

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, January 21, 2016 at 2 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 October 15, 2015 Governor’s Workforce Development Board (GWDB) meeting minutes</p>	<p><i>Luther Mack</i> Chair</p>
<p>6. * FOR POSSIBLE ACTION/ INFORMATIONAL/PRESENTATIONS</p> <ul style="list-style-type: none"> a. WIOA State Plan: Introduction b. Governor’s Strategic Vision of the Workforce System c. WIOA State Plan: Review and discuss unified state plan draft (presentation). d. GWDB’s Strategic Planning Subcommittee’s Recommendations 	<p><u>INTRODUCTION:</u></p> <p><i>Don Soderberg</i> Director, DETR</p> <p><i>Matt Morris</i></p> <p><i>Steve Fisher</i> WIOA State Plan Committee</p> <p><i>Patrick Sheets</i> Chair</p>
<p>7. INFORMATIONAL ITEMS/REPORTS</p> <ul style="list-style-type: none"> a. DETR Research and Analysis Bureau’s economic updates b. GWDB Industry Sector Council reports and updates c. Workforce Connections – Southern LWDB’s quarterly report and updates d. Nevadaworks – Northern LWDB’s quarterly report and updates e. WIOA Analysis of Expenditures for SFY 15/16 	
<p>8. 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. <u>NO</u> 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 <u>three (3) minutes</u>. Please clearly state your full name.</p>	
<p>9. SECOND PUBLIC COMMENT(S) Members of the public are invited for comment(s). <u>NO</u> 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 <u>three (3) minutes/person</u>. Please clearly state and spell your full name.</p>	
<p>10. 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, January 15, 2016.***

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, January 15, 2016.***

STATE OF NEVADA
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

fka Governor's Workforce Investment Board (GWIB)
Thursday, October 15, 2015 – 1:00 p.m.

Department of Employment, Training and Rehabilitation
500 E. Third Street – SAO Auditorium
Carson City, NV 89713

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:

Department of Employment, Training and Rehabilitation
2800 E. St. Louis Avenue – #C
Las Vegas, NV 89104

MINUTES OF MEETING

Board Members Present: Dr. Luther W. Mack (Chair), Debbie Banko, Dana Bennett, Jo Cato, , Steve Fisher, Shelley Hendren, Cory Hunt, Collie Hutter, Todd Koch, Horacio Lopez, Jim New, Michael Raponi, Senator Michael Roberson, Patrick Sheets, Assemblyman Stephen Silberkraus, Sarah Sommers, William Welch, and Kris Wells

Board Members Absent: Commissioner Lawrence Weekly, Mike Willden, Brad Woodring, Mac Bybee, Jolene Dalluhn Pam Egan, Councilman Oscar Delgado, Dave Ellis, and Don Soderberg

Also present: William (Bill) Anderson, Mark Costa, Michael Frechette, Ardell Galbreth, Patrick Sheets, Kristine Nelson, Dennis Perea, John Thurman, Robert A. Whitney, De Salazar, Coralie Peterson, Terrance Claggion Jr., Marcia Turner, Lee Quick, Brett Miller, Jaime Cruz; Shannon Santos, and Purite Williams

1. OPENING REMARKS

Chair Luther W. Mack called the meeting to order, welcomed participants and made announcements. Governor appointed Board Member, Max Fisher, has stepped down from the Board. Cory Hunt from the Governor's Office of Economic Development has been formally appointed to the Board

2. ROLL CALL - CONFIRMATION OF A QUORUM

Per direction from Chair Mack, **Kristine Nelson** took roll call and confirmed the presence of a quorum.

3. VERIFICATION OF PUBLIC NOTICE POSTING

Kristine Nelson affirmed that the agenda and notice of the Governor's Workforce Development Board meeting on October 15, 2015 was posted pursuant to Nevada's Open Meeting Law, NRS 241.020.

4. FIRST PUBLIC COMMENT(S) NOTICE

Chair Mack read the notice into the record as follows: "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. At my discretion, in the interest of time, public comments will be limited to three minutes per person."

Chair Mack invited comments from Carson City, Las Vegas or via telephone. There were none.

5. ***APPROVAL OF MINUTES**

Chair Mack called for a motion to approve the July 23, 2015 draft minutes of the Board as submitted.

It was moved and seconded to approve the July 23, 2015 draft minutes. Motion carried. Steve Fisher abstained from the vote, noting that he was not present at the July 23, 2015 meeting.

6. ***FOR POSSIBLE ACTION/INFORMATIONAL GWDB's STRATEGIC PLANNING SUBCOMMITTEE**

a. **FOR POSSIBLE ACTION – State Compliance Policy 1.20: One-Stop Affiliated Site Requirements**

Patrick Sheets, Chair of the GWIB Strategic Planning Subcommittee prefaced his presentation by acknowledging that agenda items 6(a) and 6(b) were listed with a designation for possible action. However, he has since concluded that additional studies need to be completed on both agenda items and recommended tabling the items until further notice. **Dennis Perea, Deputy Director DETR** provided further explanation for the recommendation. He cited the important nature of the policies, as both dictate the service delivery models that the workforce system will operate under going forward. Local boards have expressed concerns with the policies. General guidance was received from the Governor's Office with regards to career and technical education and other areas of integration between workforce and higher education. He requested a tabling of the discussion while confirmation is made that the policies comport with the Governor's Office's plans. Additional time will also allow the concerns of local boards to be addressed.

Chair Mack acknowledged these concerns and tabled agenda items 6(a) and 6(b) for future discussion.

b. **FOR POSSIBLE ACTION – State Compliance Policy 1.4: WIOA One-Stop Delivery System**

Tabled for future discussion.

c. **INFORMATIONAL – GWDB Strategic Planning Subcommittee – Statuses**

Patrick Sheets stated that Steve Fisher would be giving a presentation during the information portion, which will provide an update on the WIOA Work Group. The update will make evident that the meeting in January should be a workshop meeting, rather than a Board meeting. By February, there will be a need to adjust and approve the State's United Plan in order to meet the required timetable.

7. ***FOR POSSIBLE ACTION/INFORMATIONAL**

a. ***FOR POSSIBLE ACTION – New Industry Sector Council: Natural Resources (Combine existing Agriculture and Clean Energy Industry Sector Councils and add new component of Water Technology)**

Bill Anderson, DETR Chief Economist with the Research and Analysis Bureau and Sector Council Administrator, presented this twofold action item (Agenda Items 7(a) and 7(b)). He stated that the Governor has made it well known that one of his goals is to take steps to ensure that economic development efforts and workforce development efforts move in step with one another. The Governor stressed the need for integration and coordination in order to grow and diversify the Nevada economy. The Governor has charged Mr. Anderson to insure that the New Industry Sector Council's efforts are coordinated with those of GOED (Governor's Office of Economic Development). To this end, and in coordination with GOED, development of Natural Resources Sector Council was undertaken. The Council would be a combination of the current Clean Energy and Agricultural Sector Councils and would also include the water technologies industry.

Jim New asked whether there were concerns that the consolidation of clean energy and agriculture would water down the focus, noting that at a future time, the interests of the geothermal industry will have little in common with those of the agricultural industry. **Bill Anderson** assured that steps will be taken to prevent such a situation. He cited as an example the Manufacturing Sector Council, noting that it consists of a conglomeration of industries and has been successful in its efforts. With respect to the clean energy and agriculture combination, it is felt that this pairing is better aligned with the focus and efforts of GOED in these sectors and is a more efficient way to manage what is currently divided into nine sector councils. The proposals listed in Agenda Items 7(a) and 7(b) will reduce the total Sector Council count to seven.

Shelley Hendren inquired as to assurances that each sector be provided equal representation. **Bill Anderson** assured that there are no plans to downsize the number of Council Members.

Michael Raponi sought confirmation that Transportation would be included under Logistics, to which **Bill Anderson** replied that this question relates to Agenda Item 7(b). **Michael Raponi** offered to withdraw the question for discussion under 7(b).

It was moved and seconded by to approve combining existing Agriculture and Clean Energy Industry Sector Councils and to add new component of Water Technology. Motion carried. Mike Raponi and Jim New opposed. No abstentions.

- b. ***FOR POSSIBLE ACTION – Combine Industry Sector Councils: Manufacturing and Logistics (Combine existing Manufacturing and Logistics and Operations Industry Sector Councils).**

Bill Anderson stated that this proposal is based upon the same reasons underlying the combination of Clean Energy and Agriculture. In light of GOED’s well publicized efforts to devote its economic development resources for the manufacturing and logistics sectors, it is felt best to combine the two sectors. Considerable commonality exists between the various workforce issues both sectors face. There is no intent to reduce representation on either sector councils.

It was moved and seconded to combine existing Manufacturing and Logistics & Operations Industry Sector Councils.

Discussion: **Michael Raponi** asked for clarification that the transportation industries would be under Manufacturing and Logistics. **Bill Anderson** affirmed this and added that the two sectors are highly integrated. The Logistics Sector is often the entity providing transport for manufactured goods. A key objective for good sector strategy is the identification of upstream and downstream linkages and the facilitation of inter-industry collaboration.

Cory Hunt pointed out that the workforce needs can be very different from a training perspective for an advanced manufacturing individual versus someone at a logistics or transportation sector and that GOED acknowledges the need for separate aspects within the combined Council. GOED acknowledges that distinctly different training is required for different job classifications, but that they do exist within the same realm. To address the issue, he offered a technical suggestion, that the naming of the Council be, “Manufacturing and Logistics,” removing the slash and replacing it with, “and.” **Bill Anderson** clarified that this suggested wording has been addressed and is reflected in the title of the agenda item, that that manufacturing and logistics will be equal partners.

