applications submitted on Grants.gov must be successfully submitted no later than 4:00:00 p.m. Eastern Time on the closing date of July 23, 2015. Hard copy applications must be received at 200 Constitution Ave. NW, Room N-4716, Washington, DC 20210, no later than 4:00:00 p.m. Eastern Time on the closing date. Please note that applications should be submitted before the deadline to ensure that the risk of late receipt of the application is minimized. We will not accept applications sent by e-mail, telegram, or facsimile. We strongly encourage applicants to review our Grant Application Tips at http://www.doleta.gov/grants/Nonresponsive_Improvements_FAQs.cfm.

1) Letter of Interest

The letter of interest must be signed by the State Administrator for title I of WIOA or the Tribal Chair, as applicable. The letter of interest must be written in 12-point font with one inch margins and not exceed six single-spaced pages. The letter of interest must include the following components:

Project Design and Logic Model: Applicants must describe the activities proposed for the project, its intermediate objectives, the specific goals the project is intended to accomplish and a brief statement as to why the project is innovative. The proposal must explain how the planned activities fit under one or more of the three broad options listed in the WIF Round 3 Design Options (described above in Section III) and how the requested grant funds and other resources will support the activities in the grant. Applicants must discuss the existing evidence that supports their proposed activities and explain whether their approach is new, emerging or builds on or expands what they or others have done. This section of the proposal must include a logic model, i.e., a conceptual framework identifying the key components of the project and its anticipated outputs and outcomes, and a brief description of the evaluation approach.

Outcomes and Outputs: Applicants must identify the proposed outcomes, outputs, process data, and goals including how these compare to current performance under existing systems. These outcomes and outputs must be linked to the activities proposed in the project. Depending on the intervention proposed, metrics may include changes in participant

employment outcomes, educational attainments, production or cost efficiency, service quality, and/or customer satisfaction. The proposal must identify the data elements, analysis and dissemination plans anticipated to allow applicants to fully understand the effects of their project. Applicants must also demonstrate that they will collect enough detailed data to accurately measure the project outputs, and outcomes of the projects, and changes over time. Additionally, where performance outcomes are part of the proposed strategy, applicants should use the statutory performance indicators under WIOA and align outcomes and outputs to these indicators where possible, and also may consider any other relevant performance-related information as deemed applicable by the grantee.

Required and Other Partners: Applicants must identify all partners and describe their roles and any leveraged resources or financial contributions to the project.

- State workforce applicants administering WIOA title I must include at least two additional core programs under the WIOA. These additional core programs are: the Wagner-Peyser Employment Service; the Adult Education and Family Literacy Act Program; and the Vocational Rehabilitation Program authorized under Title I of the Rehabilitation Act of 1973. In order to accommodate states where all core partners are not ready to engage in the application for this grant due to WIOA transition activities, the expectation is that the state will have a plan in place to include the third partner in proposed strategies by the beginning of July 2016, in alignment with the Workforce Innovation and Opportunity Act and State Plans that will be in effect at that time. Applicants are required to establish partnerships with at least one, non-core employment and training program, such as the Carl D. Perkins Career and Technical Education Act of 2006, the Jobs for Veterans State Grants Program, SNAP E&T, TANF, Apprenticeship, and others appropriate to applicant's proposed strategies.⁴ Highly competitive grant applications must demonstrate the inclusion of the appropriate partnerships for the right interventions in the appropriate context.
- Applicants that are current WIOA Section 166 Indian and Native American grantees must also establish partnerships that will support the implementation of the proposed strategy. Partners may include core and/or non-core employment and training programs. Highly competitive grant applications must demonstrate the inclusion of the appropriate partnerships for the right interventions in the appropriate context.

Applicant Capacity: The applicant must provide evidence of the applicant's track record of successful change management, innovation, readiness to take the innovation to scale, and the also must describe their capacity to effectively manage the programmatic, fiscal, and administrative aspects of the proposed project, including their capacity to work with third party evaluators to develop and conduct evaluations of their programs.

Dissemination Plan: The applicant must describe plans for sharing the information gained in the project to include documenting and disseminating lessons learned regionally and nationwide as well as peer mentoring.

⁴ Non-core programs include any employment and training program in addition to the four core programs identified above.

2) SF-424 Application for Federal Assistance

Applicants must submit a signed SF-424, “Application for Federal Assistance” (available at http://apply07.grants.gov/apply/forms/sample/SF424_2_1-)

3) SF-424A Project Budget and Budget Narrative

Applicants must complete the SF-424A Budget Information Form (available at http://apply07.grants.gov/apply/forms/sample/SF424_2_1-1-V2.1.pdf) and a budget narrative. The budget narrative must provide a description of costs associated with each line item on the SF-424A and must include clearly identify the 15 percent of grants directed to support evaluation costs.

4) Attachments

Required Attachments: The following attachments must be included with the application package and the failure to do so will cause the application package to be screened out. None of these attachments will count against the page limit for the Letter of Interest.

- ***Abstract:*** No more than one-page summarizing the proposed project, including:
 - Applicant Name
 - Applicant City/State or Tribe
 - Additional Partner(s)
 - Areas Served by Grant (by city, county, and state)
 - Total Funding Level Requested
 - Project Name
 - Summary of Program Activities
 - Applicant Point of Contact, and his/her position title, business phone, and business email

- ***Preliminary Evaluation Design, Budget, and Procurement Plan:*** This attachment does not impact scoring of the application. This attachment is limited to five (5) pages, 12-point font with one inch margins. The plan must include the following:
 - Brief statement describing the innovation;
 - Overview of preliminary ideas for the evaluation design;
 - Brief list of the key questions or issues that the evaluation will address;
 - Short description of the types of analysis that will be conducted, including, for example, a Cost Allocation Analysis and Cost-Effectiveness Analysis (see the Attachment B for descriptions);
 - Description of the data to be used and their sources;
 - Preliminary milestones for conducting and completing the evaluation within the grant period of performance;
 - List of deliverables and dissemination activities, including, for example, interim and final reports, briefings and presentations;
 - Budget for the evaluation in tabular form; and
 - Brief description and timeline of the planned procurement that demonstrates how they will assure that:
 - A qualified third- party evaluator will be procured; and

- The grantee conforms to the assurances in Attachment A (e.g. timely submission of their draft and final Evaluation Design Report).

Requested Attachments: The following attachments are requested, but their omission will not cause the application to be screened out and not reviewed. None of these attachments will count against the page limit for the Letter of Interest. If the omission of the attachment will impact scoring, such an impact will be noted in the description of the attachment.

- ***Work Plan:*** This attachment does impact scoring of the application. Applicants must provide a detailed work plan that describes all the steps involved in implementing a project of the proposed scope. This work plan must provide a detailed description of how each step will be accomplished and identify clear and appropriate milestones leading to accomplishing project goals and include a chart summarizing the expected activities under the grant. Applicants should include information on both preliminary and later planning; the engagement of key partners; anticipated roles for the partners, potential resources from the partner agencies; and for each partner, specific individuals responsible for key tasks.
- ***Organizational Chart:*** This attachment does impact scoring of the application. Applicants must submit an organization chart describing the composition of the partnership. The applicant must clearly identify all relevant leadership, program, administrative, and advisory roles.
- ***Partner Commitment Letters:*** This attachment does impact scoring of the application. Applicants must submit the following:
 - State workforce agency applicants administering WIOA title I must provide documentation of the commitments of at least two additional core programs under WIOA: the Wagner-Peyser Employment Service; the Adult Education and Family Literacy Act Program; and the Vocational Rehabilitation Program authorized under Title I of the Rehabilitation Act of 1973. Applicants must submit documentation for the non-core required partner (i.e.: Carl D. Perkins Career and Technical Education Act of 2006, Jobs for Veterans State Grants Program, SNAP E&T, TANF, Apprenticeship, and others as appropriate).
 - Applicants that are a current WIOA Section 166 Indian and Native American grantee must provide documentation of commitments from the partnering organizations. Partners may include Adult Education and Family Literacy Act; the state workforce agency administering WIOA title I Adult, Dislocated Worker, and Youth programs; Vocational Rehabilitation Program authorized under the Carl D. Perkins Career and Technical Education Act of 2006; Jobs for Veterans State Grant Program; SNAP E&T; TANF and others appropriate to the proposed strategies.

Commitment letters may come in many forms such as signed memoranda of agreement or understanding, a partnership agreement, non-form substantive letter of

commitment, or other types of signed agreements, which demonstrate the roles and responsibilities of each partner. All documentation of the commitments must:

- Provide partner contact information (name, position title, business phone, and business email);
 - Be signed by an authorized representative of the organization;
 - Describe how the chosen strategies will be applied across each program partner and how partners will coordinate implementation;
 - Identify whether this entity will receive grant funds to support their work; and
 - Identify resources being provided by the organization to support the project (i.e. financial or in-kind contributions).
- ***Indirect Cost Rate Agreement:*** This attachment does not impact scoring of the application. If you are requesting indirect charges, attach the most recent Negotiated Indirect Cost Rate Agreement approved by your Federal Cognizant Agency.

V. Application Screening Criteria

*****DO NOT OMIT THE FOLLOWING APPLICATION REQUIREMENTS *****

Applications that contain any of the following deficiencies will be found non-responsive and **will not** be reviewed. The deficiencies are:

1. Failure to submit the application by 4:00:00 p.m. Eastern Time on July 23, 2015.
2. Applications that are for funding amounts below \$3 million and above \$6 million.
3. Failure to include (1) the signed SF-424, and (2) the SF-424A and budget narrative.
4. Failure to provide a Required Attachment described above (i.e. Abstract and Preliminary Evaluation Design, Budget, and Procurement Plan).
5. Failure to be the state workforce agency responsible for administering WIA funds or a current grantee under the WIA/WIOA Section 166 Indian and Native American Program.

VI. Technical Review Criteria

We have instituted procedures for assessing the technical merit of applications to provide for an objective review of applications and to assist you in understanding the standards against which each application will be judged. The evaluation criteria are based on the information required in the submission requirements above. Reviewers will award points based on the evaluation criteria described below:

Criterion	Points (maximum)
1. Project Design and Logic Model	25
2. Outcomes and Outputs	20
3. Required and Other Partners	20
4. Applicant Capacity	20
5. Dissemination Plan	15
TOTAL	100

1. Project Design and Logic Model (25 points)

Reviewers will award points based on how closely the activities, objectives, and goals proposed for the project align with one or more of the three broad options listed in the WIF Round 3 Design Options (as above). Projects that describe a strong, cohesive, and feasible project that aligns with multiple WIF Round 3 Design Options, as described above, will be awarded more points than projects that align with fewer. Reviewers will award points based on the strength and clarity of the evidence-based logic model. Reviewers will consider whether the applicant’s logic model presents a compelling argument that the proposed activities will lead to system reforms and innovations that facilitate cooperation across programs and funding streams to improve employment outcomes, cost-effectiveness, and delivery of customer-centered services to jobseekers, youth, and employers. Reviewers will also consider the cohesion of the system reforms, and more cohesive plans will be awarded more points than those that propose a number of disparate interventions.

2. Outcomes and Outputs (20 points)

Reviewers will award points based on the overall reasonableness and feasibility of the goals, milestones, outputs and outcomes. Applicants must demonstrate that (1) outputs and outcomes are appropriate for the overall project design and will lead to the successful implementation of the project; (2) proposed outputs and outcomes represent a logical sequence in the short-term, intermediate-term, and long-term; and (3) outcomes and outputs will allow the applicant to accurately measure the impact of the project.

3. Required and Other Partners (20 points)

Reviewers will award points based on whether the applicant demonstrates robust partnerships, as well as the level of engagement and collaboration of the partnership, including how extensively the design options are being applied within multiple programs. Reviewers will consider (1) whether there is clear evidence that state and local leadership of the core programs and required non-core partner program(s) participated in the design of the project and have plans to implement the project within their programs, and the strength of the evidence of plans to engage all core partners by July 1, 2016; (2) the level of commitment by partner organizations to close collaboration across the lifecycle of the project; (3) partners’

financial support, in-kind support, and/or other leveraged resources to support the project, and (4) the breadth and cohesiveness of the partnership that is implementing the project.

4. Applicant Capacity (20 points)

Reviewers will award points based on evidence of the applicant's track record of successful change management, including: (1) readiness to take the innovation to scale, (2) capacity to implement innovative and untested ideas: and (3) effectively manage the programmatic, fiscal, and administrative aspects of the proposed project to include demonstration of their capacity to work with third party evaluators to develop and conduct evaluations of their programs.

5. Dissemination Plan (15 points)

Reviewers will award points based on whether the applicant describes well-designed, innovative, and effective strategies for sharing expertise through peer mentoring and documenting and disseminating lessons learned regionally and nation-wide.

VII. Reporting

Grantees must agree to meet DOL reporting requirements. Quarterly financial reports, quarterly progress reports, and MIS data must be submitted by the grantee electronically. The grantee is required to provide the reports and documents listed below:

1. Quarterly Financial Reports

A Quarterly Financial Status Report (ETA 9130) is required until such time as all funds have been expended or the grant period has expired. Quarterly reports are due 45 days after the end of each calendar year quarter. Grantees must use DOL's Online Electronic Reporting System and information and instructions will be provided to grantees.

2. Quarterly Performance Reports

Quarterly performance and narrative reports, required of all grantees, will be the primary mechanism through which ETA will understand the significant innovations and successes, the challenges encountered and strategies for resolution, and technical assistance needs to ensure the successful implementation of projects. DOL will identify a few standardized data elements to be reported on by all grantees. DOL will provide a reporting template for grantees to report on all standardized data elements, other data elements identified in the application, and any other data elements developed or refined during Phase I of the grant. Additionally, grantees will be required to participate in monitoring of evaluation programs conducted by the NEC and evaluation TA activities throughout the grant period.

The grantee must submit a quarterly progress report, including a narrative report and performance data, within 45 days after the end of each calendar year quarter. The report must include quarterly information regarding grant activities, performance goals, and milestones. The last quarterly progress report that grantees submit will serve as the grant's Final Performance Report. This report must provide both quarterly and cumulative information on the grant activities. It must summarize project activities, employment outcomes and other deliverables, and related results of the project, and must thoroughly document the training or labor market information approaches used by the grantee. DOL will provide grantees with

formal guidance about the data and other information that is required to be collected and reported on either a regular basis or special request basis.

VIII. Agency Contact

For further information about this SGA, please contact Serena Boyd, Grants Management Specialist, Office of Grants Management. Applicants should e-mail all technical questions to Boyd.Serena@dol.gov and must specifically reference ETA-FOA-15-10, and along with question(s), include a contact name, fax and phone number. This announcement is being made available on the ETA Web site at <http://www.doleta.gov/grants> and at <http://www.grants.gov>.

IX. Public Burden Statement

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. Public reporting burden for this collection of information is estimated to average 20 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments about the burden estimated or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, to the attention of the Departmental Clearance Officer, 200 Constitution Avenue NW, Room N1301, Washington, DC 20210. Comments may also be emailed to DOL_PRA_PUBLIC@dol.gov.

PLEASE DO NOT RETURN THE COMPLETED APPLICATION TO THIS ADDRESS.
SEND IT TO THE SPONSORING AGENCY AS SPECIFIED IN THIS
ANNOUNCEMENT.

This information is being collected for the purpose of awarding a grant. The information collected through this "Funding Opportunity Announcement" will be used by the Department of Labor to ensure that grants are awarded to the applicants best suited to perform the functions of the grant. Submission of this information is required in order for the applicant to be considered for award of a grant.

OMB Information Collection No 1225-0086, Expires January 31, 2016.

Signed June 10, 2015, in Washington, D.C. by:
Latifa Jeter
Grant Officer, Employment and Training Administration

Workforce Innovation Fund Round 3 Assurances

By submitting an application under this funding opportunity, the applicant commits to the following:

1. Providing information and serve as a peer mentor to other states to disseminate information, knowledge and lessons learned regionally and nation-wide. Applicants must include in their proposed budget funding to support peer mentoring activities and travel funds to support a minimum of two trips to Washington D.C. for WIF grantee meetings.
2. Procuring an independent, qualified third-party evaluator to conduct the evaluation (as defined in Attachment B) within a reasonable timeframe to ensure on-time implementation of the grant, and, in doing so, adhering to the Procurement Standards at 2 CFR 200 Subpart D.
3. Coordinating and collaborating with the other state agencies whose programs are included in the project with regard to the following: the design of the evaluation, the data to be used from these other agencies, and assuring that the data and information (such as administrative data, survey responses or site visit interviews) from other agencies and their programs, as necessary for the evaluation, will be provided.
4. Developing an evaluation design that meets the standards of the U.S. Department of Labor (DOL) (or its designee). Such a design must include plans for an independent literature review and an evaluability assessment (as defined in Attachment B).
5. Submitting the draft Evaluation Design Report no later than 9 months after the grant award and the final Evaluation Design Report (with a final performance data template and final budget) no later than 11 months after the grant award.
6. Making available to the evaluators in a timely manner, and at no cost to the evaluation, all relevant state and local data from the workforce system (including that from the Unemployment Compensation system and from all other data systems, as applicable and to the extent permitted under state law), assuring that any other information needed for the evaluation (such as from survey responses) will be provided, and assuring that there will be timely site visits, as needed for the evaluation.
7. Submitting all annual, interim and final evaluation reports, as they are prepared, during the grant period of performance, to DOL and its designee(s).
8. Making all evaluation reports from the project available to the public (including by electronic means).

9. Adhering to DOL research and evaluation standards in regard to relevance, transparency, independence, and ethics as found at <http://www.dol.gov/asp/evaluation/EvaluationPolicy.htm>.
10. Providing electronic files of the data used in the evaluation to DOL at the completion of the evaluation and prior to the end of the period of performance of the grant. The files will be prepared and submitted in accordance with DOL requirements regarding privacy and security.
11. Participate in any evaluation activities conducted for the WIF grants by DOL. Such evaluation activities may be conducted by third-party independent evaluation contractor.
12. The grantee is required to license to the public (not including the Federal Government) all work created with the support of the grant under a Creative Commons Attribution (CCBY) license. Work that must be under the CCBY license includes both new content created with the grant funds and modifications made to pre-existing content using grant funds. Notice of the license shall be affixed to the Work. Only work that is developed by the grantee with the grant funds is required to be licensed under the CCBY license. Pre-existing copyrighted materials licensed to, or purchased by the grantee without grant fund remain subject to the intellectual property rights the grantee receives under the terms of the particular license or purchase. In addition, works created by the grantee without grant funds do not fall under the CCBY license requirement. The purpose of the CCBY license requirement is to ensure that materials developed with funds provided by these grants result in work that can be freely reused and improved by others. When purchasing or licensing consumable or reusable materials, grantees are expected to respect all applicable federal laws and regulations, including those pertaining to copyright and the accessibility provisions of the Federal Rehabilitation Act.
13. The government reserves a paid-up, nonexclusive and irrevocable license to reproduce, publish, or otherwise use, and to authorize others to use or Federal purposes: i) the copyright in all products developed under the grant, including products developed through a subcontract under the grant; and ii) any rights of copyright to which the grantee or a contractor purchases ownership under an award (including but not limited to curricula, training models, technical assistance products, and any related materials). Such uses include, but are not limited to, the right to modify and distribute such products worldwide by any means, electronically or otherwise. The grantee may not use Federal funds to pay any royalty or license fee for use of a copyrighted work, or the cost of acquiring by purchase a copyright in a work, where the Department has a license or rights of free use in such work.

Preliminary Evaluation Design, Budget and Procurement Plan Definitions

Cost Allocation Analysis: Cost allocation is a management tool that involves establishing a budgeting and accounting system that allows program managers to determine a unit cost, or cost per unit of service. This type of analysis includes documentation on program operational costs at the per-participant or per-system level.

Cost-Effectiveness Analysis: A Cost-Effectiveness Analysis examines costs in terms of outcomes (which are not monetized). In the context of an employment and training program, the outcome could be placement, employment (ever employed), or employment meeting specific criteria (in terms of wages, benefits, retention, etc.). A cost-effective program is one that delivers its key outcome at a reasonable cost per outcome, i.e. at a cost that is similar to or lower than comparable programs. There are more complex forms of this analysis, such as in health programs, where a “cost-utility analysis” in which the single outcome is usually years of life in full health.

Evaluability Assessment: An evaluability assessment is a qualitative investigation employed before a program is evaluated. Evaluability assessments go further than merely providing information on whether a program can be evaluated or not. They are used to describe the objectives, logic and activities of the program and establish appropriate methodology and resource requirements for an evaluation. They address the likelihood of the program achieving its anticipated outcomes, the required changes needed for optimum management, whether an evaluation can improve the program’s performance and thus identify stakeholder interests in the evaluation and how the findings will be used. An evaluability assessment investigates the programs objectives and the methods to be used to measure whether they are achieved.

Implementation Study: An implementation study illuminates and explains “what is happening and why” in the design, implementation, administration, operation, services, and outcomes of social programs. This type of study can provide context and information that make impact evaluation results more useful. Findings from implementation research can be used to inform future program development or replication.

Inputs: Resources that go into a program such as grant funds, personnel, equipment, etc.

Logic Model: A description of a program/process that includes a conceptual framework showing what is being used and how to achieve relevant outcomes. It provides an overview of a program/process and identifies key components of the process, product, strategy, or practice (i.e. the active “ingredients” that are expected to be critical to achieving the relevant outcomes). The logic model also describes the relationships among the key components and outcomes and can be displayed in the form of graphic and/or textual descriptions.

Outcomes: The intended results of a process or program (including changes in conditions, such as employment, earnings, or income, as well as changes in attitudes, values, and behaviors).

Outcome Study: Examines the changes in targeted conditions, attitudes, values, or behaviors between baseline measurement and subsequent points of measurement. Changes can be immediate, intermediate or long-term. An outcome study seeks to provide information on the effectiveness of a program without attributing causality.

Outputs: What is produced that can be easily described and quantified as a result of program activities (for example, numbers of workshops held or people trained).

Pre-Post Data Analysis: A type of outcome study where an indicator before a program (or a subject's participation in it) began (pre-program) is compared to an indicator at a point after the program was completed (post-program).

Qualified Third-Party Evaluator: A qualified third-party evaluator is one that coordinates with the grantee and Department of Labor but works independently on the evaluation and has the capacity to carry out the evaluation, including but not limited to: prior experience conducting evaluations of similar design; positive past performance on evaluations of a similar design, as evidenced by performance reviews submitted from past clients to the awardee; and lead staff with prior experience carrying out a similar evaluation. A qualified third-party evaluator submits a proposal that clearly and completely responds to a Request for Proposal and demonstrates knowledge of evaluation methods and workforce evaluations and responds to the needs of the grantees' evaluation, as well as the project implementation schedule.

**Nevada Department of Employment, Training and Rehabilitation (DETR)
Workforce Innovation and Opportunity Act of 2014
State Compliance Policy**

Policy Number: 1.0

Originating Office: Workforce Investment Support Services

Subject: Membership of Local Workforce Development Boards

Issued: New

Revised: July 2015 pursuant to the Workforce Innovation and Opportunity Act of 2014 (WIOA)

Purpose: To transmit guidance to the Chief Elected Official(s) (CEO) of local Workforce Development Areas (Local areas) regarding state policy on criteria for local workforce development boards.

Background: Section 107(b)(1) of the WIOA requires the Governor, in partnership with the State Board, to establish criteria for use by chief elected officials in the local area for appointment of members of the local board. Under the WIOA, the local workforce development board (Local board), in partnership with the chief elected official (CEO), is responsible for establishing policy and overseeing workforce programs for a workforce development area.