Jim New agreed that synergy exists between the two groups, adding that funding for pilot projects to the Council Sectors has been sparse. His concern was whether the consolidation of sectors would further diminish available resources. He stated a desire to see the industry sector councils become more consequential in the delivery of training across all the various training agencies across the state, and not only through the Workforce Investment Agencies. **Dennis Perea** explained that pilot projects of the Sector Councils are intended as a way to gain traction in areas deemed most important. There was not necessarily an intent to continue launching pilot projects. Recommendations coming from the Sector Councils to the Board will determine how the funds are spent and are affected by federal funding levels. **Shelley Hendren** recommended equal representation on the Sector Council from both logistics and manufacturing.

Michael Raponi asked whether the Sector Councils voted for and endorsed the consolidation. **Bill Anderson** confirmed that discussions have taken place with all four of the current Sector Councils that are impacted by agenda items 7(a) and 7(b), and that all were on board with the plan.

It was moved by and seconded motion carried. Mike Raponi opposed. No abstentions.

Michael Raponi asked that the minutes reflect that he is not questioning the wisdom of DETR Economic Development or GOED, but that he felt unprepared to cast a yes vote so soon after receiving the proposal.

8. UPDATES – OTHER INFORMATIONAL ITEMS

a. DETR - Agency report and Update

Dennis Perea stated that DETR has been working on the conversion of the unemployment insurance program from an old legacy system to a new system. Although originally intended to be a two-year project, the project is approaching the five-year mark. However, there have been no budget overruns. The last phase was launched at the end of September. The State longitudinal data system has come online since the last Board meeting, which means that the system will be able to generate data for policy and decision makers on the effectiveness of job programs. Other states are planning to use their longitudinal data systems to move their eligible training providers into the system to help with federal reporting.

The final phases of the Burning Glass project are reliant upon the switch to a case management system that will assist with integration. The Request for Proposals (RFP) is to be released on October 20th.

b. DETR - Vocational Rehabilitation and WIOA (Workforce Innovation and Opportunity Act)

Shelley Hendren, DETR Administrator, Rehabilitation Division, discussed the Workforce programs that fall within Vocational Rehabilitation. The mission of Vocational Rehabilitation is to remove barriers to quality employment opportunities and self-sufficiency experienced by those with disabilities. The goal is to provide competitive, integrated employment. Data from 2012 indicates that 73.1 percent of working age individuals in Nevada are employed, as opposed to only 39.2 percent of those with disabilities.

WIOA established rehabilitation programs in all states. Vocational Rehabilitation has 13 offices statewide, most of which are co-located within JobConnect and One Stop offices in southern Nevada. There are 46 Masters Degree rehab counselors statewide with expertise in both vocational counseling and in working with individuals with disabilities. Some counselors specialize in specific areas, such as mental health and hearing loss. The focus is to assist in both obtaining and maintaining employment. The Bureau of Vocational Rehabilitation and the Bureau of Services to the Blind and Visually Impaired are managed and funded jointly. Federal funding is provided through the Act and based on a 4 to 1 match. DETR provides a non-federal funded match to draw down federal funds. One funding source is in the form of third party cooperative arrangements between Vocational Rehabilitation and another governmental entity. Both entities must be able to serve joint clients, who are individuals with disabilities and are enrolled in the Vocational Rehabilitation Program as well as clients of the partner agency. The program must be new, expanded or modified. The partner entity provides the match in the form of either cash or certified staff time.

There are currently third party cooperative arrangements with the following entities:

- Washoe County School District: Vocational Opportunities for Inclusive Careers (VOICE)
- Clark County School District: Jobs, Exploration and Expectation Program (JEEP)
- Nevada System of Higher Education (NSHE): Career Connect
- Inter local contracts with Truckee Meadows Community College and Western Nevada College

These partners add \$1.6 million to the program. At any one time approximately 2,000 individuals are receiving services, with the program assisting approximately 5,000 to 5,100 individuals each year.

Another initiative being pursued is work readiness partnership with employers, including:

- Office Max/Office Depot distribution center in Las Vegas: Maxing Out Diversity
 - Nevada was the first state to roll out this program
 - Nineteen participants have completed the program with 12 now employed.
- Starbucks Carson Valley Roasting Plant Distribution Center in Minden
 - Nevada was the first state to roll out this national initiative
 - Twenty-one participants have completed the program with 18 now employed.
- PepsiCo Certified Center in Las Vegas: ACT (Achieving Change Together)
 - Seven participants have completed the program with six now employed

These are onsite, on-the-job training programs. Clients that are referred are job ready and skilled, however many have had little to no work experience. Vocational Rehab staff meets with employers prior to the onset of agreements to provide Disability 101 training, which outlines expectations, including People First Language, which provides guidance on communicating with individuals with disabilities. Other discussions include available services, including recruitment and retention. Paid on-the-job training is provided through third party temp agencies. Other available support services include interpreters and job coaches. Employers are also informed of available tax incentives. Training includes classroom education and hands-on training and lasts from two to six weeks. After completing four weeks, a person may choose a two-week internship. Certificates are issued upon completion of the program.

Services available from Vocational Rehabilitation to individuals and employers include:

- Assessments of individuals' job skills and abilities
- Training modules available statewide
- Career counseling and guidance with Masters Degree rehab counselors
- Community based assessments
- Ability to purchase licenses, tools and uniforms
- Orientation and mobility training
- Ability to purchase assisted technology products and equipment and provide assessment and training
- Physical and mental restoration services
- Interpreters and job coaches
- Job development and job retention services
- Workplace accessibility, outreach and training

Horacio Lopez inquired as to duplication of efforts in relation to other organizations, such as Opportunity Village in Las Vegas. **Shelley Hendren** confirmed that Vocational Rehabilitation does work in collaboration with Opportunity Village through programs such as Job Discovery One and Job Discovery Two, which moves individuals from this facility and into competitive integrated work.

c. WIOA Unified State Plan – WIOA State Plan workgroups' updates/statuses

Steve Fisher, Administrator, Division of Welfare and Supportive Services (DWSS) discussed a key provision of the Workforce Innovation and Opportunity Act (WIOA), which is the directive to develop a stable Unified State Plan that includes adult dislocated worker and youth programs, employment services, adult education services and vocational rehabilitation services. In December 2004, the Division organized a statewide implementation planning team with the goal of developing a WIOA Unified State Plan. The Unified State Plan is due March 3, 2016 to the Department of Labor with implementation to commence on July 1st, 2016. Participants included members from the Department of Employment Training and Rehabilitation, Department of Health and Human Services (the Division of Welfare and Supportive Services), the Department of Education, the Governor's Office and the Local Workforce Investment Boards from the north and the south.

The team consists of 33 to 34 individuals and meets on a monthly basis, breaking into specific workgroups, including:

- Governance
- Labor Market Information
- Policy Performance
- Accountability
- Fiscal
- Business outreach
- Staff Development

Each workgroup feeds information to the Governance Workgroup, where deliberation and decisions are made based on information received from the various workgroups. In September, the Division developed a Unified State Plan Vision Statement as a guideline for developing its plan. Next steps for the workgroups include: Devising goals, objectives and strategies. Each of the workgroup is feeding information into a central plan. The Division is endeavoring to complete a first draft of the State plan by October 22, 2015 and the second draft by November 16, 2015. The next weekly Governance Workgroup meeting is scheduled for October 23, 2015.

d. DETR Research and Analysis Bureau Economic Updates

Bill Anderson provided a brief overview of current economic conditions as they relate to the labor market. Nevada recorded its 55th consecutive month of year over year declines in the unemployment rate, which had peaked at about 14 percent at the height of the recession and is currently at 6.7 percent. There is a noticeable downward trend in individuals filing initial claims, with approximately 14,000 claims per month, which represents approximately a 50 percent reduction from the height of the recession. The Employment Security Commission recently met to address the State's unemployment trust fund, specifically the unemployment insurance tax rate for the upcoming year.

There are positive trends related to the amount of contributions to the Unemployment Insurance Trust Fund relative to the amount of benefit payments. Nevada began the recession with an approximate trust fund balance of \$800 million. During the recession, the balance dipped to a negative \$800 million, requiring the State to borrow from the federal government in order to continue to make payments. A spike in contribution funds in late 2013 represents the proceeds from a bond sale, which paid off the federal loan and reduced the burden on employers. Contributions are now exceeding benefits and the fund has grown to approximately \$400 million. In the most recent quarter, the balance grew by approximately \$121 million, which represents the strongest quarter to quarter increase on record. The State is on pace to add back all jobs that were lost during the recession by mid 2016. Approximately 100,000 jobs were added from 2010 to 2014 in the private sector. This year, the State is on pace to add 40,000 more.

The Bureau conducted research and determined that the average business size shrinks during recessions, levels off and grows during recovery and then rises slightly. The largest businesses tend to be the hardest hit during downturns. The current recovery is broad-based and diversified, with growth across most sectors of the economy, with the loan exception in mining. In terms of percentages, the fastest growth is occurring in the construction industry. Governor Sandoval has declared October to be Manufacturing Month in Nevada. Manufacturing is an important job sector in the north, with close to 17 percent of Lyon County's jobs and 15 percent of Story County's jobs based in the manufacturing base. Story County's percentage will see significant expansion with the upcoming Tesla project. Manufacturing is a fairly high paying industry, with four of the top ten occupations paying above average wages. In each of the last three quarters, the number of manufacturing employers have increased by record levels. Approximately 5,000 employers were lost during the recession. All have been regained, with a total now of 62,500 employers.

In terms of business establishment growth during the recovery, the total in Nevada has increased by approximately 9 percent, which is the tenth strongest gain amongst all states. In terms of job growth relative to the nation, Nevada has had three-plus years of job gains, being stronger than the nation as a whole. Based upon unemployment insurance wage records, Nevada started the year with the strongest private sector job growth in the nation, despite being the hardest hit during the recession. The Governor has recently embarked on a trade mission to China and DETR has been examining the State's export activities to identify its largest trading partners, which include Switzerland, Canada and China.

e. GWDB Industry Sector Council Reports and Updates

Michael Frechette, Chair of the Information Technology Sector Council provided a quarterly report. The Microsoft IT Academy Pilot Program was launched in 2014. Participating school districts include Clark, Elko, Storey and Washoe with 500 students participating. Three hundred and forty students attempted one exam as a result of the program with 918 total exams taken and 216 total student certifications at an approximate rate of \$260 per certification. Certificates were awarded to 130 students, 45 of whom obtained more than one certification. Concerns addressed by the Council included a lack of emphasis on computer science in primary and secondary education, which may lead to lower enrollment in undergraduate and graduate programs in information technology. This was a one-time program and has potential for expansion. The Council has worked with the Department of Education to explore the possibility of a larger deployment of the Microsoft IT Academy to additional schools. The \$450,000 proposal would service 111 high schools in Nevada at an approximate cost of \$4,000 to \$5,000 per school.

He reviewed the composition of the Council, which consists of IT and telecommunication professionals. Representatives are comprised of private industry, local government, state government and academia. The next meeting is scheduled for October 19th, 2015.

Shelley Hendren asked about the ability to track students that receive certification to determine their employment status in the future. **Dennis Perea** replied that under the WIOA, there is a much more rigorous reporting requirement. The level of tracking suggested would require funding, but is possible. As for the Microsoft IT Academy, tracking will automatically occur if the program is funded through a local board. If it is funded through CTE, the Council and Department of Education would have to coordinate tracking and matching the data.

Bill Anderson provided the general Sector Council Report. The Research and Analysis Bureau assumed responsibility for sector council oversight beginning July 1st. Preliminary work includes identification of best practices. Communication with various sector councils has been improved in terms of providing information on a more proactive basis. There has been improvement in the outline of agendas, as more concrete discussions and topics are taking place. At the end of the month, the inaugural Southern Nevada Manufacturing Network Breakfast will bring a number of interested Manufacturing employers together on a regular bimonthly basis to discuss issues and compare best practices.

f. Nevadaworks – Local Workforce Development Board's Report/Updates

John Thurman, CEO stated that staff is gearing up for the performance measures coming under WIOA. As the Silver State Solutions Project with Burning Glass is incorporated into the enhanced data collection and reporting tool of the State, targeting efforts for both boards will improve. To bring the Adult Dislocated Worker Program into alignment with WIOA, an RFP will be issued in the new year. The Board has been meeting on a monthly basis in reference to the out of school youth programs required under WIOA with the new sub-recipients of the funding from Nevadaworks. Most programs are well on the way to being in compliance, meeting or exceeding performance measures.

g. Workforce Connections – Local Workforce Development Board’s Report/Updates

Ardell Galbreth, Executive Director, stated that the One Stop Delivery System is well in place. One Stop contracts have been awarded for adult dislocated workers, which are geographically distributed throughout One Stop affiliate sites for the general populations. These contracts include services to those with disabilities, the veteran re-entry population as well as in and out of school youth. An RFP for the One Stop Career Center was issued during the summer and effective July 1, Risk Care Workforce Services was awarded the contract. The launch of the mobile One Stop unit occurred in September. A bus was received from Regional Transportation Commission (RTC), which was repurposed, including the installation of computers. The bus now travels to the Workforce Development area, job sites, schools and other locations for onsite service. A non-cash grant has been received from the Armed Forces Corporation and the new Consumer Finance Protection Bureau, which assists in providing financial services to veterans. For the second year, the Board will continue its two-year \$100,000 Fifty Plus Grant with AARP. A board has been established in accordance with WIOA and committees have been established.

Horacio Lopez asked about tracking the demographics of the clientele served. **Ardell Galbreth** replied that this information is obtained from Bill Anderson. In addition, demographics can be gleaned from federal reports.

h. DETR Chief Financial Officer’s report and update: WIOA Analysis of Expenditures

Mark Costa, Chief Financial Officer, DETR, reviewed the WIOA Analysis of Expenditures for the period ending September 30, 2015. Included in your information packet is the WIOA Expenditure Analysis Report for the period ending September 30, 2015. This spreadsheet lists the expenditures for the last two program years (2015 and 2014) with the term for each year’s grant shown at the top under the Program Year (PY) header. On the left hand margin are the entities receiving funding and then further divided according to contract or program. The totals for the two program years are to the immediate right of the entities listed. Each contract allocated to the Governor’s Reserve and State Administration is shown separately. Highlights of this report are as follows.

PY14, the first program year, saw both Nevadaworks and Workforce Connections using this grant during last quarter. Nevadaworks incurred about \$1,713,827 in expenditures while Workforce Connections expended \$4,415,464 for total quarterly expenditures. Governor’s Reserve expended \$250,254 during the last quarter. State Administration expended \$109,760 and Rapid Response spent \$169,805 including \$21,101 in WIOA transitional costs. Both the Governor’s Reserve and State Administration have now completely expended their PY14 grant. Transitional costs are defined as expenses incurred through the changeover from WIA to WIOA.

PY 15, the second program year, incurred \$176,868 in expenditures. The total grant is \$31,116,228. State Admin expenditures were \$141,269 and Governor’s Reserve expenditures for the JobConnect and Career Information Systems netted the remaining \$35,599.

9. BOARD COMMENT(S) AND DISCUSSION

Chair Mack read the statement into the record: “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 *possible action*, and properly noticed pursuant to **NRS 241.020**.” He invited comments from Carson City, Las Vegas or on the telephone. There were none.

10. PUBLIC COMMENTS NOTICE (SECOND)

Chair Mack read the statement into the record: “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 comment will be limited to three minutes per person.” He invited comments from Carson City, Las Vegas or on the telephone. There were none.

11. ADJOURNMENT

Chair Mack reminded Board Members that the next meeting is scheduled for January 21, 2016, at 2:00 p.m. in Carson City televised to Las Vegas and will be in a workshop format to review and discuss Unified State Plan Draft. A special meeting will be tentatively scheduled for February 18th, 2016 at 2:00 p.m. to conduct a final review and vote on the Unified State Plan Draft in order to meet the March 3, 2016 State Plan submission deadline to the Department of Labor.

The October 15, 2015 meeting was adjourned.

DRAFT



REFERENCE POINTS and READING GUIDE

Core and Other Programs

Title	Core Programs	Subject Matter Experts
I	<ol style="list-style-type: none">1. Adult Program2. Dislocated Worker Program3. Youth Program	DETR: Renee Olson, Lynda Parven and Grant Nielson LWDBs: Ardell Galbreth and John Thurman
II	Adult Education and Family Literacy Act Program	NDE: Mike Raponi, Brad Deeds and Ken Zutter
III	Wagner-Peyser Act of 1933 Program	DETR: Renee Olson, Lynda Parven and Grant Nielson
IV	Rehabilitation Act of 1973 Program	DETR: Shelley Hendren and Janice John
Other:	TANF and SNAP	DHHS/DWSS: Steve Fisher
	Economic Analysis	DETR: Bill Anderson



Title I: Adult, Dislocated Workers, and Youth Programs

pp. 80-84: Assessment of One-Stop Program Partner Programs

Establishment and certification of one-stop centers and the one-stop delivery system. As part of the WIOA transition, Nevada is creating a one-stop certification process to ensure that both comprehensive and affiliate sites meet the requirements as outlined in the WIOA legislation and regulation. By doing this, the state will ensure that one-stops meet the needs of citizens in terms of both quality and number of service entry points.

pp. 105-111: Designation Process

Local area designation process. The Governor has approved initial re-designation of the existing local workforce development areas.

pp. 114-121: Training Provider Eligibility

Eligible Training Provider Lists (ETPL) performance requirements:

- Difficulty for providers to obtain data necessary to report on students who are not WIOA participants. There are providers who due to other regulations, are unable to provide information such as a social security number so that a wage match can be conducted to determine post-program employment and wage status. The unintended consequences of this may be that there are fewer training choices available for WIOA participants.
- Unknown method will be used to post for consumers. The state is unsure how it will be able to display the performance data required for the ETPL in a user-friendly, convenient fashion.
- Goal to improve educated customer choices. WIOAs intent to provide customers with program performance in terms of completion rates, employment and wages, will allow potential trainees to choose the program and future career that will best meet their needs. Collecting this performance data will also allow the State to have a methodology for determining whether or not a program should be included on the ETPL.



Title I: Adult, Dislocated Workers, and Youth Programs

pp. 117-121: Registered Apprenticeship Programs Inclusion on the ETPL

In a major change from WIA, WIOA now includes a provision to automatically include all registered apprenticeship programs in good standing on the ETPL. The local boards and state are currently developing a process to collect the necessary information for these programs' inclusion on the list. This will allow WIOA participants more training options than under WIA.