I. General:

- A.** The Governor will establish criteria for use by chief elected officials in the appointment of members of the Local Workforce Development Boards (LWDBs) in accordance with Section 107(b)(2).
- B.** Chief elected officials shall be the appointing authority for the members of the LWDBs [Section 107(b) and §679.310(a)].
- C.** Chief elected officials shall develop a process for soliciting LWDB nominations and for selecting LWDB members [§679.310(g) (1)].
- D.** Representatives from private business or other entities shall be individuals with optimum policymaking or hiring authority within the employer community and within the entities they represent [§679.340)].
- E.** The Chair of the LWDB must be from the business community [Section 107(b)(3) and §679.330].

F. An individual may be appointed as a representative of more than one entity if the individual meets all criteria for representation [§679.320 (h)].

II. Required Members of the LWDB: (Section 107 and §679.320)

Members of Local Board must be selected by the chief elected official consistent with criteria established under WIOA sec. 107(b)(1) and criteria established by the Governor, and must meet the requirements of WIOA sec. 107(b)(2) [§679.320 (a)].

A. Business: A majority of the members of the Local Board must be representatives of business in the local area. At a minimum, two members must represent small business as defined by the U.S. Small Business Administration. Business representatives serving on Local Boards may also serve on the State Board. Each business representative must meet the following criteria:

- (1) Be an owner, chief executive officer, chief operating officer, or other individual with optimum policymaking or hiring authority; and,
- (2) provide employment opportunities in in-demand industry sectors or occupations, as those terms are defined in WIOA sec. 3(23).

B. Education: The Local Board must also include:

- (1) At least one eligible provider administering adult education and literacy activities under WIOA Title II;
- (2) At least one representative from an institution of higher education providing workforce investment activities, including community colleges; and,
- (3) When there is more than one local area provider of adult education and literacy activities under Title II or multiple institutions of higher education providing workforce investment activities as described in WIOA 107(b)(2)(C)(i) or (ii), nominations are solicited from those particular entities [WIOA sec. 107(b) (6)].

C. Labor: Membership must include two or more representatives of labor organizations, where such organizations exist in the local area. Where Labor organizations do not exist, representatives must be selected from other employee representatives [§679.320(c)(1)]. The Local Board must include one or more representatives of a joint labor-management, or union affiliated registered apprenticeship program within the area who must be a training director or a member of a labor organization. If no union affiliated registered apprenticeship programs exist in the area, a representative of a registered apprenticeship program with no union affiliation must be appointed, if one exists [§679.320 (c)(2)].

D. Other Required Members: The Local Board must also include at least one representative from each of the following governmental and economic and community development entities:

- (1) Economic and community development entities;
- (2) The State employment service office under the Wagner-Peyser Act (29 U.S.C. 49 et seq.) serving the local area; and,
- (3) The programs carried out under Title I of the Rehabilitation Act of 1973, other than sec. 112 or part C of that title.

E. Additional Members: The membership of Local Boards may include individuals or representatives of other appropriate entities in the local area, including:

- (1) Entities administering education and training activities who represent local educational agencies or community-based organizations with demonstrated expertise in addressing the education or training needs for individuals with barriers to employment;
- (2) Governmental and economic and community development entities who represent transportation, housing, and public assistance programs;
- (3) Philanthropic organizations serving the local area; and
- (4) Other appropriate individuals as determined by the chief elected official [§679.320 (e)].

III. Local Board Operations:

A. Quorum: A quorum shall be defined as:

- (1) A simple majority (51%) of members, excluding vacancies; and,
- (2) Of those members in attendance, no fewer than 51% are a combination of business and workforce representatives.

B. Change in Status: – Local Board members who no longer hold the position or status that made them eligible members must resign or be removed by the CEOs immediately as a representative of that entity, i.e. no longer work in the private sector, or are no longer with an educational institution, etc.

C. Mid-Term Appointment: LWDB members replacing out-going members, mid-term will serve the remainder of the out-going member's term.

D. Vacancies: Local Board vacancies must be filled within a reasonable amount of time of the vacancy, **but no later than 90 days** from occurrence. The CEOs are authorized to make all reappointments of members. Reappointments must be made within a reasonable amount of time of the term expiration, but **no later than 90 days**. Any action taken by a LWDB later than the 90 days per this policy shall be void unless the Local Board has an approved waiver from the Department of Employment, Training and Rehabilitation prior to the LWDB meeting. Waivers are to be requested in writing to the Director, Department of Employment, Training and Rehabilitation.

E. Removal: LWDB members must be removed by the CEOs if any of the following occurs:

- (1) Documented violation of conflict of interest;
- (2) Failure to meet LWDB member representation requirements defined in the WIOA and this policy; and/or,
- (3) Documented proof of fraud and/or abuse.

LWDB members may be removed for other factors outlined in the Local Board bylaws such as attendance.

F. Conflict of Interest and Transparency: The respective Local Workforce Development Board must be a WIOA-compliant board per WIOA Title I, sec. 107 and have no familial relationship to the 3rd degree of consanguinity, business, financial, or political ties with any member of the One-Stop Operators, its staff, Local Elected Officials Consortium, or an employee of a mandatory core program located within the One-Stop in the respective Local Workforce Development Area(s).

The Local Board must conduct its business in an open manner as required by WIOA sec. 107(e), by making available to the public, on a regular basis through electronic means and open meetings, information about the activities of the Local Board. This includes §679.390:

- (1) Information about the Local Plan, or modification to the Local Plan before submission of the plan;
- (2) List and affiliation of Local Board members;
- (3) Selection of one-stop operators;
- (4) Award of grants or contracts to eligible providers of workforce investment activities, including providers of youth workforce investment activities;
- (5) Minutes of formal meetings of the Local Board; and,
- (6) Local Board by-laws consistent with § 679.310(g).

G. Standing Committees: Standing committees may be established by the Local Board to provide information and assist the Local Board in carrying out its responsibilities under WIOA sec. 107. Standing committees must be chaired by a member of the Local Board, may include other members of the LWDB, and may include other individuals appointed by the Local Board who are not members of the Local Board and who have demonstrated experience and expertise in accordance with § 679.340(b) and as determined by the Local Board. Standing committees may include each of the following §679.360:

- (1) A standing committee to provide information and assist with operational and other issues relating to the one-stop delivery system, which may include representatives of the one-stop partners.
- (2) A standing committee to provide information and to assist with planning, operational and other issues relating to the provision of services to youth, which must include community-based organizations with a demonstrated record of success in serving eligible youth.
- (3) A standing committee to provide information and to assist with operational and other issues relating to the provision of services to individuals with disabilities, including issues relating to compliance with WIOA sec. 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 ([42 U.S.C. 12101 et seq.](#)) regarding providing programmatic and physical access to the services, programs and activities of the one-stop delivery system, as well as appropriate training for staff on providing supports for or accommodations to, and finding employment opportunities for, individuals with disabilities.

The Local Board may designate other standing committees in addition to those specified above.

Local Boards may designate an entity in existence as of the date of the enactment of WIOA, such as an effective youth council, to serve as a standing committee as long as the entity meets the requirements of WIOA sec. 107(b)(4).

Reference: WIOA Sec. 107, 20 CFR §679.320

**Nevada Department of Employment, Training and Rehabilitation
(DETR)
Workforce Innovation and Opportunity Act of 2014
State Compliance Policy**

Policy Number: 1.1

Originating Office: Workforce Investment Support Services

Subject: Identification of Regions, Designation of Local Workforce Development Areas and Appeals Process

Issued: September 2005, Workforce Investment Act (WIA)

Revised: July 2015 pursuant to the Workforce Innovation and Opportunity Act of 2014; replaces 1.1 adopted by the State Board in September 2005

Purpose: To establish policy and procedures for the identification of regions, designation of local workforce development areas and the process for appealing designation decisions in compliance with the Workforce Innovation and Opportunity Act of 2014 (WIOA; ‘The Act’) – Public Law 133-128, enacted on July 22, 2014.

Background: WIOA Title I, Chapter 2, sec.106 delineates the requirements and process for the determination of regions and local areas including: Identification, types of regions, initial designation, subsequent designation, process, considerations, designation on recommendation by the State Board, and the appeal process. Further guidance regarding this requirement is outlined in the U.S. Department of Labor’s *Training and Employment Guidance Letter* (TEGL) 27-14, 5 (B), issued on April 15, 2015.

Definitions: In addition to the definitions of ‘*performed successfully*’ and ‘*sustained fiscal integrity*’ in WIOA, sec.106(e), the following definitions apply for the purposes of determining initial local area designations in accordance with TEGL 27-14, section 5(C):

Performed successfully: The local area met or exceeded the levels of performance the Governor negotiated with the local board and chief elected local officials, and the local area has not failed any individual performance measures for the last two (2) consecutive program years prior to the enactment of WIOA (TEGL 25-13).

- **Exceeded:** When the actual performance achieved against an individual performance measure is in excess of 100 percent of the negotiated level of performance for the measure.

- **Met:** When the actual performance achieved against an individual performance measure falls in the range of 80-100 percent of the negotiated level of performance for the measure.
- **Failed:** When the actual performance achieved against an individual performance measure is less than 80 percent of the negotiated level of performance for the measure.

Sustained fiscal integrity: The Secretary of the U.S. Department of Labor has not made a *formal* determination that either the grant recipient or the administrative entity of the area misspent funds due to willful disregard of the requirements of the provision involved, gross negligence, or failure to comply with accepted standards of administrations for the two years preceding the determination (TEGL 27-14).

Nevada’s Governor’s Workforce Development Board: Formerly known as the Governor’s Workforce Investment Board; ‘GWDB’; aka, ‘State Board’.

Process:

The Governor of the State shall designate local workforce development areas within the State:

- A. Through consultation with the State Board; and,
- B. After consultation with chief local elected officials and after consideration of comments received through the public comment process as described in WIOA sec. 102(b)(2)(E)(iii)(II).

WIOA further states that the considerations should include the following:

- A. The extent to which the areas are consistent with the labor market areas in the State;
- B. The extent to which the areas are consistent with regional economic development areas in the State; and,
- C. The extent to which the areas have available the Federal and non-Federal resources necessary to effectively administer activities under WIOA subtitle B and other applicable provisions of this Act, including whether the areas have the appropriate education and training providers, such as institutions of higher education and area career and technical education schools.

WIOA states that a unit of general local government (including a combination of such units) or grant recipient that requests, but is not granted designation of an area as a local area, may submit an appeal to the State Board under an appeal process established in the State Plan.

Policy:

Designation and Re-Designation Policy

WIOA requires that existing federally recognized workforce areas are designated during the first two program years, which is referred to as Initial Designation, and again after the first two program years, which is referred to as Subsequent Designation. Units of general local government that desire to become a new local workforce area should follow the New Area designation requirements in TEGL 27-14, 5(C).

- A. **INITIAL WIOA DESIGNATION FOR EXISTING REGIONS:** Existing workforce regions operating in accordance with the Workforce Investment Act of 1998 may request initial designation as a Local Workforce Development Area if they have performed successfully and sustained fiscal integrity. A request for initial designation must be submitted by June 30, 2015 to the Governor’s Workforce Development Board (aka Governor’s Workforce Investment Board), through the Nevada Department of Employment, Training and Rehabilitation (DETR) for consideration for the next program year (July 1 – June 30).

An area seeking initial designation must address the following:

1. Submit the request in writing to the Chairperson of the Governor’s Workforce Development Board (GWDB) by sending an email to the GWDB Liaison - kknelson@nvdetr.org, or via USPS to: 500 E. Third Street, Carson City, Nevada 89713. Receipt of the request must be documented by electronic return confirmation and/or USPS return/receipt requested. **If the requestor does not receive confirmation before 5:00 PM on June 30, 2015, it is their responsibility to contact the GWDB Liaison at (775)684-3891 to ensure that the notice has been received.**
2. The respective Local Workforce Development Board/One-Stop Operator must be a WIOA-compliant board per WIOA Title I, sec. 107, and have no familial relationship to the 3rd degree of consanguinity, business, financial, or political ties with any member of the One-Stop Operators, its staff, Local Elected Officials Consortium, or an employee of a mandatory core program located within the One-Stop in the respective Local Workforce Development Area(s).
3. Provide evidence that the area, in program years 2012 and 2013, met or exceeded the agreed upon adjusted levels of performance for the Common Measures, as defined by existing performance agreements, and was not subject to the sanctions process resulting from missing the same measure two years in a row. Said evidence must be demonstrated, documented and included in the request.
4. Provide assurance that during program years 2012 or 2013, the U.S. Secretary of Labor, or the State in place of the Secretary, has not made a formal determination that the grant recipient or administrative entity for the local area has misexpended funds due to willful disregard, gross negligence or failure to comply with accepted standards of administration.

5. Provide evidence that the area, in program years 2012 and 2013, was committed to providing quality service through continuous improvement efforts and implemented plans that supported sector partnerships or career pathways; or enhanced services to employers or outreach efforts to the local community. Progress reports submitted to the GWDB on annual plans for these years will serve as sufficient data.
6. The Local Workforce Development Board/One-Stop Operator will be on the State's case management system at the time of certification. The State may issue a six-month waiver should said system be in development.

If the request meets all requirement criteria, the GWDB will recommend approval to the Governor of a local area's request that satisfies these requirements in accordance with WIOA section 106(b)(2). Initial designation as a local area will remain valid until June 30, 2017.

B. SUBSEQUENT WIOA DESIGNATION: Local areas that receive initial designation may request subsequent designation as a Local Workforce Development Area if they have performed successfully, sustained fiscal integrity and met the requirements for involvement in WIOA regional planning. A request for subsequent designation for those receiving initial designation for July 1, 2015 must be submitted to the GWDB by March 2, 2017 for consideration for the next program year (July 1 – June 30, 2017).

An area seeking subsequent designation must address the following:

1. Submit the request in writing to the Chairperson of the GWDB and to the Liaison of the GWDB by sending an email to - knelson@nvdeetr.org, or via USPS to: 500 E. Third Street, Carson City, Nevada 89713. Receipt of the request must be documented by electronic return confirmation and/or USPS return/receipt requested. **If the requestor does not receive confirmation before 5:00 PM on March 2, 2017, it is their responsibility to contact the GWDB Liaison at (775)684-3891 to ensure that the notice has been received.**
2. The respective Local Workforce Development Board/One-Stop Operator must be a WIOA-compliant board per WIOA Title I, sec. 107, and have no familial relationship to the 3rd degree of consanguinity, business, financial, or political ties with any member of the One-Stop Operators, its staff, Local Elected Officials Consortium, or an employee of a mandatory core program located within the One-Stop in the respective Local Workforce Development Area(s).
3. Evidence that the area, in program years 2014 and 2015, met or exceeded the adjusted levels of performance for the Common Measures and was not subject to the sanctions process resulting from missing the same measure two years in a row. Said evidence must be demonstrated, documented and included in the request.
4. Assurance that during program years 2014 or 2015, the U.S. Secretary of Labor, or the State in place of the Secretary, has not made a formal determination that the

grant recipient or administrative entity for the local area has misspent funds due to willful disregard, gross negligence, or failure to comply with accepted standards of administration.

5. Provide evidence that in program years 2015 and 2016, the local area has fulfilled its obligations to engage in regional planning efforts. Regional plans can be submitted to demonstrate fulfillment of obligations for the specified program years will serve as sufficient data.
6. Provide evidence that in program years 2015 and 2016, the local area, was committed to providing quality service through continuous improvement efforts and implemented plans that supported sector partnerships and/or career pathways; or enhanced services to employers and/or outreach efforts to the local community. Progress reports submitted to the GWDB on annual plans for these years will serve as sufficient data.
7. The LWDB/One-Stop operator will be integrated into and utilizing the State's case management system at the time of certification. The State may issue a six-month waiver should said system be in development.

The GWDB will recommend approval to the Governor of a local area's designation request that satisfies these requirements in accordance with WIOA sec. 106(b)(2).

C. WIOA DESIGNATION FOR NEW AREAS: Any unit of general local government may request designation as a local workforce development area under WIOA. New local area designations will only become effective on July 1 of the subsequent program year. An area seeking new designation must perform the following:

1. A statement of intent to request designation **must be submitted to the GWDB no later than February 15th to be considered for the subsequent program year through email to the GWDB Liaison at kknelson@nvdetr.org, or via USPS to: 500 E. Third Street, Carson City, Nevada 89713.**
2. The GWDB will work with the requesting area to determine the deadline for the full request. Submitted materials will be made available for **public comment** as a part of the review process. The full request for designation as a local workforce development area must include the following components and steps:
 - i. Submit the request in writing to the Chairperson of the GWDB and to the Liaison of the GWDB through email to kknelson@nvdetr.org, or via USPS to: 500 E. Third Street, Carson City, Nevada 89713. Receipt of the request must be documented by electronic return confirmation. If the requestor does not receive confirmation, it is their responsibility to contact the Liaison of the GWDB to ensure that the notice has been received.

3. The respective LWDB/One-Stop operator must be WIOA-compliant per WIOA Title I, sec. 107, and have no familial relationship to the third degree of consanguinity, business, financial, or political ties with any member of the One-Stop operators, its staff, the Local Elected Officials Consortium, or an employee of a mandatory core program located within the One-Stop in the respective local workforce development area(s).
4. The request must clearly state the circumstances for the request of local area designation.
5. The request must also address and clarify how the following criteria are to be met:
 - i. Consistency with the labor market areas in the State;
 - ii. Consistency with regional economic development areas in the State;
 - iii. Existence of education and training providers, such as institutions of higher education and career and technical education schools in the area;
 - iv. Submission of a service delivery plan that includes a description of resources that would be available to the local area to provide services;
 - v. Coordination of multiple resources within local areas that are based on labor markets and natural travel patterns of local residents;
 - vi. Local support of the implementation strategies to provide quality services to employers and individuals by county commissioners, municipal elected officials including mayors and/or city council members where appropriate, and business or community leaders within the local area as demonstrated by letters of support or a vote of support by a city council or other applicable board;
 - vii. Local ownership exhibited by strong involvement of local elected officials and community leaders on the LWDB;
 - viii. Local capacity to manage funds, provide oversight of programs and provide for the proper stewardship of public funds;
6. The request must address how the proposed new area designation will impact those other workforce areas from which it is withdrawing, if applicable. It should be understood by any unit of general local government or combination of such seeking designation, that the new area will only secure the formula allocated funds for each WIOA funding stream based on the formula factors as defined by WIOA. If the area in question becomes part of a consortium, the consortium will determine the distribution of WIOA funds within its region(s).
7. If opposition to the request is voiced by municipalities or counties within the local area seeking designation, then the requesting entity will address their request at a public hearing. The requesting entity will have the opportunity to respond to concerns and questions at the hearing, and all comments will be recorded and used to inform the GWDB's action on the request. If a hearing is necessary, it will

be held within 45 days of receipt of the request. Time and place is to be determined by the GWDB Liaison.

8. The GWDB Liaison and Chair will take the request and comments from the public as well as from a public hearing, if applicable, and determine a recommendation.
9. The GWDB will submit its recommendation to the Governor within five (5) business days following the GWDB's vote.
10. The final decision resides with the Governor and shall be made prior to May 29th, i.e., four weeks prior to the July 1 beginning of the respective fiscal and program year.
11. The LWIB/One-Stop operator will be integrated into and utilizing the State's case management system at the time of certification. The State may issue a six-month waiver should said system be in development.

Appeals Process Policy

Local area(s) seeking to be designated or re-designated as a local workforce development area, which have been denied, may appeal the decision to the Nevada Governor's Workforce Development Board (GWDB) by performing the following:

1. An appeal must be submitted in writing and filed with the GWDB within fourteen (14) working days after notification of the decision. Submit the appeal to the Chairperson of the GWDB and to the Liaison of the GWDB by sending an email to kknelson@nvdestr.org, or via USPS to: 500 E. Third Street, Carson City, Nevada 89713.
2. The appeal must contain a specific declaration of the grounds upon which the appeal is sought.
3. The GWDB will review the appeal at its next scheduled meeting, and make a recommendation to the Governor. The review will take into account the information in the original request and supplemental information provided in the appeal to determine if the criteria set forth in this policy have been met.
4. The final decision and authority resides with the Governor, and shall be made within a timely manner.
5. If the appeal is connected to a request for initial or subsequent designation as prescribed in this policy, and if the appeal does not result in designation, the entity may request review by the U.S. Secretary of Labor to determine if procedural rights were granted or if the minimum criteria of WIOA sec. 106(b)(2) or (3) were met. This second level of appeal must be sent within 14 days to:

Assistant Secretary of Employment and Training
U.S. Department of Labor
200 Constitution Avenue, N.W. Washington, DC 20210

cc: ETA Regional Administrator, U.S. Department of Labor
90 7th Street, Suite 17-300
San Francisco, CA 94103-1516

Governor's Workforce Development Board
c/o State Board Liaison
500 E. Third Street
Carson City, NV 89713

If the final decision of any appeal reverses the prior decision, it will become effective July 1st of the following year.

Authorities/References: WIOA Title I, Section 106; Section 107; U.S. Department of Labor's *Training and Employment Guidance Letter (TEGL) 27-14*

**Nevada Department of Employment, Training and Rehabilitation
(DETR)
Workforce Innovation and Opportunity Act
State Compliance Policy**

Policy Number: 3.6

Originating Office: Workforce Investment Support Services

Subject: Cost Limitations

Issued: July 2005 Workforce Investment Act (WIA)

Revised: June 2015 Workforce Innovation and Opportunity Act (WIOA)

Purpose: To provide guidance on cost allocation/expenditure limitations for WIOA program activities.

Background: The Workforce Innovation and Opportunity Act limits expenditures for administrative costs at both the State and Local Board level. Additionally WIOA requires that 75% of youth funds be used to provide services to out of school youth and State policy requires that Local Boards expend a certain percentage of WIOA funds training services.

I. General [§683.205, 2 CFR 200]:

- A. Each Local Board is directly responsible for ensuring compliance with the cost limitations requirements for all funds allocated.
- B. Expenditures will be tracked and reported quarterly by year of appropriation, cost category, and funding stream (youth, adult, dislocated worker, and administration) until the final expenditure report is submitted. Cost limitation records are subject to record retention requirements (WIOA State Compliance Policy Section 5.4 – Record Requirements).
- C. Although final compliance with Local Board cost limitations will not be determined until after the final report is submitted, the state will regularly assess compliance with the cost limitations including periodic review and corrective action as necessary.

- D. Failure to comply with cost limitations will result in disallowed costs or a reduction of obligated funds (WIOA State Compliance Policy Section 5.6 – Sanctions and Resolution Process).
- E. The cost limitation provisions apply to net allocations remaining after adjusting for the effects of recessions, reallocations, and transfers between funding streams.

II. Limitations:

- A. In accordance with Governor’s Executive Order 2012-18; (This provision does not apply to Youth funding.)

Training expenditures for the purposes of this policy will include the following:

- Occupational Classroom Training/Nationally Recognized Certificate Training
- Customized Training
- Support Services related to participants in the Training activities listed above
- *On the Job training*

Occupational Classroom Training/Nationally Recognized Certificate Training is defined as occupational skills training (including stackable certificate training), training for non-traditional employment, skill upgrading and retaining. The primary intent of Training is to improve the earnings potential and employability of workers.

Customized Training is defined as training that is (A) designed to meet the ~~special-specific~~ requirements of an employer (including a group of employers; i.e. industry sector certificate programs); (B) conducted with a commitment by the employer to employ an individual (or individuals) on successful completion of the training; and (C) for the employer who pays ~~for not less than 50 percent of the cost of training.~~ *(i) a significant portion of the cost of training, as determined by the local board involved, taking into account the size of the employer and such other factors as the local board determines to be appropriate, which may include the number of employees participating in training, wage and benefits levels of those employees (at present and anticipated upon completion of the training), relation of the training to the competitiveness of a participant, and other employer-provided training and advancement opportunities; and (ii) in the case of customized training (as defined in subparagraphs (A) and (B) involving an employer located in multiple local areas in the State, a significant portion of the cost of the training, as determined by the Governor of the State, taking into account the size of the employer and such other factors as the Governor determines to be appropriate.* Note: minimum investment

percentages pertaining to training are not to include On the Job training subsidies paid to employers.