Title II: Adult Education and Family Literacy Act Programs

pp. 17-18: Skill Gaps

A key challenge to creating a “Nevada Career Pathways” system and ladder is the fact that the Skill Gaps have not yet been identified. When this is complete, Integrated Education and Training programs should be created with all WIOA core partners and NSHE to facilitate career pathways leading to credentials that lead to employment in high-demand jobs that pay at least \$35,000 annually (known as the Median Earnings Threshold, or the minimum amount required to sustain a family of four).

pp. 27-28; 30: Strengths and Weaknesses of Workforce Development Activities

Weaknesses include the absence of a statewide career pathways system with on-ramps available for Title II students, and current integrated employment and training offerings that are dependent upon local agreements between AEFLA-funded programs and postsecondary training providers. WIOA presents an opportunity to develop a coherent, statewide strategy to better serve the needs of low-skilled job seekers through the development of foundation skills, obtainment of a secondary diploma or high school equivalency certificate, and transition to postsecondary education or training programs that lead to a family-sustaining job that exists within the job seeker’s locality.

pp. 89-90: Interoperability of Management Information Systems/Integration of Data Systems

A major challenge facing the Nevada workforce system is the need for cross-agency, multi-program information systems. As the different core partners all use a different systems due to the disparate requirements of each program and title, there is an acute need for an umbrella system that allows the different databases to communicate with one another, so that a true “no wrong door” system can be created for Nevada jobseekers.



Title II: Adult Education and Family Literacy Act Programs

pp. 144-145: Career Pathways

Participation in a career pathways system as defined in WIOA is a required Title II - Adult Education activity. Nevada will need to develop a comprehensive career pathways system that is aligned with the definition in WIOA. The term "career pathway" means a combination of rigorous and high-quality education, training, and other services that:

- (A) Aligns with the skill needs of industries in the economy of the State or regional economy involved;
- (B) Prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including apprenticeships registered under the Act of August 16, 1937...
- (C) Includes counseling to support an individual in achieving the individual's education and career goals;
- (D) Includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;
- (E) Organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;
- (F) Enables an individual to attain a secondary school diploma or its recognized equivalent and at least one recognized postsecondary credential; and,
- (G) Helps an individual enter or advance within a specific occupation or occupational cluster.

p. 145: Integrated Education and Training (IET)

Participation in Integrated Education and Training programs as defined in WIOA is a required Title II - Adult Education activity. Nevada will need the cooperation and collaboration of local workforce development boards and NSHE in developing IET programs leading to postsecondary credentials needed for high-demand jobs that pay at least \$35,000 a year (known as the Median Earnings Threshold, or the minimum amount required to sustain a family of four).



Title II: Adult Education and Family Literacy Act Programs

WIOA Definition of IET

Integrated Education and Training (IET) is defined in WIOA Section 203(11) as:

A service approach that provides adult education and literacy activities concurrently and contextually with workforce preparation activities and workforce training for a specific occupation or occupational cluster for the purpose of educational and career advancement.

An integrated education and training program must include the following three components:

1. Adult education and literacy activities, as described above.
2. Workforce preparation activities, as described above.
3. Workforce training for a specific occupation or occupational sector, which can be any one of the training services defined in WIOA sec. 134(c)(3)(D):
 - a. Occupational skills training, including training for nontraditional employment;
 - b. On-the-job training;
 - c. Incumbent worker training in accordance with subsection (d)(4);
 - d. Programs that combine workplace training with related instruction, which may include cooperative education programs;
 - e. Training programs operated by the private sector;
 - f. Skill upgrading and retraining;
 - g. Entrepreneurial training;
 - h. Transitional jobs in accordance with subsection (d)(5);
 - i. Job readiness training provided in combination with services described in any of clauses (a) through (h);
 - j. Adult education and literacy activities, including activities of English language acquisition and integrated education and training programs, provided concurrently or in combination with services described in any of clauses (a) through (g); and
 - k. Customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training.



Title II: Adult Education and Family Literacy Act Programs

Suggestions for integrated education and training planning may include identifying high wage/high-demand occupations and pathways in the location/zip code of the program area, and updating curricula and program framework to include contextualized instruction for occupational and employability skills.

p. 146: Title II, Adult Education One-Stop Participation

WIOA stipulates that Title II - Adult Education is now a partner and participant in the One-Stop system, and share in local infrastructure cost, capped at 1.5% of the total Title II grant award (which equates to approximately \$85,500). The logistics (e.g., co-location, payment for a common MIS, etc.) have yet to be determined by the WIOA core partners and local WDBs. WIOA also requires local boards to review prospective Title II providers' applications for alignment to their local plan, prior to submission to the Nevada Department of Education in response to an RFP. The purpose of the proposed regulation is to establish uniform procedures within the state to review an application and to ensure the NDE considers the review in its award of grants and contracts for adult education and literacy activities.

p. 147: Integrated English Literacy and Civics Education (IEL/CE)

WIOA now requires workforce training as a component in the English Language/Civics Education activities provided under Title II. Nevada will need the cooperation and collaboration of local boards and NSHE to develop IEL/CE programs that include workforce training.

Definition:

"Integrated English literacy and civics education" (IEL/CE) is defined as "education services provided to English language learners who are adults, including professionals with degrees and credentials in their native countries, that enables such adults to achieve competency in the English language and acquire the basic and more advanced skills needed to function effectively as parents, workers, and citizens in the United States. Such services shall include instruction in literacy and English language acquisition and instruction on the rights and responsibilities of citizenship and civic participation, and may include workforce training.



Title III: Wagner-Peyser Act Programs

pp. 73-76: State Operating Systems

State Automated Workforce System (SAWS) and its interfacing capabilities/functions with other core program systems. The current state workforce MIS system is decades old and does not allow the data sophistication to carry out the goals the state has included in this plan. The SAWS project will procure a system that will interface with the partner title programs that will allow for better data analysis of workforce trends and needs as well as provide a platform to meet the new WIOA reporting requirements. The state also hopes for the new system to be able to provide enhanced self-service internet based program services to reach more customers that would not traditionally have access to the brick-and-mortar service points.

pp. 212: Appendix A – Performance Goals for the Core Programs

New performance measure of effectiveness in serving employers across all core programs; measure not yet determined or developed. With final regulations not yet released, the U.S. Department of Labor has not yet communicated how employer engagement will be measured. Once the state has received this guidance, a performance system will be created to capture the data necessary to report this measure.



Title IV: Rehabilitation Act

ALIGNMENT/COLLABORATION

The Workforce Innovation and Opportunity Act (WIOA) collectively emphasizes collaboration and the alignment of systems in order to avoid duplication and to create seamless service delivery.

- **pp. 59: Alignment** - Vocational Rehabilitation (VR) will focus on delivery of the unique activities of its program, that are not duplicative of other programs, such as orientation and mobility instruction; Assistive Technology (AT) assessment, equipment and instruction; vocational counseling and guidance from Master's degree Rehabilitation Counselors; outreach and recruitment services to employers to hire people with disabilities; job development; customized employment; physical and mental restoration services; post-employment/follow-along services; and advocacy.
- **pp. 162-165; 169-170; 173-174: Collaboration** - VR will continue to develop and strengthen its partnerships with other state and local agencies, workforce development programs and providers, and non-profit organizations to provide responsive, quality services and programs leading to competitive, integrated employment for people with disabilities. These partnerships currently include, but are not limited to, the Regional Centers; Centers for Independent Living; Northern Nevada Literacy Council; four Native American tribes; Nevada Disability Advocacy and Law Center; Aging and Disabilities Services Division; Division of Public and Behavioral Health; Easter Seals; Goodwill Industries; High Sierra Industries; and Opportunity Village. VR will continue its active participation in cross-agency councils, commissions, boards, taskforces and workgroups.



Title IV: Rehabilitation Act

TRANSITION STUDENTS

WIOA ushered in a number of changes to the Rehabilitation Act of 1973 with the amendments in Title IV. There is a renewed emphasis on providing services to transition age students and youth with disabilities, and doing so collaboratively with Education. In order to better prepare students with disabilities to transition from high school to postsecondary education or training programs, and ultimately employment, WIOA requires the delivery of Pre-Employment Transition Services (PETS). These include job exploration counseling; work-based learning experiences; counseling on opportunities for enrollment in comprehensive transition or postsecondary educational programs; workplace readiness training; and instruction in self-advocacy.

- pp. 165-169; 190-191: *Collaboration with Education* - VR has interlocal contracts with the state's 16 school districts that have high schools, and it will update and expand these contracts. VR provides consultation and technical assistance to special education staff. VR has dedicated rehabilitation counselors working with this student population in coordination with individual schools. VR will continue these partnerships, and has increased its training and outreach to Education for the provision of PETS. VR will also continue its collaborative efforts with such programs as the Nevada Student Leadership Transition Summit; Careers, Recreation and Vocational Education camp; community-based Career Exploration camp; and Project Search. VR will continue its innovative new Third Party Cooperative Arrangement (TPCA) programs with Washoe County School District (WCSD), Clark County School District (CCSD), University of Nevada, Las Vegas (UNLV), Western Nevada College (WNC) and Truckee Meadows Community College (TMCC). VR will continue to expand these transition programs to other school districts and colleges and universities, as appropriate.



Title IV: Rehabilitation Act

TRANSITION STUDENTS *continued...*

- [pp. 25; 67; 158-162; 195-196](#): ***Third Party Cooperative Arrangements*** - With the emphasis on transition age students with disabilities, and as a means to leverage federal funds that would otherwise be relinquished, VR has expended efforts to create transition programs through Third Party Cooperative Arrangements (TPCAs). TPCAs allow the partner entity to provide match in order for VR to draw subsequent federal grant funds that it then uses to pay for the unique TPCA program expenditures. Match may be provided by the partner entity through certified staff time. VR's current TPCA programs with WCSD and CCSD provide students with disabilities with vocational assessments, career development, work experiences, jobs search skills training, self-advocacy training, job development, job placement and job coaching services. VR's TPCAs with UNLV, WNC and TMCC, called "CareerConnect," provide academic support/intensive tutoring, vocational training, hands-on work experiences including internships, assistive technology assessments, equipment and training, job exploration skills training, transportation training, job matching and job coaching.

SUPPORTED EMPLOYMENT

WIOA made changes in its supported employment grant program for people with the most significant disabilities. It requires half of the supported employment grant funds be spent only on youth, and it now allows for long-term follow-along services to youth (up to 4 years). Supported employment services by their nature, are longer-term and more intensive than other services, and people with the most significant disabilities tend to require more services as well, including a "customized" approach to employment. With the challenges and multiple barriers people with significant disabilities have, there has always been an emphasis on VR's supported employment programs and services. WIOA continues this trend. Additionally, changes within Section 511 of WIOA will increase the number of people with significant disabilities seeking VR services. VR is preparing for the increase in that population.



Title IV: Rehabilitation Act

SUPPORTED EMPLOYMENT *continued...*

- [pp. 170-174; 188-189; 192-195; 204-205](#) : ***Supported Employment***- VR will continue its participation and leadership with the Governor's Council on Developmental Disabilities and the Commission on Services for Persons with Disabilities (CSPD) in supporting and promoting competitive, integrated employment for people with the most significant disabilities. VR will continue to expand its use of assistive technology, and expand its programs that move people with significant disabilities out of sheltered employment and into competitive, integrated employment. Some such program include the Career Development Academy in partnership with High Sierra Industries and the Sierra Regional Center; Pathway to Work in partnership with Opportunity Village and Desert Regional Center; Job Discovery I and II in partnership with CCSD, Opportunity Village and Desert Regional Center; and the customized employment project with University of Nevada, Reno (UNR).

EMPLOYER ENGAGEMENT

WIOA in general and Title IV specifically, emphasizes employer engagement and employers as additional consumers of state workforce programs. WIOA requires workforce programs be more responsive to employer workforce needs, and that programs like VR proactively establish training programs and services that prepare the workforce for in-demand jobs now and in the future.

[pp. 64; 172-173; 190; 194-196](#) : ***Business Development Team*** - VR established an internal Business Development Team, who liaison between employers and VR's workforce of people with disabilities. Team members engage with Nevada's two local workforce development boards to share with them information on skills gaps in which VR needs support to create workforce solutions. The Business Development Team thoughtfully utilizes employment data from Silver State Solutions, and guidance from the industry Sector Councils. Team members participate in state and local economic development groups, Regional Development Authorities, Governor's Office of Economic Development, professional workforce organizations, professional conferences, and job fairs. The Business Development Team provides disability awareness training to employers and professional organizations.



Title IV: Rehabilitation Act

EMPLOYER ENGAGEMENT *continued...*

- pp. 25; 172-173; 195-196: ***Work Readiness Program***: Business Development Team members develop recruitment programs for employers, including on-the-job, pre-employment training programs such as those at Office Depot/OfficeMax in North Las Vegas; Starbucks Carson Valley Roasting Plant in Minden; PepsiCo in Las Vegas; and Arrow Electronics in Reno. The Team will continue to expand and develop these programs.



Other: TANF and SNAP

pp. 31-32: Strengths and Weaknesses of Workforce Development Activities

Weaknesses of the TANF NEON program:

- The population served includes individuals with the most significant barriers to employment (e.g., low education levels, those lacking marketable job skills and employment histories, homeless/unstable housing, food insecurities, generational poverty, physical and mental health concerns, disabilities, high prevalence of domestic violence, and alcohol and drug addictions).
- The pressure to meet the TANF work participation rate performance measures and avoid and/or minimize TANF penalties results in the program focusing on only *countable* work activities within prescribed time limitations and quick engagement in employment. This results in TANF recipients being employed in low wage, often part-time jobs with little long-term stability; oftentimes, TANF recipients cycle on and off the TANF program. An investment in education and skill attainment activities initially would provide more promising opportunities for long-term employment and wage gain successes.

Weaknesses of the SNAP employment and training program:

- Funding restrictions limit service to a small percentage of the total SNAP mandatory population in the metropolitan areas of Las Vegas and Washoe County, and limits the program to a job search component only.
- The DWSS has been unable to identify opportunities for leveraging federal funds under the 50 percent reimbursement option with the goal of expanding services and number of participants served.
- Although not a concern currently due to the one year able-bodied adults without dependents (ABAWD) waiver extension, projected lack of a program component to qualify ABAWDs beyond time limits.



Other: TANF and SNAP

pp. 38-39: *Aligning Sector Strategies and Career Pathways*

- Working closely with other agencies such as human services to identify diversification through workforce development.
- Working with state and federal agencies to identify individuals with barriers to employment to assist in obtaining gainful employment.

p. 64: *Coordination, Alignment and Provisions of Services to Individuals*

TANF and SNAP programs plan to coordinate their activities and resources to provide comprehensive, high-quality, customer-centered services including support services through:

- Common intake and assessment processes.
- Standard referral and communication processes.
- Co-enrollment in core programs and services.
- Consistent data sharing among partners.
- Possible co-location of staff in one-stop centers, affiliated sites and DWSS facilities.
- Participation in a customer-centric service pathway model in the one-stop centers.

GWDB Aerospace & Defense Sector Council

Written Quarterly Report to the GWDB

January 21, 2016

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

Jim Callahan, Chairman, reporting out for the Aerospace and Defense Sector Council.

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

While progress in our composite manufacturing and repair pilot program continues in the North, our Southern program awaits additional resources for start-up.

We continue to collaborate with Research and Analysis Bureau/DETR, to refine Silver State Solutions analysis to include a tie-in to what education and certification programs exist inside Nevada, that satisfy requirements to compete for Aerospace and Defense job listings.

3. *Suggestions and Recommendations for 2016:*

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 CCSD on "Job Shadow Day" and are exploring ways to expand the level of effort across the state. We also received an excellent presentation from "Pathways to Aviation" on the Reno Air Races post event results, and are looking for ways to expand participation in 2016.

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

We have had two resignations from our sector council due to relocations outside of the state. We continue the process of recruiting replacement members to round out our sector council.

5. We would like to invite you to the next GWIB Aerospace and Defense Sector Council meeting which will be held on March 18, 2016 at 9:30 a.m. For additional meeting details, please contact DETR's Workforce Solutions Unit at (702) 486-0523.

GWDB Health Care and Medical Services Sector Council
Written Quarterly Report to the GWDB
January 21, 2016, 2:00p.m.—4:00p.m.

Chair: Dr. Marcia Turner

- **Full Sector Council:**

The Health Care and Medical Services Sector Council has restructured its subcommittees, which now include the Data/Evaluation/Research Subcommittee, the Education/Training Subcommittee, and the Industry Intelligence Subcommittee. This Sector Council also continues to review and revise its Strategic Plan to appropriately and accurately align with the Sector Council’s mission and the subcommittees’ restructured goals and objectives. This council is focusing efforts to inventory and assess the availability of public and private health education programs throughout our State to meet identified industry demand for qualified workforce in the health care and medical services sector.

- **Sector Council Subcommittees Updates:**

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 report on health workforce supply and demand in Nevada. The updates will be released during 2016 and consist of three reports: (1) Health Workforce Supply in Nevada (December or January), (2) Health Workforce Demand in Nevada (date TBD), and (3) Health Workforce Development and Economic Development (date TBD), which includes information on health sector economic impacts, and the relationship between health workforce development and overall economic development in Nevada. OSI and the Nevada Area Health Education Center 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 released 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 just completed a two year grant cycle and made great strides in completing its grant deliverables, which included: Establishment of the Nevada Action Coalition (NAC) infrastructure, hiring program staff, creating by-laws and an organizational chart,

holding a statewide summit, creating a map of state by geographical regions, recruiting Regional and Recommendation Champions, creating a Diversity Task Force (DTF), creating marketing materials, creating a marketing toolkit, conducting a questionnaire in relation to Transition into Practice (TIP) opportunities within Nevada, establishing a TIP committee, developing a curricula for TIP, establishing a Speakers Bureau and establishing and activating a Nevada Action Coalition website.

The project also focused on obtaining data on the number of BSN prepared nurses licensed in Nevada with the goal of increasing the proportion of BSN prepared nurses to 80% by 2020.

- **Council Membership**

As of December, 2015, the Health Care and Medical Services Sector Council's membership count was 28 members, per DETR. This Sector Council continues to support DETR staff as they 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 information from DETR on potential revisions to the Sector Council bylaws as it pertains to membership changes or additions.

- **Scheduled Meetings**

This Sector Council has its next two full council meetings scheduled for January 11, 2016 at 10:00am and April 4, 2016 at 10:00am. We encourage you to become involved with our activities. If you would like additional meeting details, please contact DETR at (702) 486-0523.

GWDB INFORMATION TECHNOLOGY SECTOR COUNCIL WRITTEN

QUARTERLY REPORT TO THE GWDB

January 21, 2016

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

My name is Michael Frechette. Our Vice-Chair is Mr. Arnold Lopez.

As chairman of the Information Technology Sector Council, I am pleased to make the following quarterly report to the Nevada Governor's Workforce Investment Board

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

The primary concerns to workforce development within IT Sector Council is the lack of qualified candidates to fulfill current opening. Our sector enjoys a relatively low unemployment rate but depends on other states (and Countries) to supply IT professionals.