Support Services include such things as transportation, child care, dependent care, and housing necessary to enable an individual to participate in WIA training services, within the scope allowed for by regulation.

On the Job training defined as training by an employer that is provided to a paid participant while engaged in productive work in a job that:

(A) provides knowledge or skills essential to the full and adequate performance of the job;

B) is made available through a program that provides reimbursement to the employer of up to 50 percent of the wage rate of the participant, except as provided in WIOA Sec. 134(b)(3)(H), for the extraordinary costs of providing the training and additional supervision related to the training; and

C) is limited in duration as appropriate to the occupation for which the participant is being trained, taking into account the content of the training, the prior work experience of the participant, and the service strategy of the participant, as appropriate.

The Training Expenditure rate will be monitored on a quarterly basis by DETR. The rate shall be calculated using the following methodology:

- Using data reported quarterly by each Local Workforce Development Board on DETR form S-2, the Training sub-total plus the Support Services sub-total divided by the Total One Year Availability amount equals the Training Expenditure rate, expressed as a percentage.

Failure by the Local Boards to meet the desired Minimum Training Expenditure Percentage will result in the Local Board being ineligible for any WIA Incentive awards for the program year, and subject to any other sanctions within the compliance policies for the local board or rules and regulations of the Act; and will require a corrective action plan be developed to address the performance deficiency. Failure by a Local Board to meet the required Minimum Training Expenditure Percentage performance goal two years in a row will result in corrective action or decertification of that Local Board.

The Minimum Training Expenditure percentage(s) for subsequent program years, will be determined as a result of outcomes derived from previous years; the training needs determined from the industry sector councils reports; and the recommendations of the local boards, based on the needs of each local workforce investment area.

- B. Not more than 10 percent of funds allocated to the local area under Sections 128(b) and 132(b) of the Act for any program year shall be expended for administration [§683.205 (a)(2)]

Note: No administrative costs can be charged to Governor's Reserve projects, including incumbent workers training and pilot projects.

- C. Costs of information technology including computer hardware and software used for the purposes of the tracking and monitoring of WIOA programs, participants, or performance requirements, and for collecting, storing, and disseminating information under core services at WIOA Section 134 (d)(2) are excluded from the administrative costs limit calculations [§683.205(a)]
- D. Administrative costs borne by other sources of funds, such as the Wagner-Peyser Act, are not included in the administrative cost limit calculation. Each programs' administrative activities are charged to its own grant and subject to its administrative limitations [§683.205 (a)(4)];
- E. Limits on administrative costs for programs operated under subtitle D of Title I will be identified in the grant or contract award document [§683.205(b)].

III. Expenditure Rate for Out-of-School Youth:

- A. At a minimum, ~~30~~ 75 percent of the funds expended in the local area must be used to provide activities for out-of-school youth [§681.410 and WIOA Sec. 129 (a)(4)(A)].
- B. There is a limited exception, at WIOA Sec. 129(a)(4)(B), under which certain small states may apply to the Secretary of Labor for a waiver to reduce the minimum amount that must be spent on out-of-school youth.

References: 20 CFR 683.205, 2 CFR 200, WIOA Sections 129, 134



nevadaworks

Coordinating Workforce Development for Northern Nevada

May 14, 2015

The Honorable Brian Sandoval, Governor, State of Nevada
Office of the Governor
101 North Carson Street
Carson City, Nevada 89701

RE: Workforce Innovation and Opportunity Act (WIOA) "Local Area" Designation

Dear Governor Sandoval:

The Local Area Elected Officials and Council of the Board of Nevadaworks respectfully submit a request, in accordance with WIOA regulation, Section 106 (b), to designate the following counties as a local workforce development area within the State of Nevada: Carson City, Churchill, Douglas, Elko, Eureka, Humboldt, Lander, Lyon, Mineral, Pershing, Storey, Washoe, and White Pine.

Under the administration and guidance of Nevadaworks, the workforce activities within these 13 Northern Nevada counties continue to expand and adapt to changing federal regulation, helping their communities to prosper. The Nevadaworks' staff have been diligently preparing for the WIOA implementation by July 1, 2015. Your designation will assist the process by solidifying the roles and jurisdiction of Nevadaworks' responsibility.

Sincerely,

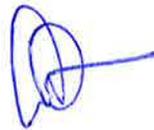
Darin Bloyed,
Pershing County Commissioner and Nevadaworks Local Elected Official Chair

cc Nevadaworks

April 20, 2015

TRANSMITTAL

TO: Lynda Parven, Deputy Administrator
Employment Security Division



FROM: Ardell Galbreth, Executive Director
Workforce Connections (Southern Nevada Workforce Development Board)

Document: Local Workforce Development Area Initial Designation Request—from
Chairman, Southern Nevada Workforce Development Area Chief Local Elected Official,
dated March 26, 2015—(1 pg)

March 26, 2015

The Honorable Brian Sandoval
Governor, State of Nevada
Office of the Governor
101 North Carson Street
Carson City, Nevada 89701

RE: Local Workforce Development Area Initial Designation—Workforce Connections (Southern Nevada Workforce Development Area)

Dear Governor Sandoval:

In accordance with the Workforce Innovation and Opportunity Act (WIOA), request the following Nevada areas be designated as the Southern Nevada Workforce Development Area (SNWDA): Clark County, Esmeralda County, Lincoln County, Nye County, Boulder City, Henderson, Las Vegas and North Las Vegas. Workforce Connections will serve as the area's administrative entity and Local Workforce Development Board.

Workforce Connections' staff is working in partnership with the Governor's Workforce Investment Board in preparing the statewide combined workforce development plan. Our local workforce development area plan will support the goals and objectives outlined in the combined statewide workforce development plan. Such alignment with industry sectors and economic development initiatives will ensure efficient and effective use of resources and quality oversight of critical employment and training services. Under the Workforce Investment Act (WIA), Workforce Connections met or exceeded all performance and compliance requirements. Additionally, Workforce Connections has demonstrated its value to the Southern Nevada community by establishing effective policies and oversight guidance for delivering quality employment and training services.

As a vital region of Nevada's workforce and economic development areas, the SNWDA's designation will be well positioned to positively impact economic growth. Your favorably consideration for SNWDA to function as an integral component of Nevada's Workforce and Economic Development Systems is most appreciative.

Respectfully,



Lawrence Weekly
Chairman, Southern Nevada Workforce Development Area
Chief Local Elected Officials

cc: Don Soderberg, Director, Nevada Department of Employment, Training and Rehabilitation
Dennis Perea, Deputy Director, Nevada Department of Employment, Training and Rehabilitation
Rene Olson, Administrator, Employment Security Division

**WIA Performance Measures/Levels
Program Year 2014 – Quarter Ending December 31, 2014**

PERFORMANCE MEASURES	PY 2014 NEGOTIATED LEVELS	STATE	NEVADAWORKS	WORKFORCE CONNECTIONS
Adults				
Entered Employment Rate	75.5%	76.2% (E) 1665/2185	75.7% (E) 296/391	76.3% (E) 1369/1794
Retention Rate (6 mths.)	82.4%	82.9% (E) 1559/1881	76.8% (80) 345/449	84.8% (E) 1214/1432
Average Earnings Gain (6 mths)	\$14,500	\$15,177 (E)	\$13,208(80)	\$15,735 (E)
Dislocated Workers				
Entered Employment Rate	77%	82.4% (E) 1111/1348	84.3% (E) 510/605	80.9% (E) 601/743
Retention Rate (6 mths.)	84.5%	84.1% (80) 963/1145	85.3% (E) 458/537	83.% (80) 505/608
Average Earnings Gain (6 mths.)	\$15,922	\$15,713 (80)	\$17,800 (E)	\$13,849 (80)
Youth				
Placement in Education/ Employment	68.7%	60.6% (80) 1368/2256	69.3% (E) 194/280	59.4% (80) 1174/1976
Attainment of a Degree/Certificate	61 %	61%(M) 986/1616	68.8%(E) 172/250	59.6%(80) 814/1366
Literacy/Numeracy Gain	43%	33.%(F) 270/819	52. %(E) 40/77	31.%(F) 230/742

Exceeded = (E); Met = (M); Within 80% = (80); Failed = (F)

XX/XXX = Numerator/Denominator

(This report is based on Department of Labor 9090 data-rolling 4 quarters)

GWIB AEROSPACE and DEFENSE SECTOR COUNCIL

WRITTEN QUARTERLY REPORT TO THE GWIB

July 23, 2015

1. *Introduction: (Chair and Vice-Chair)*

Jim Callahan, Vice-Chair, reporting for the Aerospace and Defense Sector Council. Dr. Ken Witcher, the council Chairman, has relocated to his new position in Daytona Beach Florida.

2. *Highlights and status of Pilot Program:*

At our last Aerospace and Defense Sector Council meeting which was on July 23, 2015, we were able to get an update to our composite manufacturing and repair pilot program from Bill Anderson, Chief Economist/Sector Council Administrator, Research and Analysis/DETR. While progress continues in the North, our Southern program awaits additional resources for start-up.

3. *State any concerns you feel are relevant to workforce development and your sector Council:*

I believe that sector council refocusing is appropriate, and is happening at the perfect time. However, with reduced resources being available for sector council pilot programs our council will have to work harder to find that one program that may help in our workforce development efforts.

4. *Suggestions and Recommendations for 2015:*

We continue to receive updates on the Jumpstart Nevada Initiative, and have looked at opportunities to expand the Rancho High School Aviation Maintenance Training program to other areas of the state. We received an excellent briefing from DRI on the Aerospace Green Box initiative and will follow up during our next sector council meeting.

5. *Membership composition and additional membership categories to be filled:*

None, at this time.

GWIB AGRICULTURE SECTOR COUNCIL

WRITTEN QUARTERLY REPORT TO THE GWIB

July 23, 2015

1. Introduction: (Chair and Vice-Chair)

My name is Amber Smyer with the Nevada Department of Agriculture and chair of the GWIB Agriculture Sector Council. Dave Coon with Anderson Dairy in southern Nevada serves as vice chair.

2. Highlights and status of Pilot Program:

The Pilot Program is under way with the placement of summer interns from UNR. Identified was a need for on-the-job training in the areas of nursery/greenhouse management and range management. In collaboration with the University of Nevada Reno's College of Agriculture, Biotechnology and Natural Resources (CABNR) five students were placed at the following host sites: Moana Nursery in Reno, Nevada Department of Agriculture Rangeland Health program in Sparks, Resource Concepts Inc. in Carson City and Song Dog Native Plant Nursery at the Lake Mead National Recreation Area.

3. State any concerns you feel are relevant to workforce development and your sector council:

In June we distributed an industry wide electronic survey to collect anticipated job demand, needed skills, and any industry recognized certifications they may seek in job applicants. Our goal is to overlay this information with the job trends collected through workforce investment efforts across the state in order to broaden our understanding of industry needs. Additionally, we are compiling all educational and training opportunities in the state to overlay with industry needed skills to identify gaps in training/education.

4. Suggestions and recommendations for 2015:

5. Membership composition and additional membership categories to be filled:

We are still seeking individuals to fill the positions of two local elected officials and one labor representative.

6. We would like to invite you to the next GWIB Agriculture Sector Council meeting, which will be held on Wednesday, August 5, 2015 at 2:00 p.m. to garner more information about our sector.

6. We would like to invite you to the next GWIB Aerospace and Defense Sector Council meeting which will be held on July 31, 2015 at 10:00 AM. For additional meeting details, please contact DETR's Workforce Solutions Unit at (702) 486-0523.

GWIB CLEAN ENERGY SECTOR COUNCIL

WRITTEN QUARTERLY REPORT TO THE GWIB

July 23, 2015 at 1:00 p.m.

1. Chair: Eric Dominguez

Introduction:

The Clean Energy Sector Council met on April 16, 2015 and discussed the future direction of the Sector Council. It was discussed that better coordination with GOED is required and improved support from the Bureau of Research and Analysis. The council will continue to meet; but less frequently. It will serve as a voice of the industry and will provide specific input to GOED and DETR upon request. The Sector will also continue to invite industry representatives to present at Sector Council meetings to keep in touch with industry trends and workforce needs.

2. Highlights and status of Pilot Program

The Clean Energy Sector Council pilot training has been completed. Over 30 persons were trained in the U.S. Green Building Council's Leadership in Energy and Environmental Design Green Associate Program. This training provided in-demand skills to enhance the capabilities of those who completed the program.

STEM (Science, Technology, Engineering and Math) skills are an important foundation for this sector and should continue to be emphasized with available funding. In this regard, our Sector Council participated in the CTE State Fund Review Committee to provide guidance regarding where the Nevada State Department of Education Grant should be allocated.

3. *Membership Composition and Additional Membership Categories to be Filled:*

The sector continues to seek representation from industries within the Clean Energy Sector to further improve direct feedback from employers regarding their workforce training needs.

4. *Suggestions and Recommendations for 2015:*

Focus should continue to be given to improving the STEM (Science, Technology, Engineering and Math) curriculum within the Clark County School District. Efforts should also be focused on improving high-school test scores and graduation rates. This should be a priority and should be where available funding is allocated in order to improve our future workforce capabilities.

5. Next Sector Council Meeting

The next GWIB Clean Energy Sector meeting has been scheduled for August 13, 2015 at 10:00 a.m. We would welcome your attendance. For additional meeting details, please contact DETR's Workforce Solutions Unit at (702) 486-0523.

GWIB Health Care and Medical Services Sector Council
Written Quarterly Report to the GWIB
July 23, 2015, 1:00p.m.—3:00p.m.

Chair: Dr. Marcia Turner

- **Full Sector Council:**

The last full Health Care and Medical Services Sector Council took place on April 23, 2015. Due to the high demands of the Legislative Session for many members and DETR staff, the Council opted to wait until after the close of the Session for its next meeting. As we schedule this meeting, we are working with DETR staff to identify any changes in scope, bylaws or membership requirements for the Council. At the next meeting, the Council will discuss any of these changes, and the potential to revise the number, scope and frequency of its subcommittee meetings. We anticipate for the coming year, that we will be consolidating our focus on efforts to inventory and assess the availability of public and private health education programs throughout our State. We will also look at identifying career pathways to help map out how to enter and progress within the health care workforce. We will also work to provide updated data on industry demand for the health care workforce.

- **Sector Council Subcommittees:**

- Education Subcommittee: Subcommittee Chairwoman Randi Hunewill has been guiding her committee through the opportunities in education related to healthcare in Nevada. The committee has been actively interacting with K-16 educational programs throughout the state. The committee has been focused on learning more about the demand for community health workers and community paramedics. Partnerships are being created throughout the system with hospitals, state agencies and educational institutions. The Science, Technology, Engineering, and Math (STEM) education objective was revised and is considered a priority in high school education for the future of healthcare. Next steps include working very closely with the Data and Evaluation Subcommittee and DETR to collaborate on a gap analysis in program offerings.

- Data and Evaluation Subcommittee: Subcommittee Chairman John Packham and the University of Nevada School of Medicine (UNSOM) Office of Statewide Initiatives (OSI) are preparing an update to the 2013 Health Care Workforce in Nevada on health workforce supply and demand in Nevada. The new report will also include a new section on health sector economic impacts, and the relationship between health workforce development and overall economic

development in Nevada. This summer, OSI and the Nevada Area Health Education Center will continue to update the Health Care Careers in Nevada manual – the 2016-2017 editions will be published/released in early 2016. In August, 2015, the OSI will release the results of its annual report, “Nevada Residency and Fellowship Training Outcomes – 2004 to 2015,” which is based on the School of Medicine’s annual Graduate Medical Education Exit Survey.”

- **Robert Wood Johnson Foundation (RWJF) Grant:**

- The RWJF Future of Nursing State Implementation Program (SIP) grant team is completing the final six months of its two year grant cycle and continues to make great strides in completing grant deliverables. Among the recent grant activities are:
 - The Nevada Action Coalition website has been completed and will be up and running by the end of June. The website address is www.nvactioncoalition.org.
 - The Diversity Task Force (DFT) representing more than 20 groups/organizations of diverse gender, race, ethnicities, age, nursing and non-nursing and health organizations has established four subcommittees, selected a lead and established goals for each subcommittee.
 - The Transition into Practice (TIP) committee has completed the collection of data from acute care hospitals and graduate nurses to determine the existence and efficacy of current transition into practice programs within the state.
 - An inventory of RN to BSN programs (both public and private) offered within the state is currently underway.
 - Nevada has been invited by the RWJF to begin participating in a program designed to increase fundraising entitled, “The Perfect Pitch”.
 - Nevada was invited by the RWJF to submit a proposal for two additional years of funding. That proposal was completed and submitted on June 22, 2015. Grant announcements will be made in early October, 2015.

- **Council Membership**

As of June, 2015, the Council's current membership count was 27 members. We are working with DETR staff to ensure that the membership of the Council is consistent with the DETR's current goals and objectives for the Sector Councils. This Sector Council will await direction from DETR on potential revisions to the Sector Council bylaws before making any changes or additions.

- **Scheduled Meetings**

This Sector Council will schedule its next full council meeting for the fall of 2015. The Nevada Legislative Session just concluded, and several Sector Council members are unavailable to meet this summer. We encourage you to become involved with our activities. If you would like additional meeting details, please contact DETR at (702) 486-0523.

GWIB INFORMATION TECHNOLOGY SECTOR COUNCIL WRITTEN

QUARTERLY REPORT TO THE GWIB

July 23, 2015

1. Introduction: (Chair and Vice-Chair)

My name is Michael Frechette. As chairman of the GWIB Information Technology Sector Council, I am pleased to make the following quarterly report to the Nevada Governor's Workforce Investment Board.

2. Highlights and status of Pilot Program:

Multiple postsecondary institutions are available for certifications. In general, the IT industry is supportive of employees with On-the-Job Training. Some IT personnel have a difficult time finding employment in a different corporate type than the one they have the most background in. For example, IT professionals that have worked in the gaming industry may find it difficult to find IT work in the banking industry. This is true even if the position requires the same skill sets. The council will continue to research the reasons and work to diversify IT opportunities.

3. State any concerns you feel are relevant to workforce development and your sector council:

N/A

4. Suggestions and Recommendations for 2015:

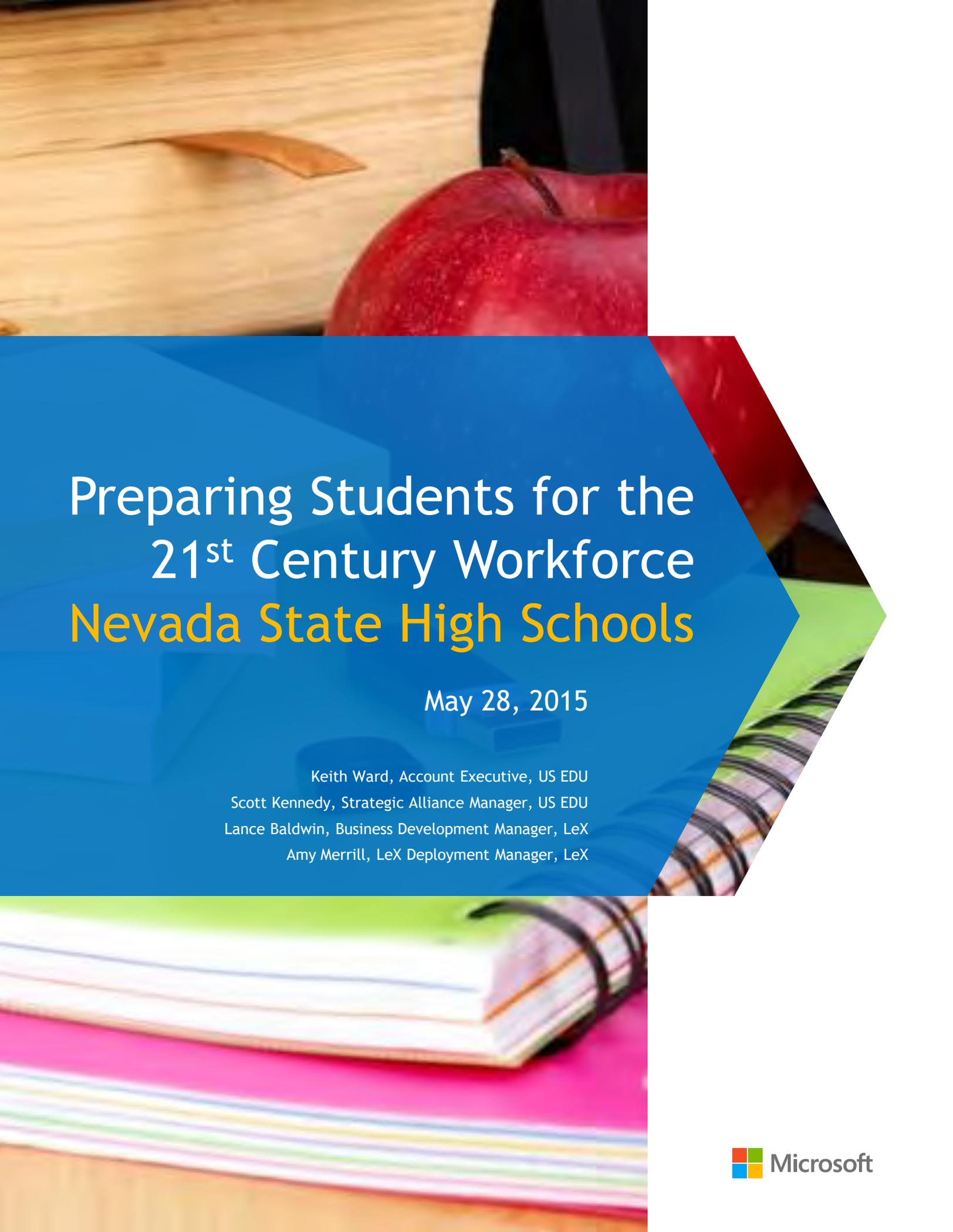
Recently, the State of Nevada Department of Education (DOE) has received a proposal for a state-wide implementation of the Microsoft IT Academy in Nevada High Schools. This proposal represents up to 111 high schools for approximately \$450K. This is roughly \$4K per school. The state CTE budget achieved a significant increase from FY15 to FY16. Considering the significant impact for a relatively low cost, I recommend that DETR work closely with the DOE to deploy this program in a phased approach of the next three years to cover all 111 high schools by the end of the three year period. Not only will students achieve valuable certifications directly related to potential employment, this curriculum will help them with HS and College coursework.

5. Membership Composition and Additional Membership Categories to be Filled:

The council is currently composed of IT and Telecommunication professionals from the private industry, academia, local and federal government.

6. Next Sector Council Meeting

We would like to invite you to the next GWIB IT Sector Council meeting which will be held on October 19, 2015 at 8:30 AM. For additional meeting details, please contact DETR's Workforce Solutions Unit at (702)486-0523.



Preparing Students for the 21st Century Workforce Nevada State High Schools

May 28, 2015

Keith Ward, Account Executive, US EDU
Scott Kennedy, Strategic Alliance Manager, US EDU
Lance Baldwin, Business Development Manager, LeX
Amy Merrill, LeX Deployment Manager, LeX

The State of Nevada Today

The State of Nevada is committed to leading in innovative Information Technology (IT) education reform and is committed to providing all Students, Teachers and Staff across Nevada with real world technological training and credentials.