3. *Suggestions and Recommendations for improving your Sector Council:*

Our state would benefit from more programs that focus on training in computer sciences. This includes all levels of education from elementary to college and post-secondary trade schools. Programs should also be expanded that help people cross-train into IT career fields. Several times in the last year, the IT Sector Council has proposed a program that would cross-train individuals and prepare them for roles as Project Managers or Project Coordinators. To date, this program has not been funded. We recommend funding for this program. Additionally, we recommend that funding for the Microsoft IT Academy program re-issued and expanded for the 2016/17 school year.

4. *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.

5. We would like to invite you to the next GWDB IT Sector Council meeting which will be held on 12 January 2016 at 8:30 am. For additional meeting details, please contact the DETR's Research and Analysis Sector Council at (702) 486-0523.

GWDB Manufacturing and Logistics Sector Council

Written Quarterly Report to the GWDB

January 21, 2016

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

Ryan Costella – Chair

Ray Bacon – Vice-Chair

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

- A question our council has for the GWDB is a request for an illustration of how our recommendations over the past three years have or have not resulted in increased funding for specific programs/initiatives/training. We have been working diligently for some time to validate and articulate important credentialing programs (as well as the locations where they are offered), and it would be helpful to know if our recommendations have had any impact or relevance to the work of the GWDB.

3. *Suggestions and Recommendations for improving your Sector Council:*

- We would benefit greatly from a semi-annual summit of sector council chairs to dialogue about the common skill requirements we all need. Especially at the foundational (entry) and technical levels, our skills needs are very similar, and we need to come together and articulate this clearly for the GWDB and other interested parties.
- We need a stronger communications vehicle to educate other employers (across all sectors) about our work, our recommendations, and the programs available to access a skilled workforce.

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

- We are merging our council with Logistics and Operations, so we will be spending some energy to integrate that sector into our overall approach. We are committed to ensuring that all aspects of the Logistics and Operations sector are represented in the work/recommendations of our council.

- We are looking to recruit new manufacturing and logistics members who are growing or expanding here in Nevada. It is important to capture and highlight the data from these employers, as we craft recommendations on where to direct workforce dollars.

5. We would like to invite you to the next GWDB Manufacturing and Logistics Sector Council meeting, which will be held on January 25, 2016. For additional meeting details, please contact the DETR's Research and Analysis Sector Council at (702) 486-0523.

GWDB Mining and Materials Sector Council

Written Report to the GWDB

January 21, 2016

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

Dana Pray - Chair

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

Although there is a slowdown, there is still a demand for general talent in mining. The position in maintenance remains in high demand.

3. *Suggestions and Recommendations for improving your Sector Council:*

The Electrical and Instrumentation Pilot Program, which is a joint venture between the State of Nevada, Newmont & Barrick, continues to educate students to join the workforce in the electrical field.

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

Membership interest is low, as objective of the council is unclear currently. As critical objective comes to light, I am confident that interest will be refocused.

5. *We would like to invite you to the next GWDB Mining and Materials Sector Council meeting which will be held on January 27, 2016 at 2:00 p.m. For additional meeting details, please contact the DETR's Research and Analysis Sector Council at (702) 486-0523.*

GWDB Natural Resources Sector Council

Written Quarterly Report to the GWDB

January 21, 2016

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

Chair and Vice-Chair is currently vacant, but in the process of selecting a Chair.

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

Natural Resources is a newly formed industry sector council. On October of 2015, the Governor's Workforce Development Board approved the consolidation of the following sector councils; Agriculture and Clean Energy, as well as incorporating Water Technologies into Natural Resources.

3. *Suggestions and Recommendations for improving your Sector Council:*

N/A

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

During this transition, current council members are being encouraged to reapply.

5. *We would like to invite you to the next GWDB Natural Resources Sector Council meeting which will be held on January 25, 2016 at 10:00 a.m. For additional meeting details, please contact the DETR's Research and Analysis Sector Council at (702) 486-0523.*

GWDB Tourism, Gaming & Entertainment Sector Council

Written Quarterly Report to the GWDB

January 21, 2016

1. Introduction: (Chair and Vice-Chair)

Donna Lauger, Chair

Jeffrey Peterson, Vice-Chair

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

Mr. Bill Anderson, Chief Economist and Sector Council Administrator continues to provide economic and real-time labor market insights at quarterly council meetings.

Additional feedback was provided requesting more flexibility with respect to open-meeting law requirements and the option of a Sector Council Chair summit in early 2016 to discuss the Sector Council role expectations and opportunities for workforce development.

3. Suggestions and Recommendations for improving your Sector Council:

Based on the prior recommendation to provide additional guidance to the CTEs well in advance of the RFA, the TG&E council has reached out to the Department of Education to determine if there is an opportunity to work more closely with Hospitality CTE programs with respect to the grant process. This would ensure that applications would be directed toward the top job needs and economic development within the state.

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

New business member appointed to the council:

Nicole Washington, Director, PLAYLV Gaming LLC

5. We would like to invite you to the next GWDB Tourism, Gaming & Entertainment meeting which will be held on Tuesday, February 23, 2016, 1 p.m. - 3 p.m. For additional meeting details, please contact DETR's Research and Analysis Sector Council at (702) 486-0523.



Quarterly Report to the Governor's Workforce Development Board

January 21, 2016

One-Stop Delivery System (OSDS)

- Workforce Connections (WC) is establishing cooperative working relationships with all interested parties with respect to the implementation of the One-Stop Delivery System (OSDS). This includes system partners physically located or co-located in WC's comprehensive one-stop career center or affiliated sites. The purpose of the OSDS is to advance the economic well-being of the Southern Nevada Local Workforce Development Area by developing and maintaining a quality workforce and by serving as the focal point for local and regional workforce development initiatives.
- Partnerships are being established with various core Workforce Innovation and Opportunity Act (WIOA) partners such as Adult Education and Family Literacy Act programs under Title II, Wagner-Peyser Employment Services programs under Title III and Rehabilitation Act programs under Title IV. Additional partners such as Carl Perkins Career and Technical Education, Community Services Block Grant, Temporary Assistance for Needy Families (TANF), etc. are also being pursued.
- WC and the Department of Employment, Training and Rehabilitation (DETR) are currently planning Rapid Response sessions to assist individuals with training and employment services as a result of Solar City's announced closing of operations in Nevada in February 2016 with approximately 515 employees being affected.
- WC commenced formal Program and Fiscal monitoring of its WIOA contracted partners throughout the Southern Nevada Local Workforce Development Area.

One Stop Career Center (OSCC)

- AARP Foundation Back-to-Work 50+ program at the OSCC held 3 information sessions during the quarter with a total of 67 participants. On December 18, 2015 the latest cohort graduated 14 participants. A third cohort is currently in the process of being selected with a graduation target in March 2016.
- The OSCC offered free job readiness workshops on a daily basis. Topics included: Science, Technology, Engineering and Math (STEM) Career Exploration, Computer Basics, Foundations of Job Search, Interview Success, and Workplace Preparation. Additional workshops utilized the ResCare Job Seeker Toolbox which included ResumePro, ResCare Academy and ResCare Talent Market. Workshops have been expanded to the North Las Vegas Library District.



- OSCC staff participated in several community outreach events such as Project Homeless Connect and Convoy of Hope providing resume review and job search assistance to over 100 individuals.

Strategic Initiatives

- All of Workforce Connections' staff attended on-site Customer Service Training over four days of morning and afternoon sessions. The ResCare At Your Service (RAYS) training was provided by the ResCare Corporate Training Team.
- All of Workforce Connections' staff attended an on-site developmental seminar by True Colors International. The session focused on diversity in the workplace, teamwork, accountability and effectual working relationships.
- Workforce Connections submitted additional Local Area input for the Unified State Plan throughout the quarter. Submission of the Unified State Plan is due to US DOL on March 3, 2016. Workforce Connections staff continues to attend each of the WIOA Implementation Work Groups. These groups include key decision-makers from WIOA mandated core programs and other additional required partners:
 - Health and Human Services - TANF and the Senior Community Service Employment Program (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 Investment Boards (Adult/Dislocated Worker/Youth, Title I)
- Workforce Connections' Local Area WIOA Implementation Plan continues to progress on schedule. All activities and milestones are being documented in a comprehensive Gantt chart managed by the Executive Director.
- Workforce Connections' Strategic Work Plan Goals Matrix quarterly update took place in October and was approved by the Board and Local Elected Officials. Review and updates will continue to take place on a quarterly basis.
- Implementation of the new Eligible Training Provider List (ETPL) online application and performance reporting process is 95% complete. Phase 4 ended November 30, 2015. Phase 5 is scheduled to be completed on February 28, 2016. The new process will help the State achieve compliance with the new WIOA. DETR and Local Workforce Development Boards (LWDBs) are working together on the implementation. The implementation period started in December of 2014.



- The Interactive Career Exploration Project is progressing on schedule. When complete, it will provide innovative career exploration activities for system participants. Phase 1 includes Career Exploration activities in Southern Nevada's Industry Sectors guided by interactive and fun virtual characters and the Woofound Personality Assessment, a 2-3 minute fun visual assessment that is accurate, quick and delivers instant personalized career recommendations based on the unique traits of the client.

Business Engagement

- Workforce Connections has welcomed Sutherland Global Services to Nevada. Sutherland Global, with the help of the One-Stop Career Center, has had the opportunity to conduct over 300 interviews, hire 81 jobseekers from the One-Stop Career Center and thirteen (13) On-the-Job Training contracts are currently in place.
- Workforce Connections and Clark County Commissioner Lawrence Weekly held a Holiday Hiring event on November 5, 2015 to kick off the holiday season. This event featured 8 employers hiring for over 200 jobs onsite and conducting face-to-face interviews. Approximately 200 jobseekers were in attendance, 168 jobseekers were interviewed, 59 jobseekers were WIOA participants and there were 19 hires. The median wage was \$10.00 per hour.

YouthBuild Las Vegas (YBLV) 2015

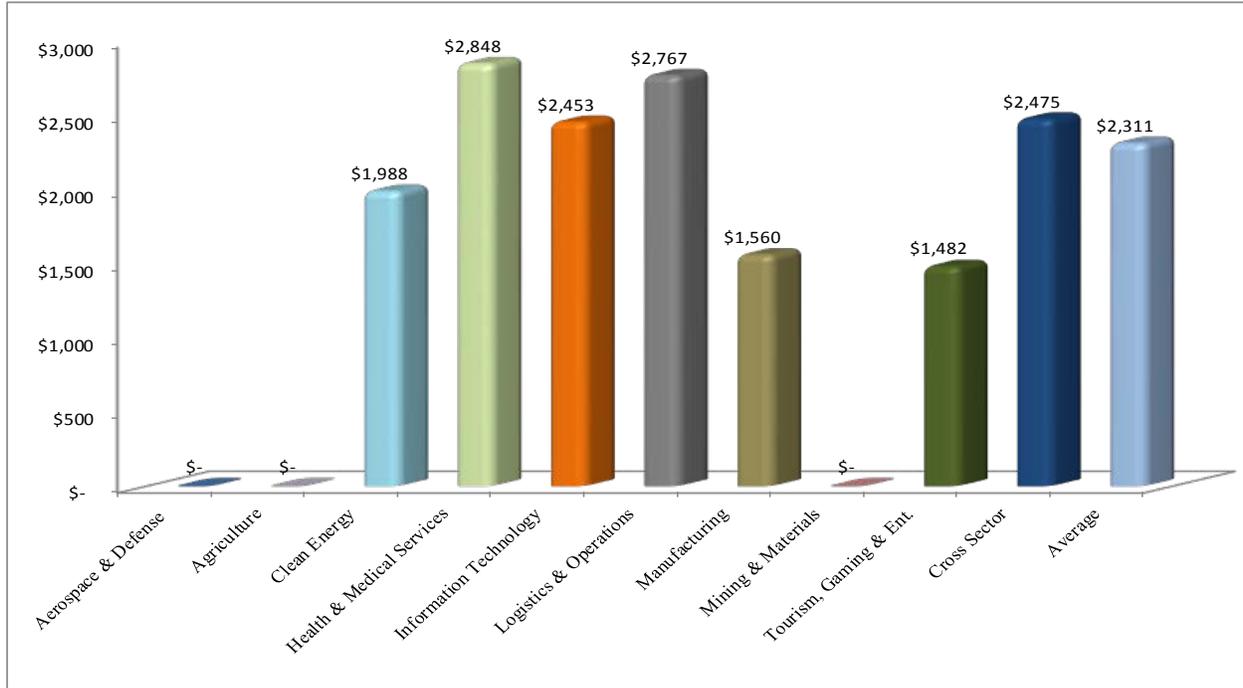
- YouthBuild Las Vegas enrolled its seventh cohort of participants to provide education, occupational skills training, and employment services while individuals participate in construction for new homes and/or rehabilitation of older homes in low-income communities.

Reporting (See Pg. 4)

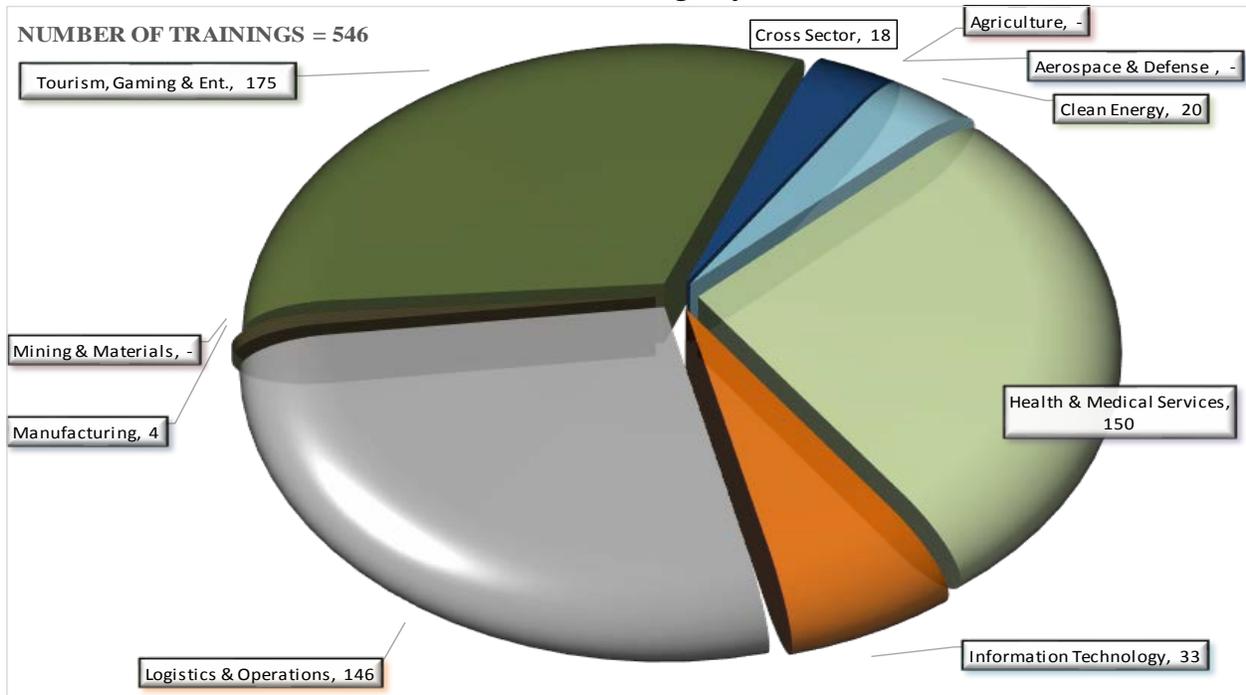


Adult and Dislocated Workers Trained by Industry Sector
July 1, 2015 through December 31, 2015