We support the State's mission to help ensure students have the IT skills to be career ready as part of a 21st-century skilled workforce.

Statewide priorities

Drive career readiness

Establish an innovative and flexible education system that focuses on results by providing every student the ability to become workforce ready in order to prepare them to be successful in meeting today's challenges and tomorrow's opportunities.

Support economic growth

Meet statewide economic development objectives to improve workforce readiness skills by providing career-related education to prepare the next generation Nevada workforce for IT/STEM and IT-infused jobs across industry sectors.

Provide effective training programs

Continue to lead innovative IT education reform through a statewide adoption of training programs that ensures "equality of access" to every High School school across Nevada regardless of location, size or economic status.

Related educational priorities

Provide a complete STEM education solution that bridges the world of education with the world of work

Provide industry recognized, marketable skills certification

Deliver curriculum, resources, and industry certifications to state student, staff, and educators

Our recommendation

Based on our understanding of your organizational objectives, we recommend the Microsoft IT Academy program and Microsoft Certification solution.

This solution is beneficial to the State of Nevada in three keys ways: it is **relevant** in that it can help address the State of Nevada's goal of ensuring that students are career ready by providing 21st-century technology training and certification; it is **innovative** and keeps pace with the State's leading-edge educational vision; and it is **sustainable** in that it provides a framework for long-term success.

Securing Nevada's Future

Multiple studies show that Nevada's employers want 6 out of 10 workers to hold a post-secondary certificate or degree of value in the years ahead. If we don't give our businesses the workforce they need, it will be difficult for Nevada's economy to grow and thrive in the 21st Century. But this is not just about business; it is also about giving our children the future they deserve."

Science, Technology, Engineering and Math (STEM) are an important part of Nevada's economic environment. According to a Georgetown University (2011) study Nevada will demand a total of 49,460 (STEM) jobs by 2018, up from 37,220 in 2008. This represents a 33% percent increase in STEM jobs. **16 percentage points above the national average.**

-STEM State-Level Analysis, Georgetown University Center on Education and the Workforce, 2011

Build the Workforce of Tomorrow with the Microsoft IT Academy Program

The Microsoft IT Academy (ITA) Program bridges the gap between education and the real world by equipping students with the IT skill sets they need in today's technology-centered job market. Keeping pace with technology and curriculum demands in a dynamic education infrastructure with a comprehensive low-cost teaching and professional development solution.

How can the State of Nevada benefit from ITA?

The Microsoft IT Academy offers a portfolio of learning tools, curriculum and resources that provides a simple and straightforward way for customers to build and administer an easy and affordable information and communications technology (ICT) learning program for students, staff and educators.

The ITA provides you with a full curriculum for teaching technology and learning tools that help students, staff and educators achieve success. It helps you:

- ✓ **Reduce costs** for curriculum creation.
- ✓ **Save teachers time** with ready-to-teach curriculum.
- ✓ **Prepare students** with a curriculum of 21st century skills and internationally recognized Microsoft Certifications.
- ✓ **Provide development** resources for teachers.
- ✓ **Improve student engagement** & involvement.
- ✓ **Equal access** for all students.
- ✓ **Empower teachers** to teach on the latest technology.

Impact your students' future with ITA

Looking at today's economy, the overall objective of the Microsoft IT Academy program is to empower academic institutions to help students achieve industry recognized skills and reach their career potential through high-quality training and certification.

“Among 18- to 34-year-olds who are employed, less than half (46%) say they have the education and training necessary to get ahead in their job or career.”

Pew Research Center, Feb. 2012

“IT employment will rise significantly in the next 4 years alone, and 51% jobs in IT will be software related.”

IDC

Delivering value, skills, and productivity...

Tremendous value:

Thousands of dollars in benefits
Immediate ROI on exams
Huge cost savings in course development and delivery
Industry leading curricula

Professional Development:

Guided paths to certification and skills training
Ready-made, customizable lesson plans
Flexible delivery methods
Advanced skills training (MOS, MTA, MCE)

Skills Development:

Prescriptive training on industry leading technologies
Obtain industry recognized certifications
Improved employability
Opportunity for improved compensation

Industry Certification:

Prepared candidates.
Skilled employees
Productive workers
Job-ready recruits

Technology Trends in Education & the Workforce

States and academic institutions with goals similar to the State of Nevada want to provide their staff and students with the right set of tools to get the most out of their education. Technology has the power to inspire students to learn and the ability to empower teachers to prepare students for success in the 21st century.

Microsoft's commitment to innovating education

At Microsoft, we believe technology can unlock the potential of students, educators and schools. We are dedicated to delivering new software, services and programs that enable schools to meet the evolving demands of a digital world.

Students who have mastered Microsoft Office are valued by employers; in fact Office proficiency is often a hiring requirement.

According to a 2013 study by IDC, employers are looking for candidates that have 20 specific skills for high-growth, high-wage occupations. Students need these skills for the desirable occupations that will account for 11.5 million new hires and 28% of job growth by 2020.

#2 on this list is proficiency with Microsoft Office and proficiency with PowerPoint and Word highlighted at #11 and #13. In fact, Microsoft Office skills were sought after five times more than any other productivity tools.

With Microsoft IT Academy and Certification, the State of Nevada can better prepare its students for the future.

Top 3 most desired job skills:



1. Oral and written communication



2. Attention to detail



3. Proficiency in Microsoft Office

(as listed in classified ads)



“Microsoft Office skills are ranked #2 on the list of ‘top 20 skills’ in demand for tomorrow’s best jobs!”

- IDC white paper, sponsored by Microsoft October 2013

Value of Productivity Skills and Certification

In the middle-skill job market, the world is increasingly divided between the jobs that demand digital skills and those that don't—and the ones that don't are falling behind.

Much of the debate over technology in the workforce has focused on sophisticated skills, such as writing code. But the more significant impact on the middle-skill job market is in the world of everyday software: **spreadsheets and word processing**, programs for medical billing and running computerized drill presses. To a large extent, a job seeker without the ability to use this software won't be considered a viable candidate.

Middle-skill jobs, roughly defined as those that require more than a high school education but less than a bachelor's degree, comprise 39% of U.S. employment.

Middle-skill jobs requiring **productivity software skills**— and no other digital skills—pay 13% more than those that don't (\$22.66 per hour for jobs requiring productivity software skills versus \$20.14 for non-digitally intensive jobs).

A study of job postings by Burning Glass Technologies found that middle-skill jobs that require digital skills are outpacing those that do not in a wide range of ways:

- **Nearly eight in 10 middle-skill jobs require digital skills.**
Spreadsheet and word processing proficiencies have become a baseline requirement for the majority of middle-skill opportunities (78%).
- **Digitally intensive middle-skill occupations are growing faster than other middle-skill jobs.**
Digitally intensive jobs have grown 2.5 times more rapidly than middle-skill jobs that do not require spreadsheets, word processing, or other digital skills (between 2003 and 2013, 4.7% growth for digitally intensive jobs compared to 1.9% growth for other positions).
- **Digitally intensive middle-skill jobs pay more than middle-skill jobs that do not require a digital component.**
Digitally intensive middle-skill occupations offer 18% higher wages on average: \$23.76 per hour compared to \$20.14 per hour for all other middle-skill jobs.

Current Demand for Microsoft Skills in the State of Nevada

					 Microsoft
Las Vegas	114	61	77	170	1,708
Reno	19	18	11	24	331
Henderson	19	11	6	13	156
Sparks	4		1		55
Carson City	3	8		1	45
North Las Vegas	9	5	1	7	30
Nevada (all up)	184	113	113	230	2,509

Open advertised positions on indeed.com as of May 2015

Core Features of Microsoft IT Academy

The Microsoft IT Academy Program is an annual subscription-based program designed for accredited academic institutions worldwide. It empowers academic institutions to help students realize their skills and career potential through relevant, high-quality training and curriculum resources for technology in demand in the workforce.

The Microsoft IT Academy Program resources are flexible and easy to integrate into new or existing curricula.

Program Features

IT Academy offers the following:

- Access to a wide range of **Microsoft E-Learning courses** and the IT Academy Learning Management Systems (LMS) to help track and monitor student progress.
- **Microsoft Official Academic Curriculum (MOAC)** offers teachers of Microsoft Office a comprehensive instructor-led classroom experience that provides students with strong knowledge to pursue MOS certification.
- A wealth of **resources for educators** seeking to expand their **professional development** and **students mastering IT professional concepts and skills**.
- **Marketing tools** to promote the association with the Microsoft brand and official certifications.
- **Discounts on official courseware** that is available to academic institutions only for Microsoft Certified Professional Curriculum.

The IT Academy membership is available through the Enrollment for Education Solutions offering and covers all students, staff, and educators on a per-campus basis.

What Members Are Saying

“The Microsoft IT Academy is a perfect example of how our state is leading the way in preparing high school students for college and career.”

Bill Harrison, Chairman, North Carolina State Board of Education

“The E-Learning element of Microsoft IT Academy has been great because it helps us create a flexible learning environment for students.”

Ronald Bryant, Statewide ATTAIN Coordinator, SUNY

“I believe that our partnership with Microsoft Malaysia for the Microsoft IT Academy Program will enhance the ability of our public institutions of higher learning to produce a knowledge workforce ready for the innovation economy.”

Y. B. Dato’ Seri Mohamed Khaled bin Nordin, Minister of Higher Education, Malaysia

“The Microsoft IT Academy is an incredible platform of resources that we can provide to the community colleges to meet an enormous need.”

Bill Doherty, Director, @ONE Project

Find more information about Microsoft IT Academy at www.microsoftitacademy.com.

Optimize Skills and Certification Success

With Microsoft certification, educators are able to validate their student's technology skills, which helps them stand out from the crowd and enhance their education and career prospects. Microsoft IT Academy creates the perfect package for you to enhance staff's, students' and educators' skills and get them certified.

“91% of hiring managers consider employee certification as a criterion for hiring.”

2010 MCP Program Satisfaction Study

What are the benefits of Microsoft Certification?

For more than 20 years, Microsoft Certification has been the IT industry's most respected validation of skills.

Today, technology is everywhere and there is a need to provide students with advanced technical skill - and proof of it. Students who hold a Microsoft Certification can prove their proficiency.

“81% of hiring managers believe certified individuals perform better than non-certified peers.”

2010 MCP Program Satisfaction Study

Successful in a thriving industry

Worldwide, Microsoft Office holds 94% of the market share. Students need skills on Microsoft Office whether they are moving toward advanced education or looking for a business career. By earning a Microsoft Certification, they will:

- ✓ Demonstrate their skills in the latest technologies
- ✓ Have a firm measure and increased confidence in their skills
- ✓ Achieve a higher degree of success
- ✓ Gain recognition among peers and employers
- ✓ Chart a career development path for ongoing advancement of Microsoft technology skills

A clear path to success

Our certification program is straightforward and helps students acquire relevant technology skills.

MOS - Microsoft Office Specialist

Microsoft Office Specialist certifies student for Microsoft Office from the basic to the master level. Microsoft Office Specialists are able to demonstrate that they have the skills needed to get the most out of Office. They will receive industry recognized certification for productivity skills which are in demand in the marketplace.

MTA - Microsoft Technology Associate

Microsoft Technology Associate provides training and certification on the fundamentals of IT infrastructure, database and software development. Pass just one exam and you'll earn an MTA Certification, taking your first step toward building a career in technology - or enhancing your career in business. **The MTA curriculum offers a full Computer Science curriculum.**

MCP - Microsoft Certified Professional

Microsoft Professional Certifications are designed to demonstrate a comprehensive set of job-related skills, such as project management, system design, and operations management. These certifications include Microsoft Certified Solutions Expert (MCSE), Microsoft Certified Solutions Associate (MCSA), Microsoft Certified IT Professional (MCITP), and Microsoft Certified Professional Developer (MCDP).

Bring Computer Science to your classroom

Why K-12 Computer Science?

“More than 50% of today’s jobs require some degree of technology skills, and experts say that percentage will increase to 77% in the next decade.”

US Bureau of Labor Statistics

Computer science is a top paying college degree and computer programming jobs are growing at 2x the national average.

Bureau of Labor Statistics, National Science Foundation, Bay Area Council Economic Institute.

Computing jobs comprise 73% of annual new U.S. STEM jobs through 2020.

US-BLS Employment Projections, 2010-2020

The Computer Science area of study helps students learn essential skills for college and careers:

- Problem Solving
- Critical Thinking
- Data Analysis
- Computational Thinking

In addition to the broad applicability of digital literacy, productivity and IT skills, Computer Science skills are also clearly in demand. In fact, jobs requiring computer science skills outnumber trained graduates by 3-to-1, yet 90% of schools don’t teach it. Microsoft IT Academy can help the State of Nevada reverse the trend and prepare students for success with the IT Academy Computer Science curriculum.

Bring Computer Science Into Any Classroom

The Microsoft IT Academy Computer Science curriculum provides engaging and flexible learning tools that guide any student from foundational computer science concepts to advanced programming techniques.

The program comprises instructor-led lessons, independent online learning, programming environments, and certification preparation—all the tools to pique students’ interest in computer science; instill fundamental programming concepts; and expand course offerings into specialized study topics, including software development, web development, gaming, and more.

Students with a strong aptitude in Computer Science can demonstrate college and career readiness by earning a Microsoft Technology Associate (MTA) certification.

Institutions Get:

- Real-world relevant curriculum to enhance STEM programs
- A proven method to bridge academic and real-world skills
- Tools to improve student engagement and success

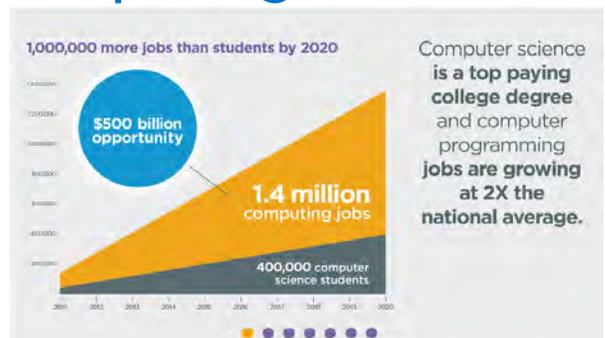
Students Get:

- An engaging way to learn core technology concepts
- A head start on college and workforce readiness
- Valuable credentials for college and career recruiters

Educators Get:

- Relevant curriculum designed by technology education experts
- A variety of teaching resources, software and assessments tailored for experience levels
- Classroom-proven methods to engage and inspire students

Nevada Computing Jobs



3,012 open computing jobs

(Growing at 4.7x the state average)

172 computer science graduates

17 schools teach computer science

Proper Deployment Leads to Program Success

We are dedicated to supporting the Nevada Department of Education through a successful and tangibly impactful experience with IT Academy while also ensuring that your teachers and staff are suitably trained and skilled to manage the ongoing deployment of the ITA program yourselves locally. **Microsoft includes ITA Deployment Services for our Statewide Partnerships at no additional charge*.**

Our vision of a successful deployment includes:

- Partnering with you to plan a custom deployment program and timeline that meets your needs while also providing you with best practices from Microsoft LeX’s experience in multiple large scale deployments.
- Providing ample trainings, readiness materials, and support paths to ensure the most positive experience with ITA benefits and for your teachers and staff to become trained and skilled at deploying the ITA program locally.
- Monitoring and evaluating each phase of the deployment plan to drive successful outcomes.

Deployment Resources provided by Microsoft Learning Experiences (LeX) include:

Microsoft LeX Regional Deployment Manager	Microsoft Deployment Manager	Fulfilment & Registration	Annual Deployment Planning Meeting	First Year Customer Project Plan	Custom Professional Development Program Plan
Customized ITA On-Boarding Training	Collaborative OneDrive	Regular Deployment Project/Progress Meetings	Curriculum Mapping	Customer Reporting	Customer Deployment Transition Planning

Deployment Strategy

Microsoft LeX has participated in many successful large scale IT Academy deployments and has identified a number of best practices which are included throughout the deployment/implementation solution. The deployment approach outlined here consists of six phases:

Fulfilment and Registration	Planning	Building Community Training	On-boarding	Monitoring	Transitioning
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The Microsoft LeX team understands the deployment responsibilities outlined in this document and as such will have a team engaged in executing on the Nevada Department of Education ITA deployment. The Nevada Department of Education will be provided with one point of contact (Microsoft Deployment Manager) who will manage the deployment from end to end, and a Microsoft LeX Regional Deployment Manager to oversee and ensure a successful deployment.

Key Prerequisites for Microsoft LeX Deployment Support

1. Requires a minimum purchase of 150 IT Academies or all state high schools in a single purchase*
2. The academic institutions (ITAs) need to have internet access as ITA is on ‘online’ program
3. The Nevada Department of Education needs to assign a single ‘ITA Deployment Project Manager’ who will be the central point of contact for the Microsoft LeX Deployment Manager and oversee the successful deployment.

* Pending acceptance of this proposal LeX will seek approval to provide deployment services to the state of Nevada based upon all state high schools enrolling in IT Academy. This will be confirmed with the state of Nevada prior to placing the order.

Deploying Your ITA Program Solution

What is deployment and why is it important?

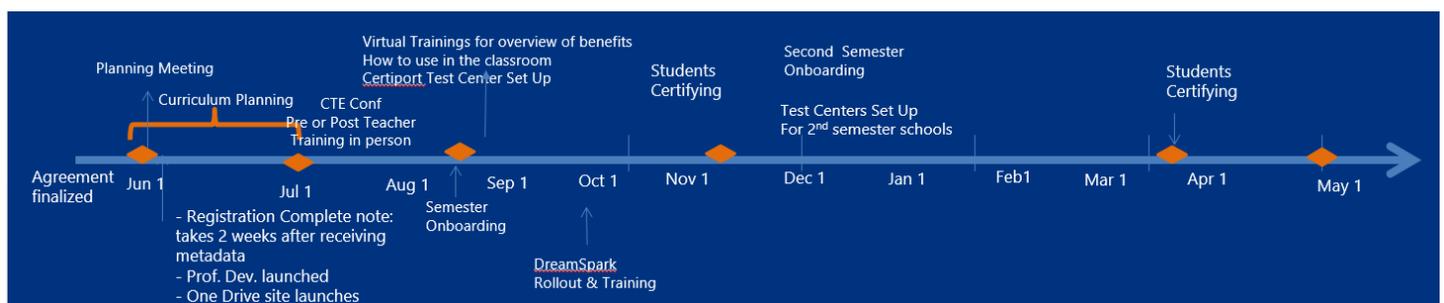
The pedagogical value of Information Technology training is not realized in the acquisition of new technology or curriculum. Student outcome, college and career readiness and employability occur when students can demonstrate their understanding and mastery of new skills that drive the 21st Century. Microsoft understands the difficulties of driving adoption and utilization for any curriculum or technology. Training and equipping staff, educators and students to drive adoption and utilization can be challenging. Consequently, Microsoft invests in our largest deployments with no-cost deployment assistance. Based upon lessons learned from over 17,000 IT Academies in over 133 countries Microsoft has developed a proven and successful IT Academy deployment approach that we provide at no cost to our largest ITA customers.

Training will be defined as part of the planning meeting process. Considerations such as in-person, virtual and number of ITA locations will all be defined based on the size of the deployment. As a guideline, Microsoft will support ongoing pre-defined virtual trainings and limited in-person training sessions on ITA benefits per calendar year

Provided as a benefit per ITA	Deployment services
Deployment Services	<ul style="list-style-type: none"> Microsoft will provide services and personnel to assist in the launch, support and deployment of academies for statewide agreements.
Program Benefits	<ul style="list-style-type: none"> Marketing Material and Collateral Microsoft E-Learning Portfolio E-Learning Course Management Tool DMOAC – Digital Microsoft Official Academic Courseware Customizable Lesson Plans Microsoft Software Licensing Microsoft Certified Trainer Fee (1 per year) Certification Exams Starter Kit (10 MOS, 10 MTA, 10 MCE) Discounts on certifications

The Deployment term is a 12-month continuous engagement with the Nevada Department of Education. Microsoft LeX will provide the full deployment solution outlined in this document for a maximum period of 24 months (assuming ITA has been purchased in year 2). Starting year 3, Microsoft LeX will work with the Nevada Department of Education to create a transition plan that will be targeted at shifting the bulk of the ongoing deployment activities and responsibilities to the Nevada Department of Education. Microsoft LeX will still very much be available for deployment escalations, providing key ITA program updates and as your named ITA Customer Deployment Manager.

A proven deployment timeline for a successful IT Academy may look something like this:



Implementing Your Certification Solution

Microsoft will work with our Exam Delivery Partner Certiport to support the Nevada Department of Education in developing a test center implementation strategy that enables Nevada Students, Staff and Faculty to pursue industry level certifications.* **Certiport Certification Deployment Services are included at no additional charges for our statewide partnerships.**

Our vision of a successful deployment includes:

- Virtual Welcome Kit, Quick Reference Cards, FAQs and White Papers
- Marketing materials, including but not limited to Posters and Value of Certification to be shared with teachers, students and parents
- Content for newsletters including product releases (ie MOS 2013), Competition updates etc
- Training Materials for administrators, proctors and teachers
- Pre-recorded training videos
- Web based trainings with customer that have been recorded

Deployment Strategy

Microsoft LeX has participated in many successful large scale ITA deployments and has identified a number of best practices which are included throughout the deployment/implementation solution. The deployment approach outlined here consists of five phases:

Planning	Registration	On-boarding training	Testing	Monitoring/Reporting
<ul style="list-style-type: none"> • Partner to develop test center implementation strategy and calendar • Develop communications Plan • Develop Project plan, metrics and milestone • Delivery monthly status report 	<ul style="list-style-type: none"> • Test locations • Master contact list • Welcome kit 	<ul style="list-style-type: none"> • Two regional trainings for IT Directors • Four live and online Training sessions to Directors, Principles and Teachers 	<ul style="list-style-type: none"> • Online and phone support • Additional technical support 	<ul style="list-style-type: none"> • Web based training monthly • Quick Reference guides, FAQ's, Tips • Track and Share certification metrics with Customer key contacts weekly

* Certification Deployment is provided by Certiport under an agreement with Microsoft based upon the size of the deployment. Certiport is responsible for all deliverables and will provide the state with a separate statement of work

Low Cost - High Value Subscription

We are helping to put all schools on an even playing field. Receive all the benefits for one low price, with additional possible saving through statewide partnerships.

What is the actual value of the Microsoft IT Academy program?

Annual IT Academy membership fee is less than the cost of just one technical course for **just two** employees of the institution. The annual IT Academy membership fee provides over **20x ROI** with just a total of 30 people (students, educators or staff) utilizing the benefits in a year. And, **IT Academy helps reduce or eliminate curriculum costs by utilizing the MOAC (Microsoft Official Academic Curriculum) e-books and the online training courses included in the ITA program:**

Please Note: The below pricing represents ERP pricing only. Final cost to the State of Nevada will be determined by the Microsoft Reseller of choice.

Curriculum and Resources

Your cost per school per year (includes all students and teachers)

\$2,013 USD/year* for Direct purchase

Your cost per school per year via Volume Licensing

\$1,584 USD/year* for Volume Licensing

Estimated value

\$50,000 USD/year

Certification

ERP MOS Site License (up to 500 exams)

\$3,647 USD/year* for Direct purchase

Your cost per exam as low as

\$7.29 USD/exam* for Volume Licensing (if all 500 exams are used)

Estimated value

\$35,000 USD/year

Academic Certifications are broken into the following packs and are available through Enrollment for Education Solutions (EES), School Enrollment, and Academic Select Plus:

MOS Site License- up to 500 exams for one low price - economically priced for Education

MTA Site License - up to 250 exams for one low price - economically priced for Education

MCP Class Pack - 30 exams for one low price - economically priced for Education

Microsoft Learning Experiences Group (LeX) proposal for State of Nevada Department of Education

Option 1: \$450,908 for all Nevada Public High Schools

This includes access for every student, teacher, and employee to the Microsoft IT Academy and Microsoft Certification program as outlined in this proposal. It also provides on-site certification testing for 100 public high schools in the state of Nevada and added flexibility for schools not covered by a MOS Site Pack license. This solution provides full deployment services from Microsoft Learning Experiences Group for IT Academy and Certiport Red Carpet Deployment for certification.

Microsoft IT Academy

	Quantity	Annual Cost Per Site	Total Annual Cost for Nevada's IT Academy Sites
IT Academy Sites (111 High Schools and One NV DoE)	112	*\$1,584	\$177,408

**Estimated Retail Price (ERP)*

Microsoft Certifications

	Quantity	Annual Cost Per Unit	Total Annual Cost for Nevada's Microsoft Certification Solution
Microsoft Office Specialist Certification Exam Site Packs (MOS)	100 Packs, each containing 500 Exam Vouchers	**\$2735/Pack	\$273,500
Microsoft Technology Associate (MTA) Vouchers	500 Exam Vouchers	\$0/Voucher	\$0

***Represents an approved 25% discount off of \$364,700 ERP pricing for 100 sites*

Included Benefits (Requires coverage of all 111 high schools):

- 25% Discount off ERP pricing for MOS Exam Site Packs.
- 500 Microsoft Technology Associate (MTA) Exam Vouchers at no cost to the State.
- Microsoft LeX Team deployment services at no additional charge based on a custom exception to LeX statewide deployment partnership requirements of 150 schools.
- Two in-person teacher training sessions.
- Certiport 'Red Carpet' deployment services at no additional charge.
- Custom exception to allow the exchange of up to 25% of MOS Certification Site Packs for Certiport MOS exam vouchers (One MOS site pack = 100 exam vouchers).
- Annual Savings of **\$196,942** over required 150 site deployment.

Microsoft Learning Experiences Group (LeX) proposal for State of Nevada Department of Education

Option 2: \$263,134 for 50 selected High Schools

This includes access for a segment (to be determined by the DOE) of Nevada’s high school students, teachers and IT staff members to the holistic Microsoft IT Academy Program and Microsoft Certification testing.

Microsoft IT Academy

	Quantity	Annual Cost Per Site	Total Annual Cost for Nevada’s IT Academy Sites
IT Academy Sites (50 High Schools and One NV DoE)	51	*\$1,584	\$80,784

****Estimated Retail Pricing***

Microsoft Certifications

	Quantity	Annual Cost Per Unit	Total Annual Cost for Nevada’s Microsoft Certification Solution
Microsoft Office Specialist Certification Exam Site Packs (MOS)	50 Packs, each containing 500 Exam Vouchers	*\$3,647/Pack	\$182,350

****Estimated Retail Pricing***

Included Benefits:

- *Full access to self-help online deployment resources and training.*
- *Exception to allow for up to two in-person teacher training sessions.*
- *‘Standard’ Certiport deployment services included at no additional cost.*

Moving Forward

Our commitment is simple – to help the State of Nevada drive employability, digital literacy, technical and STEM-focused training and certification, and 21st-century workforce development for students. Additionally, we support your efforts in providing ongoing professional development opportunities for Nevada Teachers and providing educational institutions with the ability to offer a program that has the instant recognition and credibility of the Microsoft brand.

A strategic approach to training and certification solutions.

We propose to invest in the State of Nevada and to assist you in evaluating the benefits of the Microsoft IT Academy program and Microsoft Certification solution. We would be happy to work with you on each of the proposed actions below and look forward to hearing from you.

Next steps

01

The State of Nevada to Secure funding for solution

May 2015

02

Finalize ITA and Certification quantities and purchase

June 2015

03

Start deployment

July - September 2015

Thank you for your interest in learning more about our Microsoft IT Academy program and Microsoft Certification solution solutions for the State of Nevada.

Important Notes:

The Microsoft LeX proposed solution and pricing above expires on June 20th, 2015 and excludes any applicable taxes. The final price available to the State of Nevada is determined between the State of Nevada and the Microsoft LAR/Reseller. This pricing is Estimated Retail; final pricing will be determined by your reseller.

Microsoft includes a comprehensive and customized Microsoft IT Academy and certification deployment framework for our state partners that meet the following requirements.

Key Prerequisites for Microsoft LeX Deployment Support:

1. A minimum purchase of 150 IT Academies in a single transaction or a number equal to all state high schools.
2. The academic institutions (ITAs) need to have internet access as ITA is on 'online' program
3. Customer needs to assign a single 'ITA Deployment Project Manager' who will be the central point of contact for the Microsoft LeX Deployment Manager and oversee the successful deployment.

Microsoft Office Specialist (MOS) and Microsoft Technology Associate (MTA) and Microsoft Certified Educator (MCE) Exam Site Pack License Terms and Conditions:

Site Pack Licenses will expire one year from date of purchase. To offer the Site License MOS/MTA/MCE certification exams, a Nevada ITA member institution must first become an authorized Certiport Test Center. Each Site License can be delivered at one specific Nevada ITA member location that has become a Certiport Test Center. Site License MOS/MTA/MCE certification exams may only be distributed to individuals who are currently enrolled at an Nevada ITA member location. Individuals must register for and take their examination prior to the expiration date provided with the Site License. Site License expiration dates cannot be extended under any circumstances. Site Licenses may not be redeemed for cash, credit, or refunds.

All Microsoft Office Specialist (MOS) Certification exam vouchers and Microsoft Technology Associate (MTA) Certification exam vouchers may only be redeemed at Certiport Test Centers.

Microsoft Office Specialist (MOS) Exam Site Pack License is a site licensed assigned to a specific location for students, staff and educators from that location.

Supporting Information



Customer Evidence

Customer Evidence

Learn how other states are using Microsoft IT Academy to better prepare their students for workforce and higher education readiness.

Student Success with Certification

When I was in high school, my business teacher convinced me that it would be a good idea to get all of the Microsoft Office Specialist (MOS) certifications and become MOS certified. After graduating from The College of William and Mary, I was immediately able to find employment as a quality analyst with Rubbermaid Commercial Products LLC, not only because of my college degree, but due largely to the MOS certification that I had obtained in high school. Nearly one and a half years later, I was hired by American International Group, Inc. (AIG), also strongly due to having the MOS certification. Without have the MOS certification, I would not have been able to land these amazing job opportunities.



Aric Mills, a graduate of Sherando High School, Frederick County Public Schools, Virginia



Grayson Co. students get certified as Microsoft Office Specialists

A group of Grayson County High School students are now certified as Microsoft Office Specialists. The group recently participated in certification testing offered through a partnership with the Virginia High Schools and Microsoft. In preparation for the certification, students completed two semesters of study in Microsoft Office by enrolling in Computer Information Systems and Advanced Computer Information Systems classes prior to certification testing.

Karen Blevins from Grayson County High School said the need for Microsoft Office skills has increasing dramatically as more and more academic institutions and businesses are embracing newer technologies. Microsoft Office Specialist (MOS) certification will enable students to advance their education and start their careers with proven Office skills. Based on globally recognized standards, MOS certification is an important and distinguished credential for students when applying for college or jobs.

Read more customer evidence at www.microsoft.com.



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Nevada Department of Education

School Code	School Name	Grade Span
25723	Pyramid Lake Jr Sr High School	NA
13501	Carson High School	9-12
13903	Pioneer (Alternative) High School	9-12
01401	Churchill County High School	9-12
02320	Sandy Valley Jr/Sr High School	6-12
02321	Laughlin Jr/Sr High School	6-12
02401	Ed W Clark High School	9-12
02402	Las Vegas High School	9-12
02403	Rancho High School	9-12
02404	Valley High School	9-12
02405	Western High School	9-12
02406	Basic High School	9-12
02407	Jeffrey Behavior Jr/Sr High School	6-12
02408	Morris Sunset East High School	9-12
02409	Chaparral High School	9-12
02410	Eldorado High School	9-12
02411	Bonanza High School	9-12
02414	Cimarron Memorial High School	9-12
02415	Cheyenne High School	9-12
02416	Green Valley High School	9-12
02417	Durango High School	9-12
02419	Sunset High Burk	CL
02421	Silverado High School	9-12
02424	Mojave High School	9-12
02425	Palo Verde High School	9-12
02427	Shadow Ridge High School	9-12
02428	Liberty High School	9-12
02429	Canyon Springs High School and the Leadership and Law Preparatory Academy	9-12
02430	Del Sol High School	9-12
02431	Spring Valley High School	9-12
02434	Sunrise Mountain High School	9-12
02601	Boulder City High School	9-12
02602	Moapa Valley High School	9-12
02603	Virgin Valley High School	9-12
02604	Indian Springs High School	9-12
02605	Sunset High	CL
02606	Sunset High	CL
02607	Centennial High School	9-12
02608	Foothill High School	9-12
02609	Desert Pines High School	9-12
02611	Sierra Vista High School	9-12
02612	Coronado High School	9-12
02614	Odyssey Charter High School	9-12
02618	Arbor View High School	9-12
02619	Legacy High School	9-12



Nevada Department of Education

School Code	School Name	Grade Span
02623	Desert Oasis High School	9-12
02933	Peterson Behavior Jr/Sr High School	6-12
02940	High Desert Correctional Center	9-12
02948	Desert Rose Adult High	AD
02950	CCSD Virtual High School	9-12
02952	High Desert State Prison	AD
02955	Desert Rose High School	9-12
02956	Youthful Offender Program at High Desert State Prison	9-12
03501	Douglas County High School	10-12
03502	George Whittell High School	7-12
03503	Jacobsen High (China Spring YC)	7-12
03504	ASPIRE Academy High School	9-12
04601	Carlin High School	9-12
04602	Wells High School	9-12
04603	Elko High School	9-12
04604	Owyhee High School (all NV & Idaho only)	9-12
04605	Jackpot High School	9-12
04606	Spring Creek High	9-12
04607	West Wendover High School	9-12
06601	Eureka County High School	7-12
07501	Albert M Lowry High School	9-12
07601	Mc Dermitt High School	9-12
08601	Battle Mountain High School	9-12
09501	Lincoln County High School	9-12
09601	Pahrnagat Valley High School	9-12
10601	Fernley High School	9-12
10603	Yerington High School	9-12
10604	Dayton High School	9-12
10605	Silver Stage High School	9-12
10902	Eagle Ridge High School	5-12
11601	Mineral County High School	9-12
18400	Silver State High School	7-12
18401	Nevada State High School	11-12
18415	Entrepreneurial - Technical & Engineering Charter High School	9-12
12601	Beatty High School	9-12
12602	Gabbs High School	9-12
12603	Tonopah High School	9-12
12604	Pahrump Valley High School	9-12
12605	Round Mountain High School	9-12
12606	Pathways High (Alternative)	9-12
14601	Pershing County High School (and alternative ed)	9-12
26703	Bishop Gorman High School	9-12
26709	Bishop Manogue Catholic High School	9-12
26712	Faith Lutheran Jr Sr High School	6-12
26762	Sierra Lutheran High School	9-12
15601	Virginia City High School	9-12



Nevada Department of Education

School Code	School Name	Grade Span
16501	Earl Wooster High School	9-12
16502	Reno High School	9-12
16503	Sparks High School	9-12
16504	Procter R Hug High School	9-12
16505	Edward C Reed High School	9-12
16506	Washoe Innovations High School	9-12
16508	Robert Mc Queen High School	9-12
16509	Galena High School	9-12
16602	Incline High School	9-12
16603	TMCC Magnet High School	10-12
16604	I Can Do Anything Charter High School	9-12
16606	Spanish Springs High School	9-12
16607	North Valleys High School	9-12
16609	Damonte Ranch High School	9-12
16610	Rainshadow Community Charter High	9-12
16913	ESL High School @ Wooster	1-12
17502	White Pine High School	9-12
17601	Lund High School	6-12
17902	Mountain High School	AD
17903	Steptoe Valley High School	9-12

GWIB LOGISTICS AND OPERATIONS SECTOR COUNCIL

WRITTEN QUARTERLY REPORT TO THE GWIB

July 23, 2015

1. *Introduction: (Chair and Vice-Chair)*

Brad Woodring, Chair

2. *Highlights and status of Pilot Program:*

The program has concluded and not had any further action.____

3. *State any concerns you feel are relevant to workforce development and your sector Council:*

The main concern has and remains creating and maintaining interest in this sector. Though Nevada is considered a hub for logistics and warehousing, the companies located here typically are of the low paying, minimum skill requirement type. The Council identified early on in its existence the need for investigating and developing parameters for training the new workforce, for innovative logistics companies; such as Zulily and Urban Outfitters.

The decision to integrate this Council into the Manufacturing Sector Council is a prudent idea as the manufacturing industry relies so heavily on the transportation of goods through various avenues of logistics and warehouse facilities, it is a natural fit. It will also allow our training partners a closer touch to those who utilize our logistics web in the state.

4. *Suggestions and Recommendations for 2015:*

A joint meeting of the Manufacturing and Logistics Sector Councils would be a tremendous opportunity for each to work with one another and enhance the strategic plan of the combined groups.

5. *Membership composition and additional membership categories to be filled:*

We remain heavy in the private sector category and a minor amount of educational representation.

6. We would like to invite you to the next GWIB_Logistics and Operations meeting which will be held on July 28, 2015 at 2:30 p.m. For additional meeting details, please contact DETR's Research and Analysis Sector Council at (702) 486-0523.

GWIB Manufacturing Sector Council

Written Quarterly Report to the GWIB

July 23, 2015

1. Introduction: (Chair and Vice-Chair)

Ryan Costella, Director of Strategic Initiatives, Click Bond, acts as the Chair of the GWIB Manufacturing Sector Council and Ray Bacon, Director, Nevada Manufacturers Association serves as the Vice-Chair.

2. Highlights and status of the Pilot Program:

Summit of the Sector Council Chairs – Follow up

One of the tasks given to Chair Costella at the summit was to reach out the other sector chairs in an effort to expand the use of the NCRC (National Career Readiness Certificate) beyond just the manufacturing sector.

Chair Costella is scheduled to do a presentation to the Mining Sector Council on July 15. Once that presentation is done and feedback is collected, then other meetings will be scheduled as appropriate. In some sectors where a large portion of the applicants have some level of post-secondary education, the NCRC may have limited value, but we should be able to determine that after the few more sector council member learn more about the program and actually take the test for themselves. One of the values of the NCRC is that it matches the academic skills employers are looking for in a way which allows a comparison across the nation. Nevada has suffered for a stigma of years with the low performing schools rankings and this will sort out those who have gained the needed basic skills while in our schools.

3. State any concerns you feel are relevant to workforce development and your sector council:

Critical Credentialing Programs and CTE Additional Funding

The chart on the various credentials and certificate programs was included in the last report. It is important to note that the topic seems to be showing up in industry and education articles more frequently. The key feature employers are or at least should be looking for is that these programs be: third party reviewed, including expertise from industry that they do, in fact, have adequate and valid content, industry acceptance that they bring value to the workplace, portability which brings value to the employee should they move and to the employer to compare their labor force with those in other parts of the nation. The nature of work and the specific jobs continues to change. One of the challenges for all workforce programs is to stay current with the marketplace needs. Historically we have made changes in training and education programs and moved on to something else. The future probably requires regular reviews of the CTE and Community College programs and the content in each of the programs.

The Legislative session ended with the legislators taking the Governors CTE high school budget from about \$3.5 million to about \$10.5 million in the first years and about \$12 million in the second year. The State Education Department CTE group has held meetings with a significant portion of the CTE directors from the school districts. There will be a scramble to effectively increase the capacity and/or the quality of the CTE program because of school schedules, faculty and programs are reasonably defined for the 2015—16 school years. Some of the discussions focused on using some of the money to expand capacity and improve quality.

It appears that legislators are already fully aware that CTE programs work and have very high graduation rates as well as high numbers of students who go on to some level of some type of post-secondary education. We appear to have missed one opportunity this year in that when the State Board of Education (SBOE) converted to the ACT for all juniors to replace the HSPE (High School Proficiency Exam) we felt we had a understanding the CTE students could request and get the opportunity to take the NCRC this past spring in addition to the ACT since the NCRC has more value to employers.

It appears that did not get communicated to the schools and few if any were provided the opportunity to take the NCRC. Since using the ACT was a one year deal we don't know if that chance will happen again or not.

The state CTE director also held a meeting with several of the industry sector council chairs and/or vice chairs. At the meeting we had quick review of what is and has been done in Florida which has a comprehensive CTE programs with considerable freedom at the district level to meet with local industry and match their program to the local needs where possible. While they are clearly thinking outside the box, they seem to have left us with a couple areas of concern. Some of their programs seem to lack portability, third party industry driven review and validation of adequate rigor. Our focus on reaching for national certifications will be slower, but better in the long term approach of building credibility.

While we seem to be headed in the right direction their box of the box approach has taken them from a few hundred industry certificates and credentials to over 32,000 in about a decade. That is clearly the rate of progress Nevada needs to make to leave the bad list we tend to dominate and produce a future skilled STEM and industry driven workforce which can be competitive for the current jobs and grow as the jobs change over their working life. The group had a serious discussion of areas and programs where driven High School students can earn industry certificate and credentials so they graduate with skills which will get them jobs and set the stage for advancements into changing careers. The consensus of the group seemed to be the many of our students are fully capable of earning at least the starting credentials and certificates in many fields. Many will decide to expand their skills at the Community Colleges, before seeking work, but our High School foundations need to lead directly into CC and University programs. The Burning Glass Data should allow us to allow not just the Manufacturing sector, but all sectors and the schools to have a much better view of the current jobs, the demands, the skills, the trends and the ability to approximate the future a few years out.

The challenge with the increased funding will be truly align programs with the industry needs and as much as possible programs where the students will develop the skills needed for a large portion of their working life time. For the first time in decades, CTE programs have much needed money, legislative credibility and growing student, parent, employer and community support. We expect the 2017 legislative session to be a huge challenge as the Tesla/Panasonic project will be hiring and probably challenging all of our systems. Legislators will be asking tough questions about what we have done with the funding and asking employers and well as schools to show our performance data.

This seems like a time for employers, schools and our work force systems to step up to a whole new level of coordinated and aligned performance. We have serious concerns that the Community Colleges seemed to get shorted in the funding while that piece is critical to employers as the technical skills become a larger part of more and more jobs.

5. Membership composition and additional categories to be filled:

We are working to expand business membership within the council.

6. We would like to invite you to the next GWIB Manufacturing Sector Council Meeting, which will be held on Monday, August 3, 2015 at 10:00 a.m. to Noon, at the DETR offices in Las Vegas, Carson City and Reno.

All GWIB board members and the public are invited to attend. If board members know employers in the manufacturing sector we ask that you urge them to attend as we have space for some additional employers on the sector council. The scheduled meetings have been reduced from where we started a few years ago, but it will be increasingly important to have employers guide the continual improvements we will need to truly achieve a technically ready workforce and to stay on the leading edge as the Nevada economy evolves.

GWIB MINING and MATERIALS SECTOR COUNCIL

WRITTEN QUARTERLY REPORT TO THE GWIB

July 23, 2015 1:00 p.m.

1. *Introduction: (Chair and Vice-Chair)*

Dana Pray, Chair reporting for the Mining and Materials Sector Council. The Vice-Chair is Nancy Gray.

2. *Highlights and status of Pilot Program*

The pilot program for the Electrical and Instrumentation Skilled Labor Shortage is still underway and is ongoing. DETR's agreement with this pilot project was to provide salary and benefits over a three year period for a qualified NSHE faculty member to teach electrical and instrumentation with the skillsets that Nevada's employers in the mining and Materials industry desire. So far there are 11 students enrolled, along with the existing 16 (before Great Basin College was able to expand the program), brings this year's total program student number to 27. Dr. Rod Sidwell, the instrumentation instructor has reported that the students have maintained a 3.0 GPA or higher. As a commitment of private industry (and contingency of DETR funding for this pilot project) Newmont Mining and Barrick North America committed to fund the college's need for additional equipment.

3. *State any concerns you feel are relevant to workforce development and your sector council:*

N/A

4. *Suggestions and Recommendations for 2015:*

- Endorse certifications as a sector
- Understand and utilize Burning Glass as a tool
- Distribute and educate state and education systems on mining top disciplines in-demand

To continue to emphasize the importance of CTE funding for educational programs that are relative to this industry.

5. *Next Sector Council Meeting:*

The next GWIB Mining and Materials Sector meeting has not yet been scheduled. For additional meeting details, please contact DETR's Workforce Solutions Unit at (702) 486-0523.

GWIB Tourism, Gaming & Entertainment SECTOR COUNCIL

WRITTEN QUARTERLY REPORT TO THE GWIB

July 23, 2015

1. Introduction: (Chair and Vice-Chair)

Donna Lauger, SVP Wyndham Vacation Ownership was appointed Chair on April 13, 2015. The Vice-Chair position is currently vacant.

2. Highlights and status of Pilot Program:

The Food Management and Supervisor Training Pilot Program will offer 5 northern Nevada and 5 southern Nevada candidates with training on “Controlling Foodservice Costs”, a National Restaurant Association Educational Foundation’s (NRAEF) ManageFirst Program. Through this pilot program, participants will gain exposure to the NRAEF ManageFirst Program to earn industry credentials and certifications to gain a competitive edge and enhance employability. Pilot Program Participants will receive a competency guide and 4 hours of training with a Certified Instructor on the “Controlling Foodservice Costs” module (a core credential topic) and will take a proctored exam to earn a National Industry Certification in this area. The referral deadline is July 7th, with training taking place in Reno and Las Vegas on July 15th.

Due to the lack of DETR workforce development funds our sector council is hopeful that the GWIB may assist in funding the Social Media Pilot.

3. State any concerns you feel are relevant to workforce development and your sector Council:

On Wednesday, June 24th, sector council members met with Mr. Mike Raponi, Department of Education, regarding CTE program development. There was broad agreement among sector council participants that CTE programs should be based on the top job needs for each sector council, and that customer service / soft-skills training should be included in all CTE training programs.

4. Suggestions and Recommendations for 2015:

The TG&E sector council is looking for real-time data from Burning Glass to identify the gaps in workforce development and CTE program development opportunities to meet the needs of this sector.

5. Membership composition and additional membership categories to be filled:

We are working to expand business membership within the council.

6. We would like to invite you to the next GWIB Tourism, Gaming & Entertainment meeting which will be held on Monday, July 27th, 10 a.m. - Noon. For additional meeting details, please contact DETR’s Research and Analysis Sector Council at (702) 486-0523.

Memorandum

To: Donna Lauger, Chair, Governor Workforce Investment Board (GWIB) Tourism, Gaming and Entertainment Sector Council

From: Research and Analysis Bureau, Department of Employment Training and Rehabilitation (DETR)

Date: July 7, 2015

Re: Burning Glass/Labor Market Information – Report for Social Media Analysts

The attached labor insight report was produced by Burning Glass/Nevada Real-time Labor Market Information Analysis, by the Research and Analysis Bureau, DETR. The data was requested by the GWIB Tourism, Gaming and Entertainment Sector Council for the proposed Social Media Analysts Pilot Program training.

- Nevada online job postings with social media skills total 915 year to date from 434 the same period last year.
- The top occupations in-demand for Nevada are market research analysts/marketing specialists, marketing managers, human resource specialists and etc.
- The top in-demand skills are social media and journalism.
- The top titles are marketing manager, reporter and social media specialist.
- The top industry sectors information, accommodation and food service and professional/scientific/technical services.
- For the 565 postings specifying an education requirement, more than half require at least some college.
- Companies that are hiring for Social Media are Gannett Company Incorporated, MGM Resorts International, Smith's Food and Drug Centers, Sinclair Broadcast and others.
- The mean real-time salary is \$59,756.

(See attached data from Research and Analysis Bureau)

Industry intelligence from the sector council members submitted the following labor market material in support of Social Media/Marketing Analysts as a high growth and/or high demand occupation:

- According to the U.S. Department of Labor, there were 7,590 jobs posted relating to Social Media Marketing as of September 22, 2014. To view a list of those positions, the list is available via the following link: <http://www.careerbuilder.com/jobseeker/jobs/jobresults.aspx?IPath=QH&qb=1&s>

[_rawwords=social+media+marketing&s_freeloc=&s_jobtypes=ALL&sc_cmp2=js_find_job_home&FindJobHomeButton=hptest_ignore2](#)

- Council member Bret Simmons, Associate Professor of Management with the University of Nevada, Reno advises the following: “I'd be glad to help with this. I've been teaching social media for business since 2009 as an accredited class at UNR. I currently teach courses in Personal Branding and Social Business to undergraduate, MBA, and Executive MBA students and have taught a number of these courses for ProNet Reno. The attached proposal makes no mention of blogging, which I think is a critical omission. Social media is a tool for inbound marketing, which operates on a hub and spoke strategy. Google search rewards relevant content, and there is no more powerful tool for getting indexed and ranked in Google than having a good source of content creation at your own website. A blog at a business website provides a ‘hub’ to share relational content. Twitter, Facebook, Instagram, Pinterest and others are simply ‘spokes’ whose primary purpose is to attract or pull people back to the hub. Totally concur that Social Media Training is critical. Also concur with much of what is in the proposal.”
- Donna Lauger, Vice President of Wyndham Vacation Ownership advises the following: “I contacted our Social Media group to better understand what skills they require when hiring into this team. I have removed some of the company specific requirements, but left the requirements for their Specialist position (see below). The training program should include not just the different social media and how local companies use those methods, but also insight into some of the software tools that are used to manage the different social medias. The volume of information that is on the internet requires scalable solutions to manage the content that is specific to each company. For example, [sprinklr.com](http://www.sprinklr.com) is a company that helps companies manage that data.” Additional information regarding [sprinklr.com](http://www.sprinklr.com) and their data management system is available via the following link: <http://www.sprinklr.com/social-media-management/>
- Corporate Director of Marketing with Navegante Group, provides the following guidance concerning Social Media for Businesses. He points out, “High school and college students today spend a vast amount of their time on social media. Business social media strategies however require education and training to teach students how to apply their social media skills to businesses. It’s not just tweeting on Twitter or posting a status update on Facebook that drive successful business social media strategies. Businesses must either hire a social media company, such as Main Street Hub, or hire employees with the skill set to ensure their social media business objectives are met and opportunities maximized. In the proposed social media for business training [as suggested in this Pilot Project Proposal, students will learn how to maximize business social media presence and how to effectively engage with current and prospective customers. Students will learn how to scan Twitter for mentions of relevant tweets and how to engage in those tweets. Example: A tweet goes out that John Smith is planning a

visit to Las Vegas and is looking forward to good restaurants. He also mentions he is staying at XYZ Hotel & Casino. Then XYZ Hotel & Casino's social media team finds the tweet for John Smith who has never been a patron of the property, and the team tweets back recommending one of their restaurants and some of the specials going on at the property that week. XYZ Hotel & Casino has just converted a social media channel into developing trial and ultimately cash flow. Furthermore, through usage of Facebook it is important for businesses to engage their customers. Students will be trained to identify their company's core customer and develop Facebook content that peaks their interest and increases customer engagement of that company's social media postings. Developing contests, posting pictures that drive emotion and 'likes' will prove to be key to Facebook success for businesses. The relationship of the emotion created through Facebook will help generate customer visits to the business. Example: The YELP social media channel will teach students how to create "check-in" specials for customers, which are designed to create trial for customers to new dining establishments. The above are just some of the examples of how business social media is different than social media for personal use. Students who complete social media business training will have new job skills and opportunities and will be better prepared to accomplish business objectives through social media strategies."

Based on employer needs and occupational demand data outlined the GWIB Tourism, Gaming and Entertainment Sector Council believes that the Social Media Analyst training would lead to a job for the participants in this industry.



Nevada

Real-Time Labor Market Information



Nevada Real-Time Labor Market Information Analysis: Year to Date 2015, /Social Media Skills

- Nevada online job postings with social media skills total 915 year to date up from 434 the same period last year. Online posting for the tourism gaming and entertainment sector total 165 year to date.
- The top occupations in demand for Nevada are market research analysts/marketing specialists, marketing managers, human resource specialists followed by reporters/correspondents.
- The top in-demand skills are social media and journalism.
- The top titles are marketing manager, reporter and social media specialist.
- The top industry sectors are information, accommodation and food service and professional/scientific/technical services
- For the 565 postings specifying an educational requirement, more than half require at least some college.

Presented by

Bill Anderson, Chief Economist
Christopher Robison, Supervising Economist
Marianne Segurson, Economist

Research and Analysis Bureau

The Department of Employment, Training, and Rehabilitation is a client of Burning Glass Technologies. Among other things, Burning Glass has developed a number of tools designed to assist a variety of workforce development entities in efforts to match workers with jobs. This summary report utilizes the analytical capabilities of Burning Glass' Labor Insight application. Much more detailed information is available from the Research and Analysis Bureau at (775) 684-0450.



Nevada

Real-Time Labor Market Information



Nevada Real-Time Labor Market Information Analysis: Year to Date 2015, /Social Media Skills

Year to Date 2015 Summary

Total Job Postings

915 unique job postings

Top Counties

- Clark County (607 postings)
- Washoe County (258 postings)

Top Occupations

- Market Research Analysts & Marketing Specialist (111 postings)
- Human Resource Specialists (75 postings)
- Reporters/Correspondents (49 postings)

Top Job Titles

- Marketing Manager (38 postings)
- Reporter (27 postings)
- Social Media Specialist (23 postings)

Top Skills

- Social Media (860 postings)
- Journalism (166 postings)
- Marketing (118 postings)

Presented by

Bill Anderson, Chief Economist
Christopher Robison, Supervising Economist
Marianne Segurson, Economist

Research and Analysis Bureau

The Department of Employment, Training, and Rehabilitation is a client of Burning Glass Technologies. Among other things, Burning Glass has developed a number of tools designed to assist a variety of workforce development entities in efforts to match workers with jobs. This summary report utilizes the analytical capabilities of Burning Glass' Labor Insight application. Much more detailed information is available from the Research and Analysis Bureau at (775) 684-0450.

Top Occupations

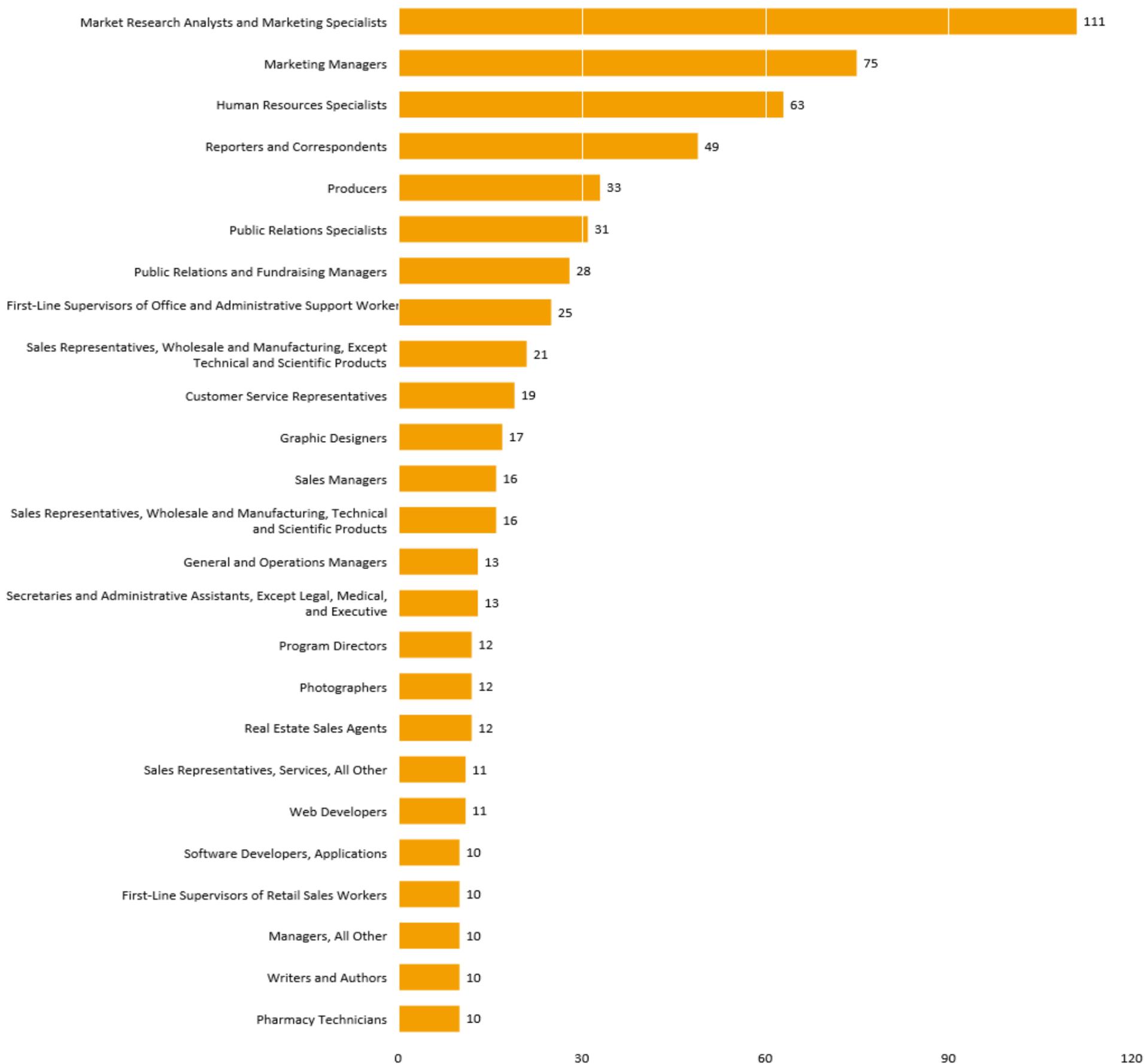
Jan. 01, 2015 - Jul. 06, 2015 (Data not available after Jul. 04, 2015)

There are 915 postings available with the current filters applied.

There are 43 unspecified or unclassified postings.

Active Selections

Year to date AND (State : Nevada) AND (Skill with : social media)



Top Titles

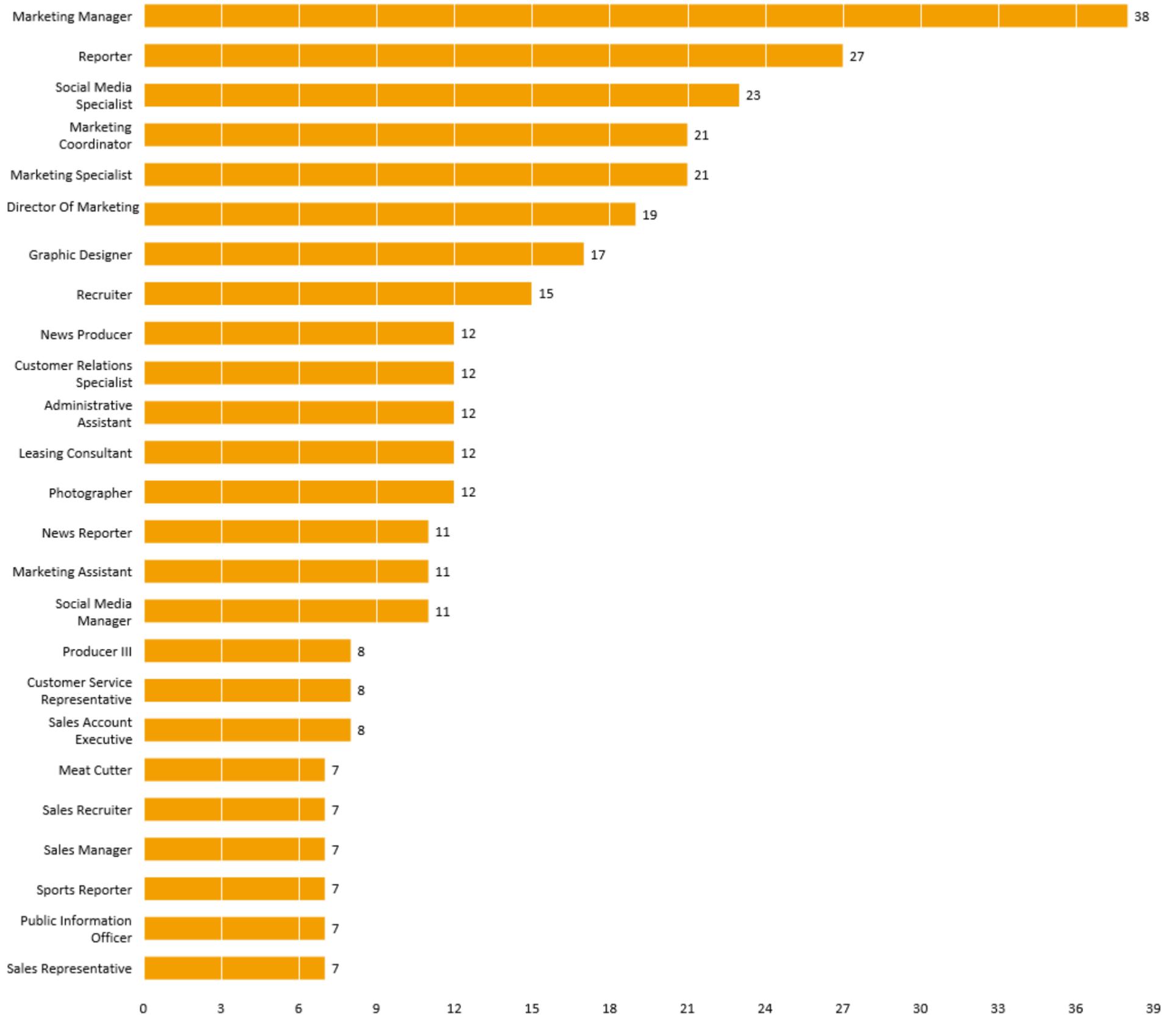
Jan. 01, 2015 - Jul. 06, 2015 (Data not available after Jul. 04, 2015)

There are 915 postings available with the current filters applied.

There are 0 unspecified or unclassified postings.

Active Selections

Year to date AND (State : Nevada) AND (Skill with : social media)



Education and Experience

Note: 52% of records have been excluded because they do not include a degree level. As a result, the chart below may not be representative of the full sample.

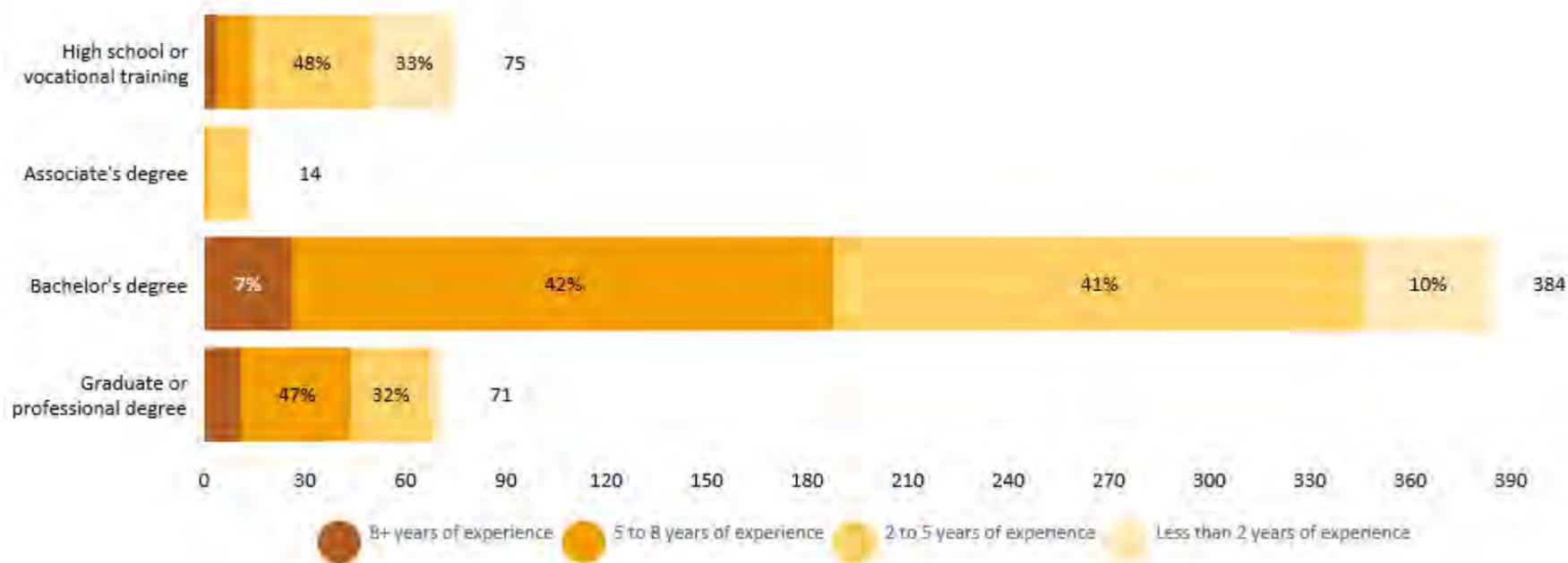
Jan. 01, 2015 - Jul. 06, 2015 (Data not available after Jul. 04, 2015)

There are 915 postings available with the current filters applied.

There are 473 unspecified or unclassified postings.

Active Selections

Year to date AND (State : Nevada) AND (Skill with : social media)



Top Employers

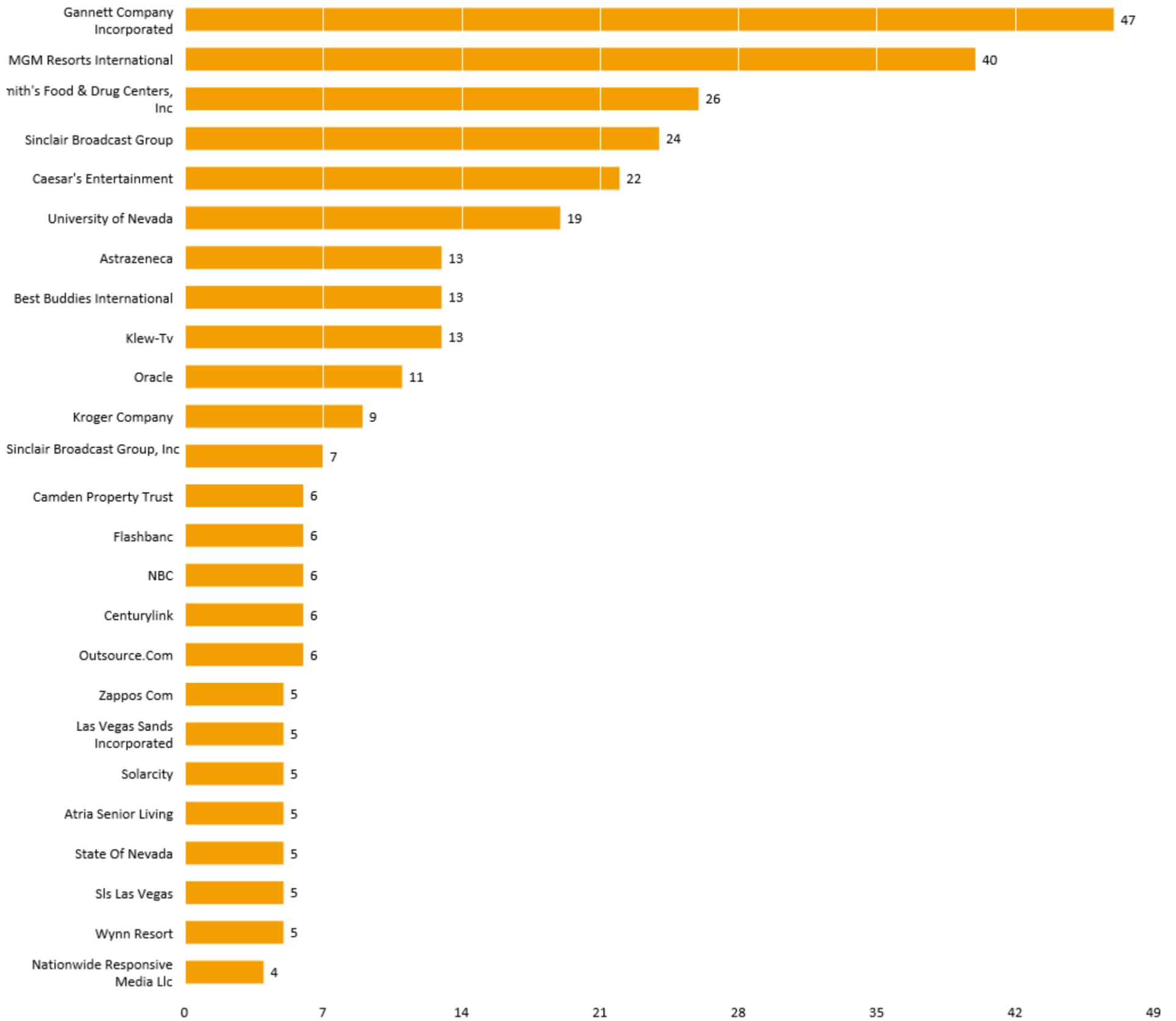
Jan. 01, 2015 - Jul. 06, 2015 (Data not available after Jul. 04, 2015)

There are 915 postings available with the current filters applied.

There are 286 unspecified or unclassified postings.

Active Selections

Year to date AND (State : Nevada) AND (Skill with : social media)



Source: Labor Insight Jobs (Burning Glass Technologies)

Salary Distribution

Note: 83% of records have been excluded because they do not include salary information. As a result, the chart below may not be representative of the full sample.

Mean real-time salary = \$59,756

Jan. 01, 2015 - Jul. 06, 2015 (Data not available after Jul. 04, 2015)

There are 915 postings available with the current filters applied.

There are 761 unspecified or unclassified postings.

Active Selections

Year to date AND (State : Nevada) AND (Skill with : social media)



*This report uses data from real-time job postings. Salary figures are prorated to reflect full-time, annual wage status. For additional salary data by occupation from the Bureau of Labor Statistics, please refer to the summary tables options under the occupation category on the "Create reports" tab.

Job Counts By Year

This report shows data for the following time periods: 2007, 2010, 2011, 2012, 2013 and 2014. Any active time period filters have not been applied. Percentages shown are out of the total number of postings for your selected location.

Please also note that these results reflect point-in-time data and are subject to change as improvements are made to our aggregation and reporting methodologies. Burning Glass does not recommend use of this data for time series reporting.

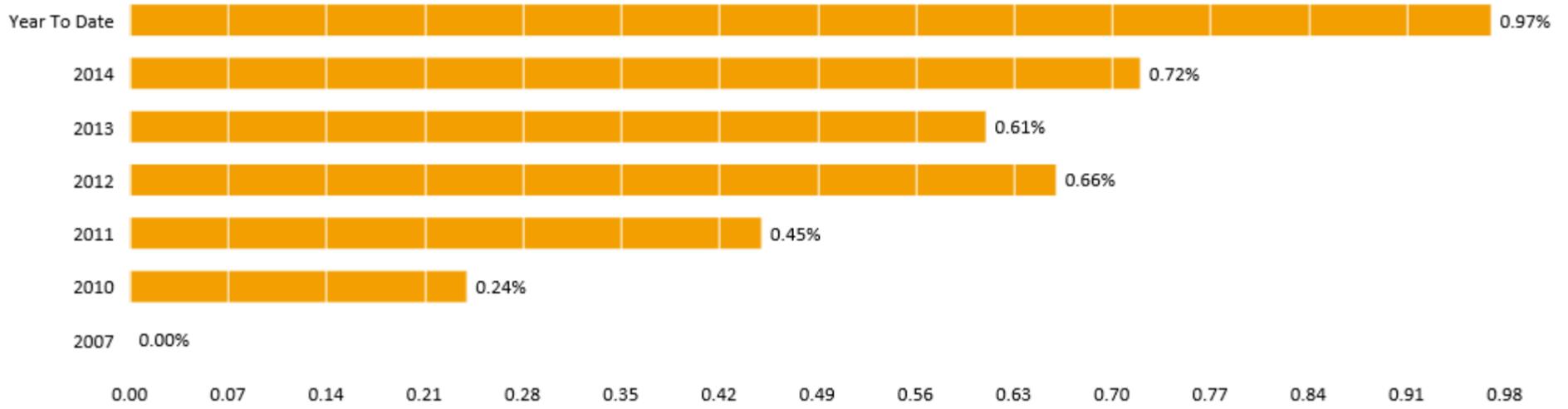
Jan. 01, 2015 - Jul. 06, 2015 (Data not available after Jul. 04, 2015)

There are 915 postings available with the current filters applied.

There are 0 unspecified or unclassified postings.

Active Selections

Year to date AND (State : Nevada) AND (Skill with : social media)



ESTIMATED TRAINING COSTS:

Training hours for the course: 3 hours per session x 3 sessions per week x 9 weeks = 81 hours for the course. Assume 50 students divided into two courses or 25 students per course.

Instructor Costs: Annual compensation of \$50,000 per year. Available hours = 40 hours x 50 weeks = 2000 hours per year. Instructor cost per hour = \$50,000/2,000 hours = \$25 per hour. Instructor cost for the course is 81 hours x \$25 = \$2,025 for the 25 student course.

Books and Materials: \$30 per student x 25 students = \$750.

Class room and Equipment rental: \$50 per session x 3 sessions per week x 9 weeks = \$1,350.

Summary of Training Costs for one course with 25 students:

Instructor Costs:	\$2,025.
Books and Materials:	750.
Class Room & Equipment Rental:	<u>1,350.</u>
Total for one course & 25 students:	\$4,125.
Total for two courses & 50 students:	\$8,250.
Average Cost per Student (50):	\$165.

**Quarterly Report to the Governor's Workforce Investment Board
July, 2015**

One-Stop Delivery System (OSDS)

- On May 26, 2015 Workforce Connections officially unveiled its first Mobile One-Stop. Originally a 15 passenger bus, it was donated to the Board by the Regional Transportation Commission (RTC) of Southern Nevada. It has been retrofitted to function as a mobile deployment unit. The Mobile One-Stop will help us expand our geographical footprint in the Southern Nevada Workforce Development Area and provide greater access to employment and training services.
- Workforce Connections recently awarded contracts for Youth and Adult & Dislocated Workers One Stop Affiliate Sites throughout Southern Nevada.
- Workforce Connections also awarded contracts to deliver career and training services to individuals with disabilities, post-release/re-entry adults, veterans and eligible spouses, and foster youth.

One-Stop Career Center (OSCC)

- In anticipation of the Workforce Innovation & Opportunity Act (WIOA), Workforce Connections (WC) initiated procurement of a One-Stop Operator for Program Year 2015. An RFP was published in late March and interested applicants attended a mandatory bidders' conference in early April. Ultimately, two proposals were received. The selected bidder was ResCare Workforce Services, which has operations in over 300 sites across the country, covering 26 states. ResCare will begin serving as Operator for the One-Stop Career Center on July 1, 2015.
- The Back-to-Work 50+ at Workforce Connections program, sponsored by the national AARP Foundation, saw its third cohort complete the intensive 12-week coaching program that is the centerpiece of the grant. The program is specifically designed to support participants as they overcome the overwhelming uncertainty, self-doubt and confusion that are associated with being a 50+ job seeker in today's labor market. It couples personal wellness coaching with a series of job readiness workshops. Those workshops include resume writing, Dress for Success, financial literacy through the AARP Foundation Finances 50+ curriculum, Digital Literacy and STEM exploration. Altogether, participants will have experienced 64 hours of coaching by the time they graduate from the program. Since its inception, the coaching program has served close to 50 participants, with scores of others benefitting from attendance at the monthly info sessions. On June 22, a graduation ceremony was held for the third cohort, where friends, family and invited guests gathered to celebrate the completion of the first step of the journey that will ultimately lead back to employment and restored self-sufficiency.

Strategic Initiatives

- The Chief Local Elected Officials have completed the reconstitution of the Workforce Connections Board in order to assure compliance with the new WIOA. The law envisions a strong role for local business-led boards focusing on strategic planning, policy development and oversight of the local workforce investment system. To accomplish the vision and mission of the agency, and to remain in compliance with federal and state guidelines, the Chief Elected Official Consortium of Workforce Connections seeks the most qualified board members.
- Staff continues to attend U.S. Department of Labor (DOL) webinars and conferences that provide technical assistance for WIOA implementation. Significant work is already taking place system-wide in preparation for the implementation of WIOA. The U.S. DOL provided a timeline that details important milestone dates including:
 - July 1, 2015 – New WIOA provisions take effect
 - March 3, 2016 – Deadline for submission of the new Combined State Plan
- Workforce Connections has assigned members of the management team to each of the WIOA Workgroups for the WIOA Combined State Plan. Members continue to meet and are engaged in productive dialogue regarding the design of the plan. These groups include key decision-makers from WIOA mandated core programs and other additional required partners:
 - Health and Human Services (TANF and SCSEP)
 - Department of Education (Adult Education & Literacy, Title II)
 - Department of Employment Training and Rehabilitation (Wagner-Peyser, Title III and Vocational Rehabilitation, Title IV)
 - Local Workforce Development Boards (Adult/Dislocated Worker/Youth, Title I)
- Implementation of the new Eligible Training Provider List (ETPL) application and performance reporting process is 50% complete. Phase 2 was successfully completed on May 31, 2015. Phase 3 is scheduled to be completed on August 31, 2015. The new process will help the state achieve compliance with the new WIOA. The Department of Employment, Training and Rehabilitation (DETR) and Local Workforce Development Boards are working together on the implementation. The implementation period started in December of 2014 and is expected to take approximately 12 months.
- Work commenced on the Interactive Kiosk Project. It will provide easy access to all information regarding our service delivery system. Phase 1 includes Career Exploration activities in Southern Nevada's Industry Sectors guided by interactive and fun virtual characters.

Business Engagement

- Workforce Connections presented on “The Importance of Apprenticeships and Job Training” at the RTC Mega Work Expo at Station Casinos held during Infrastructure Week on May 13, 2015. Presenting alongside WC were County Commissioner and RTC Chairman Larry Brown, County Commissioner and Las Vegas Convention and Visitors Authority (LVCVA) Chairman Lawrence Weekly, City of Las Vegas Pro Tem and RTC Board Member Steve Ross, Representative from the Nevada Department of Transportation (NDOT), Nevada Economic Development Coalition (NEDCO) President Larry Carroll and Sean Stewart, Executive President of the Association of General Contractors (AGC).
- This event focused on bringing attention to upcoming infrastructure job opportunities throughout Southern Nevada within the architecture, engineering, and construction industries. It also provided local small business the opportunity to network with prime contractors. Participants included the RTC, NEDCO, NDOT, City of North Las Vegas, City of Las Vegas and others.
- On June 3, 2015, in cooperation with Berna Rhodes-Ford, Managing Shareholder for Rhodes-Ford & Associates, WC launched a new Business Lunch & Learn Webinar Series to help employers with a variety of business issues. The first webinar was aimed at assisting employers with understanding legal hiring practices. Topics covered were questions that employers are not allowed to ask and the liability associated with inappropriate questions.
- Business Engagement numbers at-a-glance:

Current YTD hires:	450
Average Wage:	\$12.39
Wage Range:	\$8.25-\$35.00

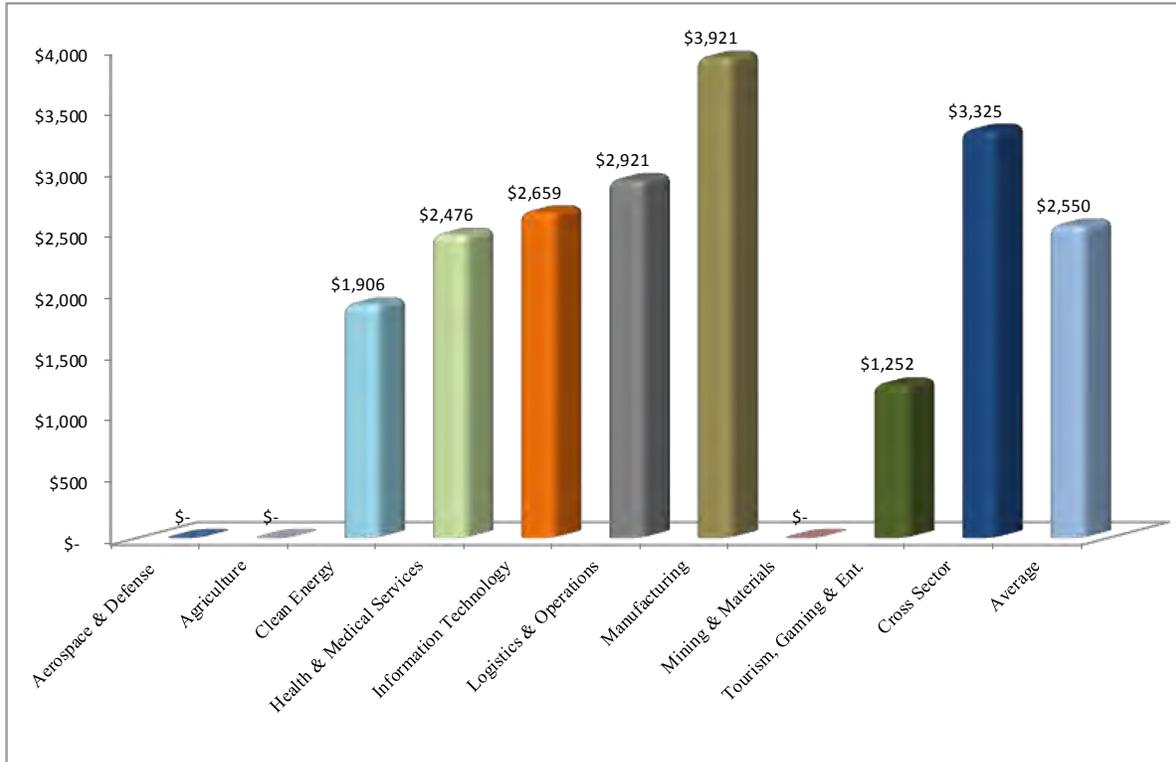
YouthBuild Las Vegas (YBLV)

- On June 1, 2015 YBLV celebrated the graduation of its 6th cohort of participants. Individuals were recognized for their various accomplishments such as education and occupational certificates, Segal Education Awards, leadership and civic engagement.
- YouthBuild Las Vegas recently submitted its 2015 proposal for the U.S. Department of Labor ETA Funding Opportunity Announcement for YouthBuild (FOA-ETA-15-05). The proposal continues the collaboration between Workforce Connections, Desert Rose High School, and Habitat for Humanity Las Vegas and has added Nevada Partners, Inc.

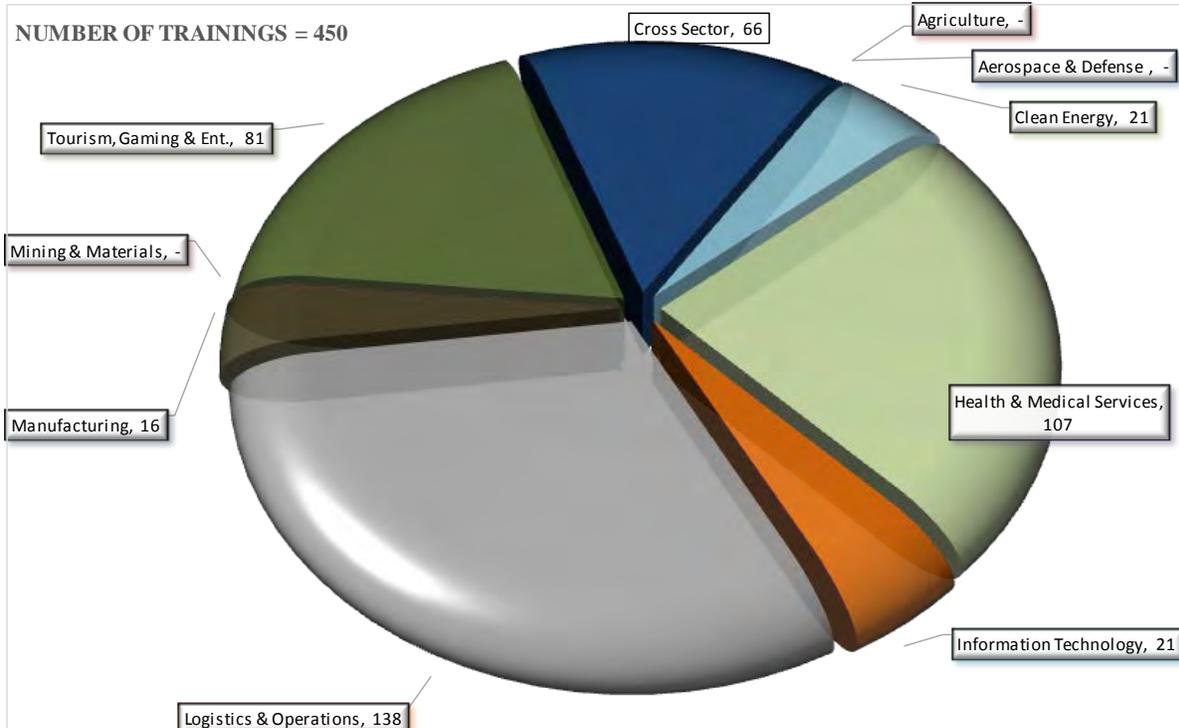
Reporting Charts (Pgs. 4 – 5)

Adult and Dislocated Workers Trained by Industry Sector
March 1, 2015 through May 31, 2015

Average Training Cost by Sector

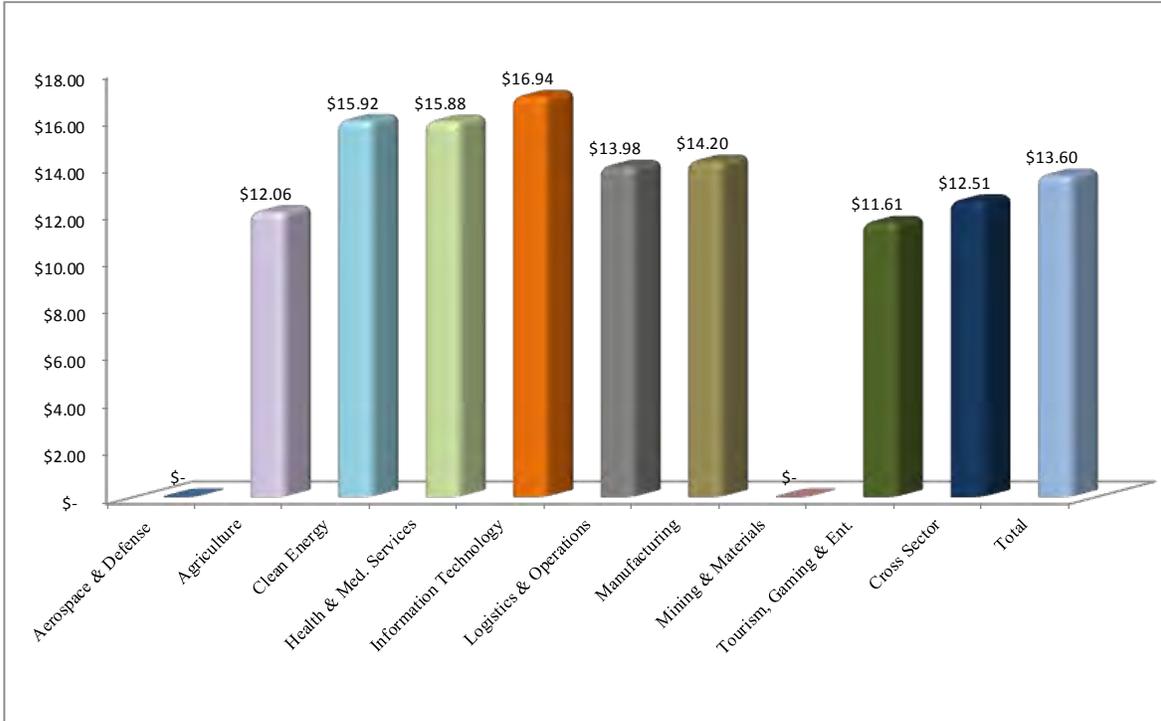


Number of Trainings by Sector

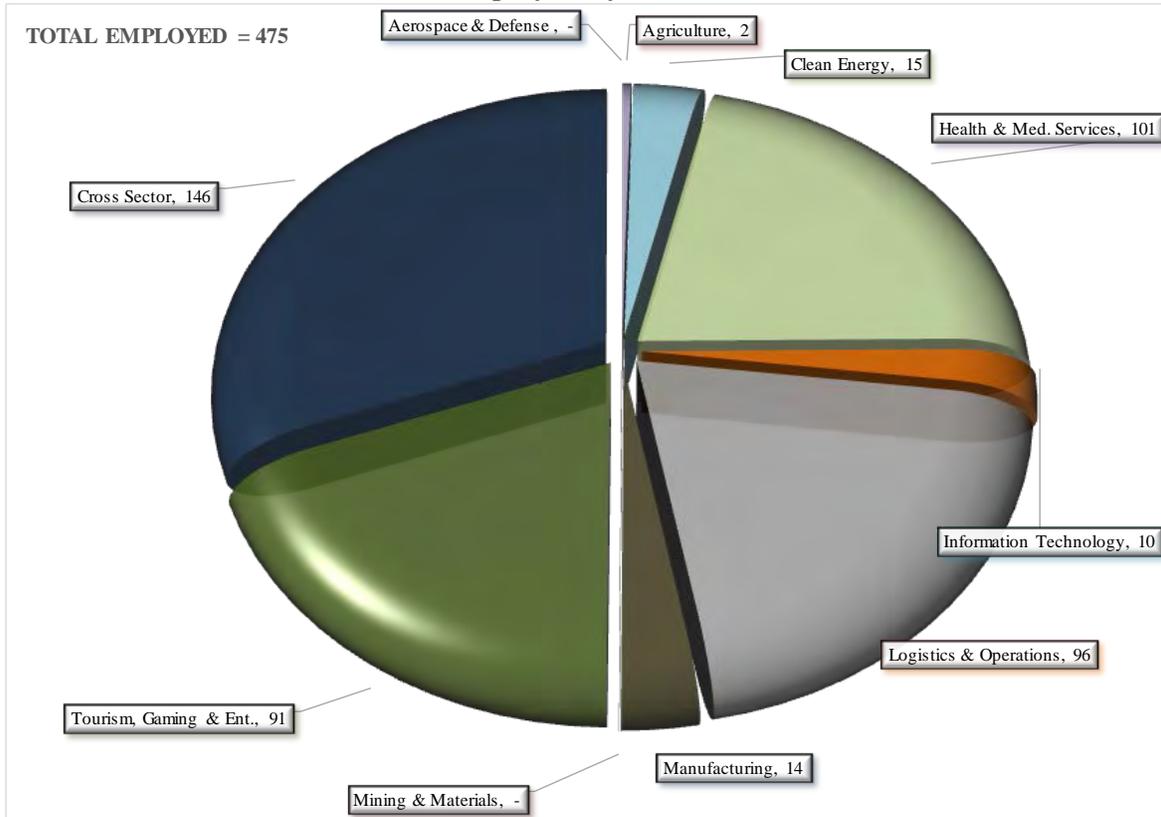


Adult and Dislocated Workers Employed by Industry Sector
 March 1, 2015 through May 31, 2015

Wage by Sector



Employed by Sector





Date: July 2015

To: Governor's Workforce Investment Board

From: John H. Thurman

Subject: Quarterly Report

As the implementation of the Workforce Innovation and Opportunity Act (WIOA) nears enactment on July 1, 2015, the number of meetings and planning sessions continue to increase. The State Combined Plan Committee (formerly the Unified Plan) has established subcommittees in order to expedite the process and address many areas of the plan simultaneously. These meetings are ongoing and lots of work remains to be completed.

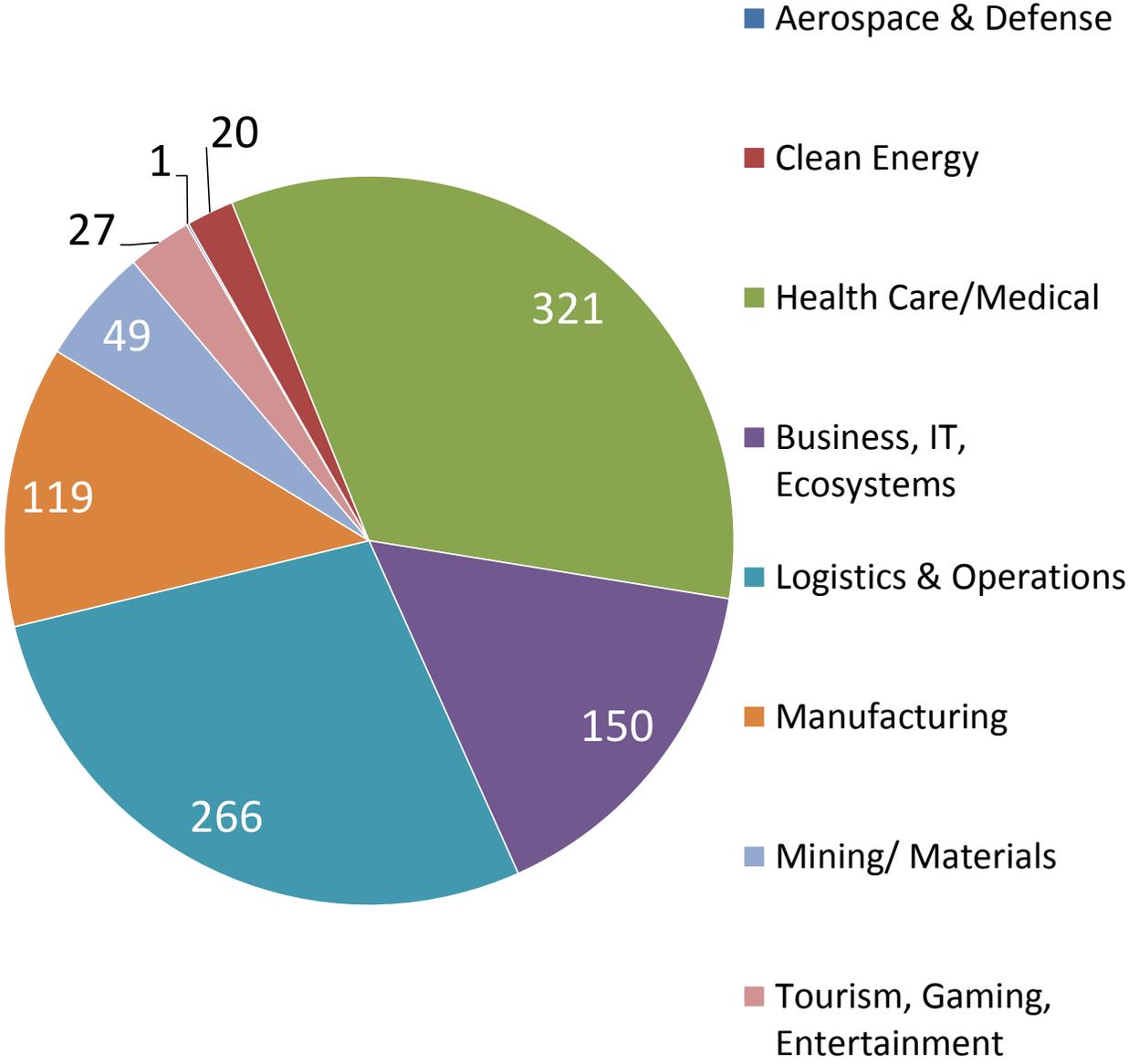
Nevadaworks is pleased to announce Milton Stewart has accepted an offer of employment with Nevadaworks as Program Manager. The position had remained open for the past three years and the position's duties had been performed by the Chief Executive Office. The passage of the WIOA and the resulting increase in the number of meetings associated with the implementation and oversight of new performance measures made it necessary to fill the position. Mr. Stewart comes to us from New York where he was the owner of his own business. After selling his business and relocating to Reno he applied for the Nevadaworks Program Manager and was selected as the number one candidate out of well over a hundred applicants. Please join Nevadaworks in welcoming Mr. Stewart to Nevada, Nevadaworks, and Workforce Development.

Nevadaworks' Board continued discussions of what a one-stop system should be and what a one-stop center should look like during the last Nevadaworks Board meeting. Most of the conversation centered on the way we are doing things now and how the cost sharing agreement would be handled between the system partners, probably not unlike discussions with all the partners in the one-stop system.

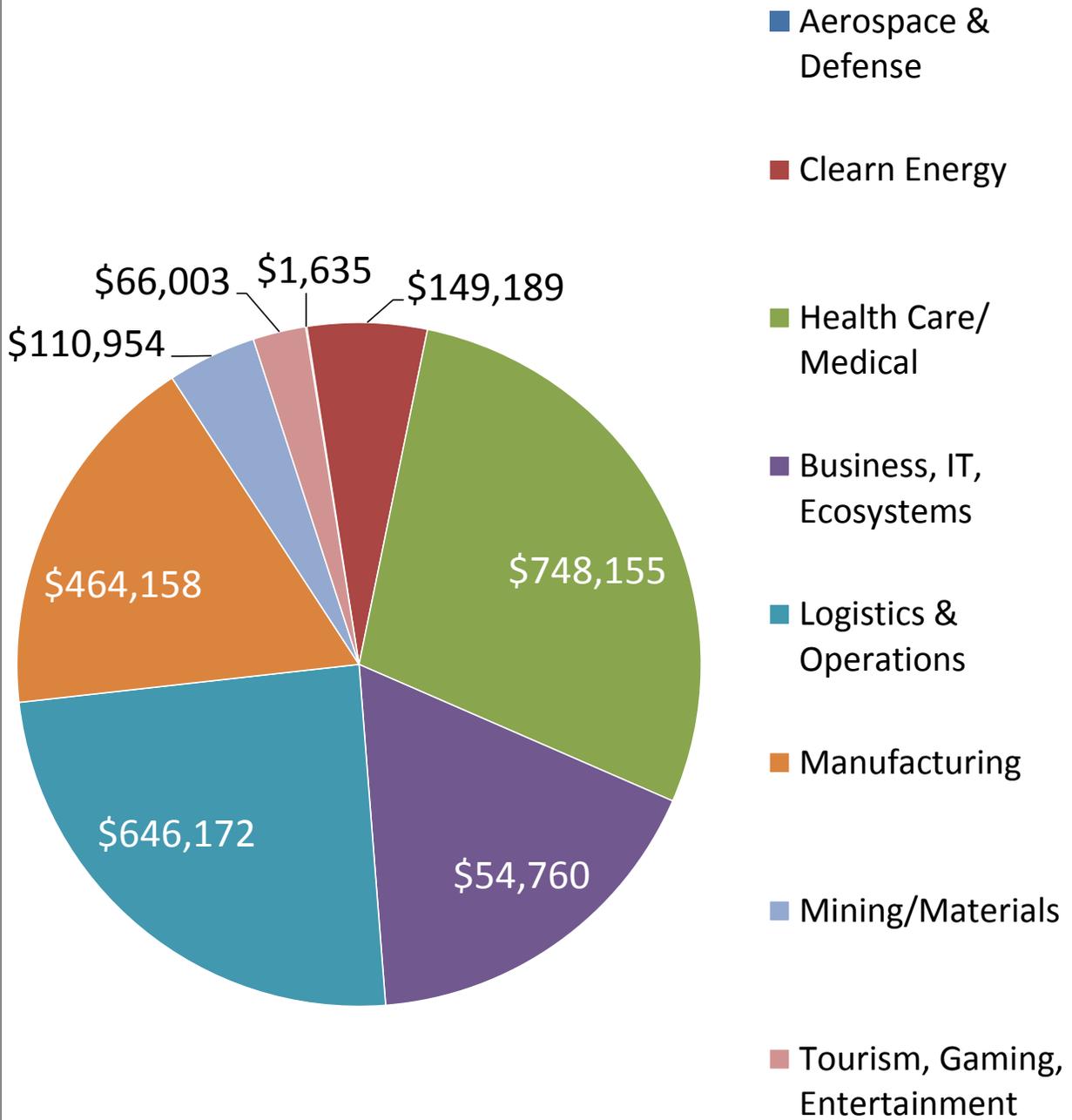
Youth Out of School Proposals were evaluated, scored, and ranked from one to eleven. With just under 4.4 million dollars in proposals and only approximately 1.6 million dollars in out of school funding, it was clear not all proposals would be funded. Nevadaworks board met on June 12, 2015 and agreed on a budget for Program Year 2015 which included funding for five of the eleven Youth Out of School Proposals.

Nevadaworks Service Providers in program year 2014 have provided individuals with occupational skills training in the nine State of Nevada identified industry sectors. The following information shows numbers served and dollar amounts spent, per sector, for the period July 1, 2014 through May 31, 2015.

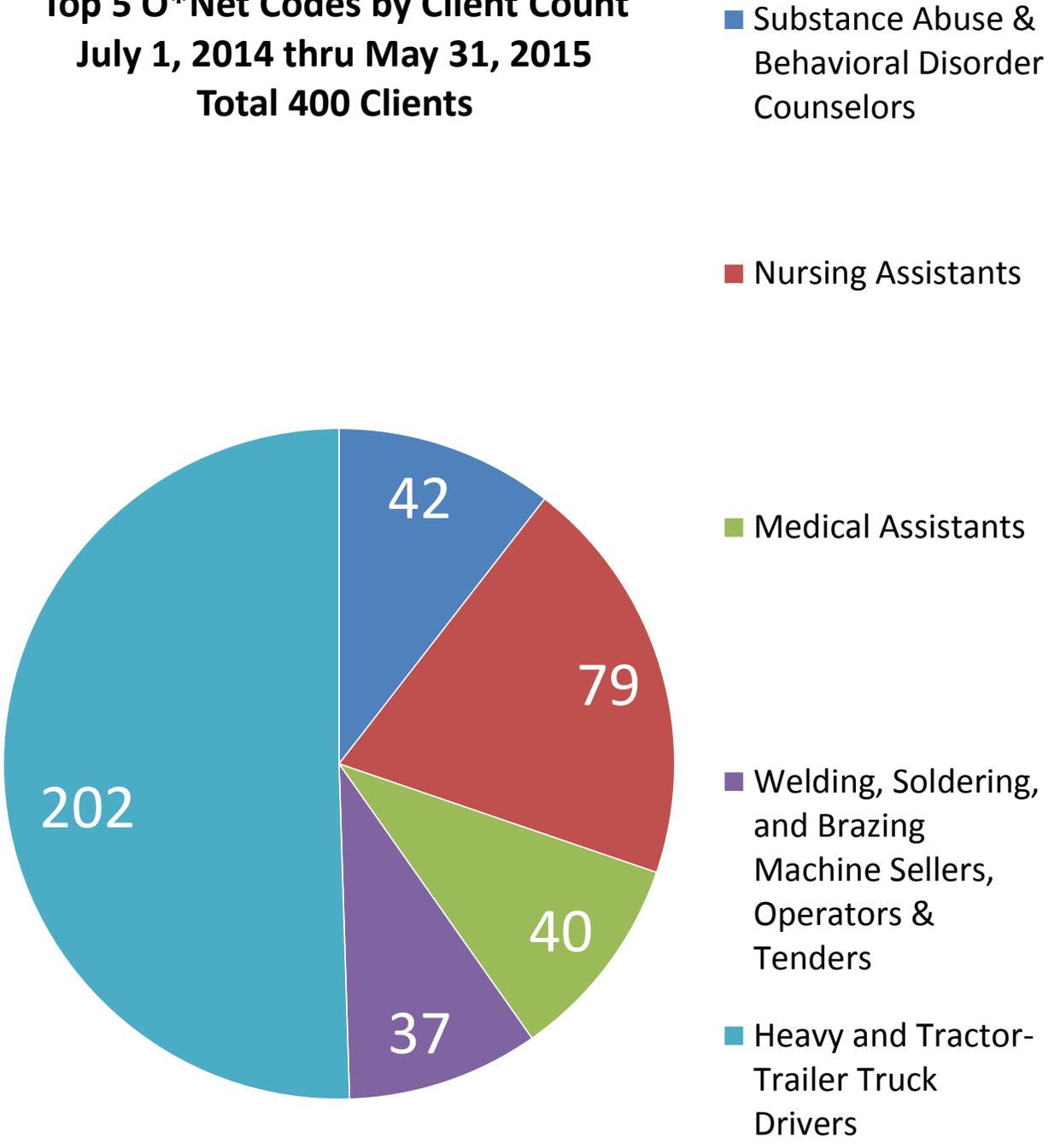
**Clients Receiving Sector Training
July 1, 2014 thru May 31, 2015
Total 953 Clients**



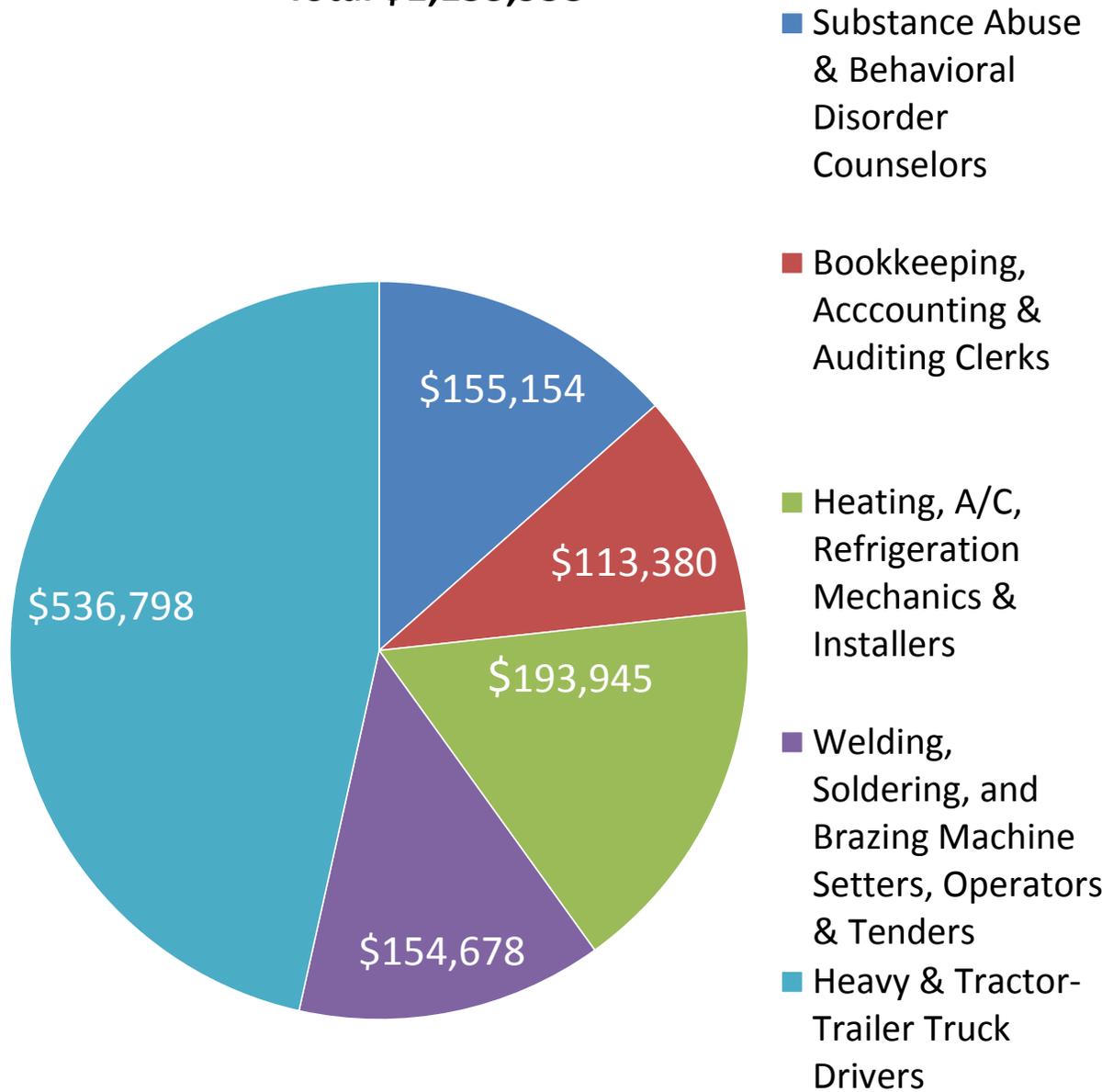
Training Dollars Spent by Sector
July 1, 2014 thru May 31, 2015
Total \$2,641,029



Top 5 O*Net Codes by Client Count
July 1, 2014 thru May 31, 2015
Total 400 Clients



**Top 5 O*Net Codes by Dollars Spent
July 1, 2014 thru May 31, 2015
Total \$1,153,958**



Performance for Nevadaworks Service Providers for the current rolling four quarters was as follows. The green highlighted cells indicate performance exceeded the Department of Labor (DOL) negotiated levels, yellow highlighted cells indicate performance was within 80% of the negotiated rate.

**Nevadaworks Performance Measures
DOL Negotiated Rates
As of May 31, 2015**

	Adult Entered Employment	Adult Retention	Adult Average Earnings
DOL Negotiated Rate	75.5%	82.4%	\$14,500
% Attained	102.8%	89.9%	95.1%
	# Clients Employed: 296 # Clients Included: 391	# Clients Retained: 345 # Clients Included: 449	Total Earnings: \$4,543,433 # Clients Included: 344
	DW Entered Employment	DW Retention	DW Average Earnings
DOL Negotiated Rate	77.0%	84.5%	\$15,922
% Attained	105.7%	95.1%	112.5%
	# Clients Employed: 510 # Clients Included: 605	# Clients Retained: 458 # Clients Included: 537	Total Earnings: \$8,027,920 # Clients Included: 451
	Youth Placement	Youth Attainment of Degree	Literacy / Numeracy
DOL Negotiated Rate	68.7%	61.0%	43.0%
% Attained	103.6%	118.9%	114.7%
	# Clients Placed: 194 # Clients Included: 280	# Clients w/Degrees: 172 # Clients Included: 250	# Clients Successful: 40 # Clients Included: 77

State of Nevada
Department of Employment, Training and Rehabilitation
Workforce Investment Act Grant
Analysis of Expenditures
June 30, 2015

Budget Committee Approved Date	TOTAL				PY15				PY14				PY13			
	Allocation	Expenses	Available Balance	Term: 04/01/15 - 6/30/18	Allocation	Expenses	% Spent	Available Balance	Allocation	Expenses	% Spent	Available Balance	Allocation	Expenses	% Spent	Available Balance
NV Workforce Investment Boards																
North (G/L 8750, 8752, 8754)																
Adult (includes 25% transfer)	8,515,051.00	(5,341,561.62)	3,173,489.38	2,303,301.00	2,303,301.00	0.00	2,303,301.00	2,503,515.00	(1,633,326.62)		870,188.38	3,708,235.00	(3,708,235.00)			0.00
Youth	6,692,842.00	(3,833,122.64)	2,859,719.36	2,157,427.00	2,157,427.00	0.00	2,157,427.00	2,162,728.00	(1,460,435.64)		702,292.36	2,372,687.00	(2,372,687.00)			0.00
Dislocated Worker (includes 25% transfer)	8,073,442.00	(4,771,855.29)	3,301,586.71	2,428,620.00	2,428,620.00	0.00	2,428,620.00	2,834,575.00	(1,961,608.29)		872,966.71	2,810,247.00	(2,810,247.00)			0.00
Subtotal - North	23,281,335.00	(13,946,539.55)	9,334,795.45	6,889,348.00	6,889,348.00	0.00	6,889,348.00	7,500,818.00	(5,055,370.55)	67%	2,445,447.45	8,891,169.00	(8,891,169.00)	100%	0.00	
South (G/L 8751, 8753, 8755)																
Adult (includes 25% transfer)	26,953,768.00	(14,280,913.83)	12,672,854.17	7,375,010.00	7,375,010.00	0.00	7,375,010.00	9,663,005.00	(4,365,160.83)		5,297,844.17	9,915,753.00	(9,915,753.00)			0.00
Youth	18,465,311.00	(8,893,598.41)	9,571,712.59	5,973,728.00	5,973,728.00	0.00	5,973,728.00	5,927,060.00	(2,329,075.41)		3,597,984.59	6,564,523.00	(6,564,523.00)			0.00
Dislocated Worker	13,145,326.00	(7,347,358.93)	5,797,967.07	4,448,425.00	4,448,425.00	0.00	4,448,425.00	3,806,078.00	(2,456,535.93)		1,349,542.07	4,890,823.00	(4,890,823.00)			0.00
Subtotal - South	58,564,405.00	(30,521,871.17)	28,042,533.83	17,797,163.00	17,797,163.00	0.00	17,797,163.00	19,396,143.00	(9,150,772.17)	47%	10,245,370.83	21,371,099.00	(21,371,099.00)	100%	0.00	
Total - Nevada Workforce Investment Boards	81,845,740.00	(44,468,410.72)	37,377,329.28	24,686,511.00	24,686,511.00	0.00	24,686,511.00	26,896,961.00	(14,206,142.72)	53%	12,690,818.28	30,262,268.00	(30,262,268.00)	100%	0.00	
Rapid Response																
"Regular" RR	4,410,669.82	(774,260.05)	3,636,409.77	3,318,094.00	3,318,094.00	0.00	3,318,094.00	391,767.82	(73,452.05)		318,315.77	700,808.00	(700,808.00)			0.00
RR Funds used for WIOA Transition Services	109,860.18	(43,614.18)	66,246.00	0.00	0.00	0.00	0.00	109,860.18	(43,614.18)		66,246.00	0.00	0.00			0.00
Nevadaworks contract PY11-DW-RR-01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00			0.00
Nevadaworks contract PY12-DW-RR-01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00			0.00
Workforce Connections PY11-DW-RR-02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00			0.00
Workforce Connections PY12-DW-RR-02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00			0.00
Nevada State AFL CIO 1767-14-DETR	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00			0.00
Layoff Aversion PY11 Contract	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00			0.00
Layoff Aversion PY12 Contract	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00			0.00
Total Rapid Response - (Dislocated Worker)	4,520,530.00	(817,874.23)	3,702,655.77	3,318,094.00	3,318,094.00	0.00	3,318,094.00	501,628.00	(117,066.23)	23%	384,561.77	700,808.00	(700,808.00)	100%	0.00	
Statewide - Governor's Reserve																
CSN Apprenticeship Contract PY13-GR-CSN	376,084.54	(376,084.54)	0.00	0.00	0.00	0.00	0.00	162,949.99	(162,949.99)		0.00	213,134.55	(213,134.55)			0.00
TMCC Apprenticeship Contract PY14-GR-TMCC	72,714.00	(72,714.00)	0.00	0.00	0.00	0.00	0.00	72,714.00	(72,714.00)		0.00	0.00	0.00			0.00
WNC Apprenticeship Contract PY14-GR-WNC	5,692.00	(5,692.00)	0.00	0.00	0.00	0.00	0.00	5,692.00	(5,692.00)		0.00	0.00	0.00			0.00
CSN Apprenticeship Contract PY14-GR-CSN	381,043.00	(130,789.41)	250,253.59	0.00	0.00	0.00	0.00	381,043.00	(130,789.41)		250,253.59	0.00	0.00			0.00
Surveys/Reporting (G/L 7064) R&A	250,067.00	(250,067.00)	0.00	0.00	0.00	0.00	0.00	250,067.00	(250,067.00)		0.00	0.00	0.00			0.00
DETR Statewide JobConnect System Support	1,101,771.43	(1,101,771.43)	0.00	120,936.15	(120,936.15)		0.00	980,835.28	(980,835.28)		0.00	0.00	0.00			0.00
Total Statewide Governor's Reserve	3,622,247.82	(1,937,118.38)	1,685,129.44	1,555,812.00	(120,936.15)	8%	1,434,875.85	1,853,301.27	(1,603,047.68)	86%	250,253.59	213,134.55	(213,134.55)	0.00		
Administration																
"Regular" Admin 5%	3,603,329.55	(2,112,890.10)	1,490,439.45	1,544,773.50	(164,094.02)		1,380,679.48	711,432.60	(601,672.63)		109,759.97	1,347,123.45	(1,347,123.45)			0.00
Admin WIOA Transition 1% Dislocated Worker & Adult	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00			0.00
CSN Apprenticeship Contract PY12-GR-CSN	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00			0.00
TMCC Apprenticeship Contract PY12-GR-TMCC	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00			0.00
WNC Apprenticeship Contract PY12-GR-WNC	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00			0.00
TMCC Apprenticeship Contract PY13-GR-TMCC	50,148.00	(50,148.00)	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	50,148.00	(50,148.00)			0.00
WNC Apprenticeship Contract PY13-GR-WNC	19,188.00	(19,188.00)	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	19,188.00	(19,188.00)			0.00
JA Solari Audit Contract PY12-Audit/Solari exp 06/30/15	53,565.63	(53,565.63)	0.00	0.00	0.00	0.00	0.00	53,565.63	(53,565.63)		0.00	0.00	0.00			0.00
Deborah Campbell & Associates 1942-16-Admin	20,000.00	(10,500.00)	9,500.00	11,037.50	(1,537.50)		9,500.00	8,962.50	(8,962.50)		0.00	0.00	0.00			0.00
Total Statewide - Administration	3,746,231.18	(2,246,291.73)	1,499,939.45	1,555,811.00	(165,631.52)	11%	1,390,179.48	773,960.73	(664,200.76)	86%	109,759.97	1,416,459.45	(1,416,459.45)	100%	0.00	
TOTAL WIA	93,734,749.00	(49,469,695.06)	44,265,053.94	31,116,228.00	(286,567.67)	1%	30,829,660.33	30,025,851.00	(16,590,457.39)	55%	13,435,393.61	32,592,670.00	(32,592,670.00)	100%	0.00	
Verify Variance	93,734,749.00	(49,469,695.06)	44,265,053.94	31,116,228.00	(286,567.67)		30,829,660.33	30,025,851.00	(16,590,457.39)		13,435,393.61	32,592,670.00	(32,592,670.00)			0.00
	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00		0.00	0.00	0.00			0.00