Average Training Cost by Sector



Number of Trainings by Sector





Date: January 2016

To: Governor's Workforce Development Board

From: John H. Thurman

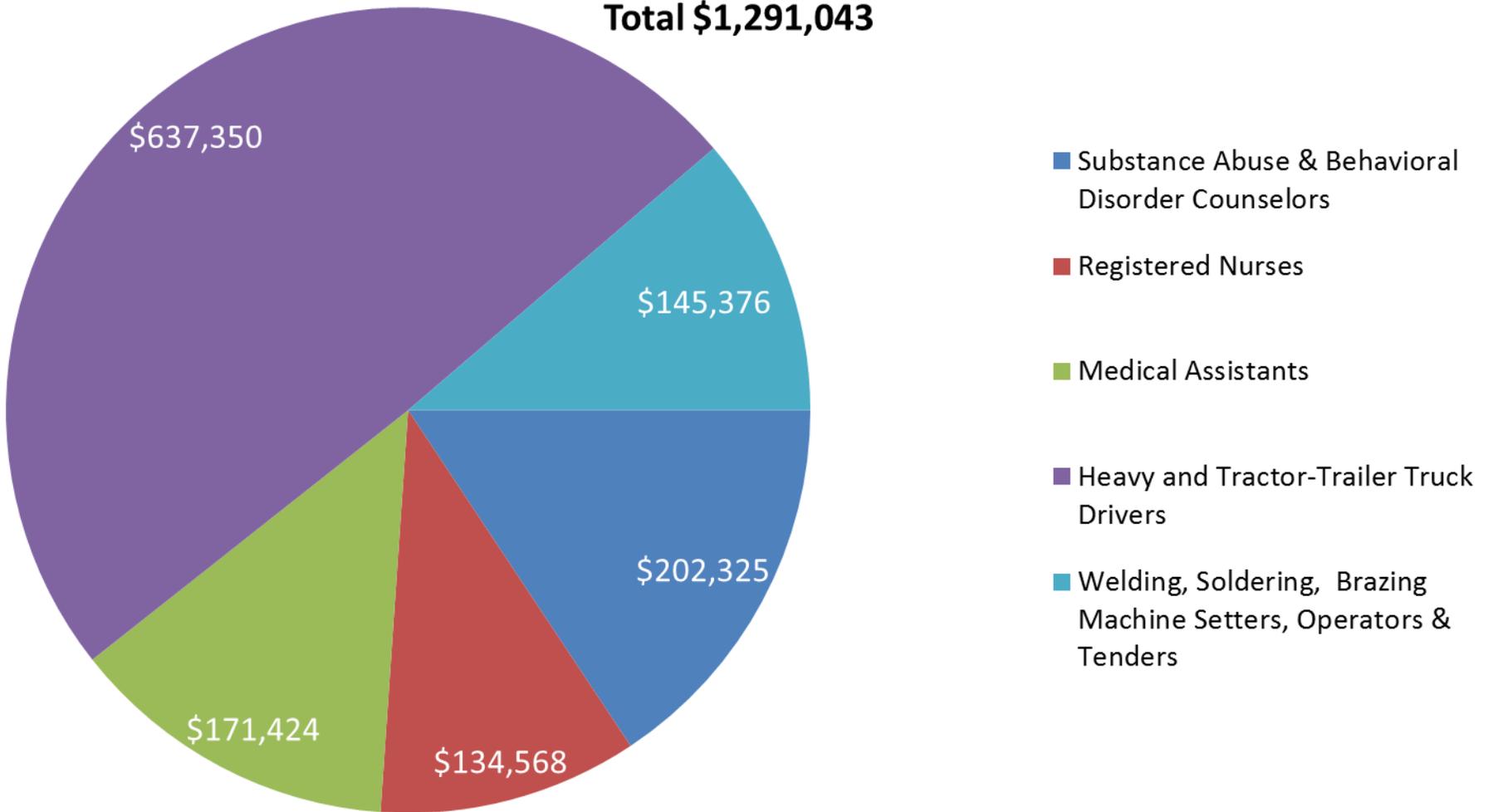
Subject: Quarterly Report

The implementation of the Workforce Innovation and Opportunity Act (WIOA) enactment on July 1, 2015 continues, with Nevadaworks staff participating on committees charged with the responsibility of writing the State's Unified Plan. While the focus is on the plan, it is common for discussions to include the implementation of the plan and how the day to day delivery of services will be accomplished; a couple of the more complex issues are the cost sharing plans for the operation of the One-Stop System and One-Stop Centers. These meetings are ongoing and a draft of the State Unified Plan has been forwarded to the Governor's Workforce Development Board Strategic Planning Committee for comment. The completed plan will be ready for submission to the Department of Labor prior to the March 3, 2016 deadline.

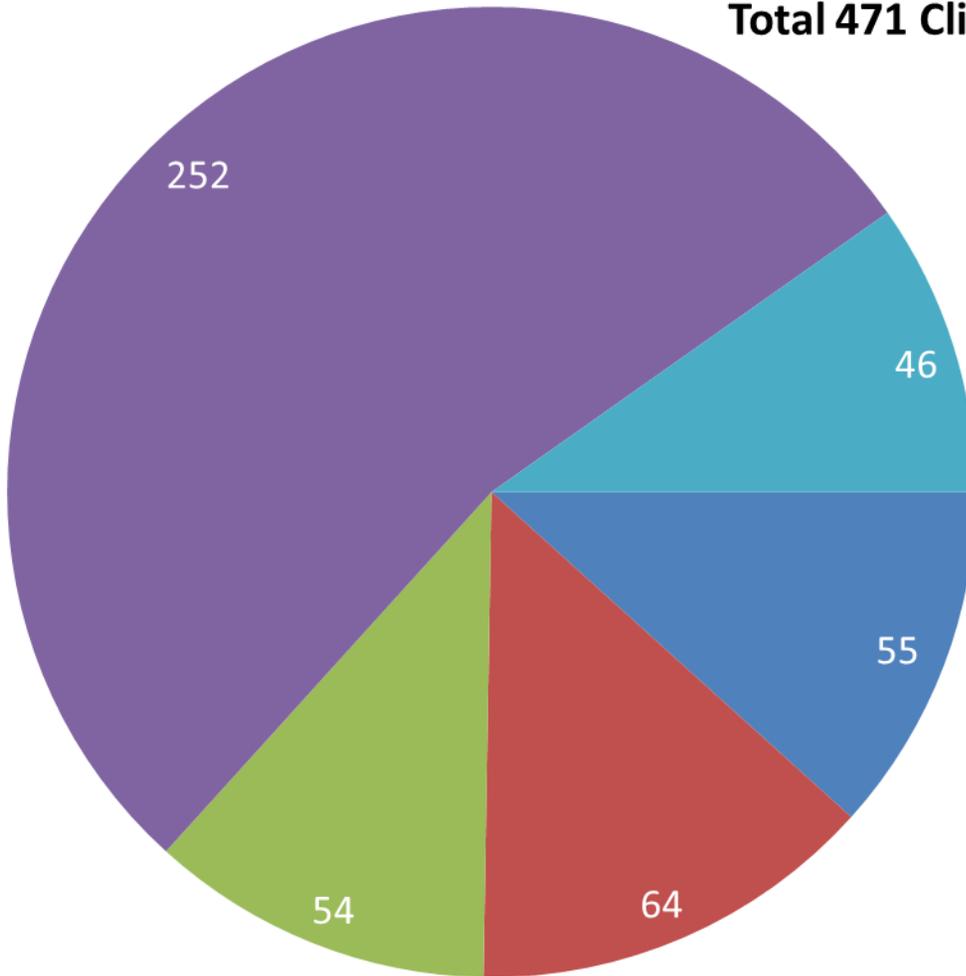
Last quarter Nevadaworks reported that Youth Out-of-School programs were under way for Program Year 2015 and Service Providers were having monthly meetings with Nevadaworks staff to address any issues or challenges. The switch from a minimum spending level of 30% for Out of School programs to a minimum of 75% prompted the Nevadaworks staff to make sure all providers were off to a good start. With not quite two quarters of information collected, indications are favorable for enrollments but the requirement of spending XX% on work experience activities is proving more challenging.

During program year 2014 Nevadaworks Service Providers and the WIA One Stop System provided services to 708 Adult, 765 Dislocated Worker, and 617 Youth participants in WIA Title I funded services; in addition, 12,267 individuals accessed the One Stop System in a self-service capacity. Nevadaworks Service Providers in program year 2014 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 January 1, 2015 through December 31, 2015.

**Top 5 O*Net Codes by Dollars Spent
January 1, 2015 to December 31, 2015
Total \$1,291,043**

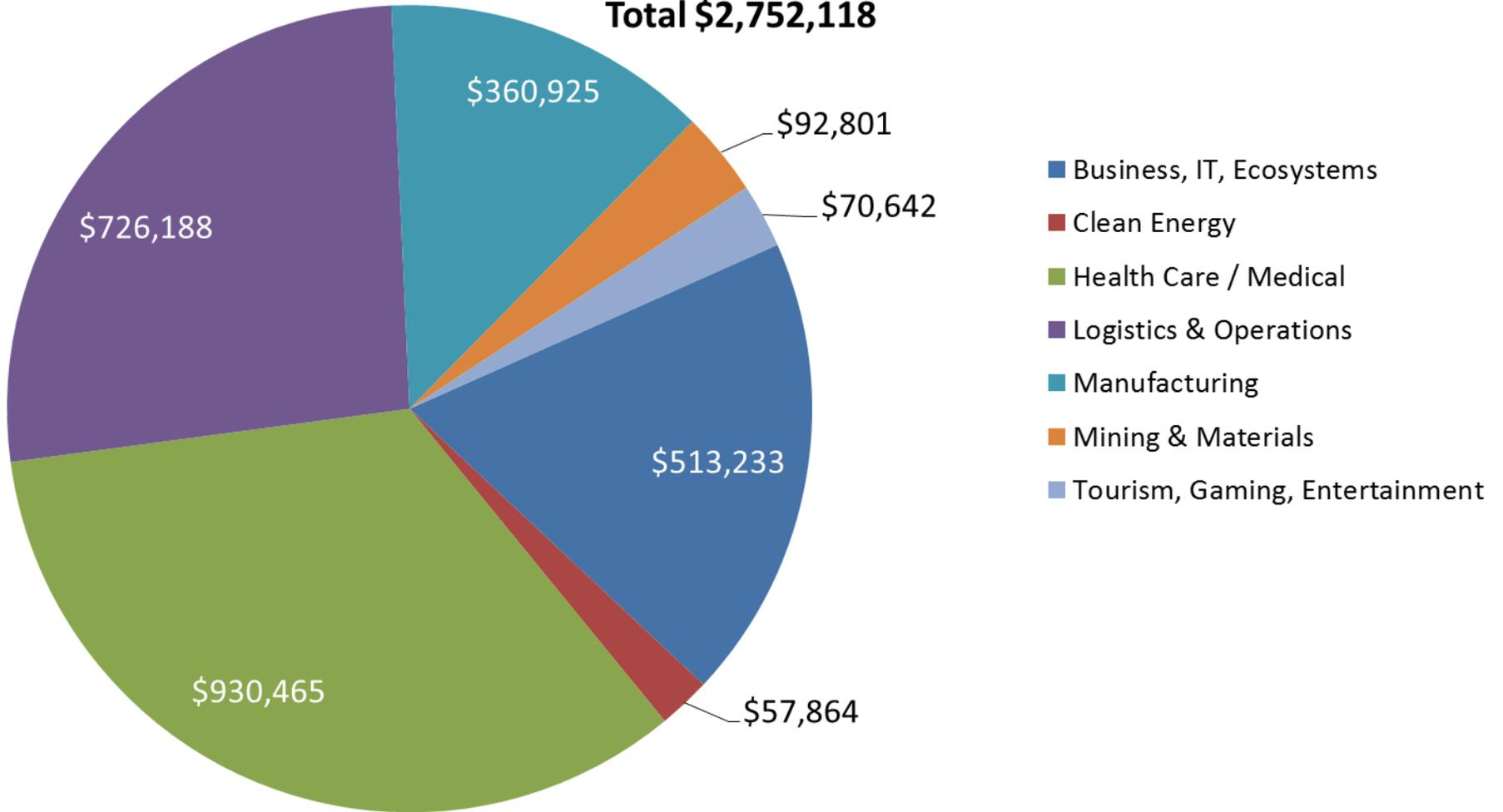


**Top 5 O*Net Codes by Client Count
January 1, 2015 to December 31, 2015
Total 471 Clients**

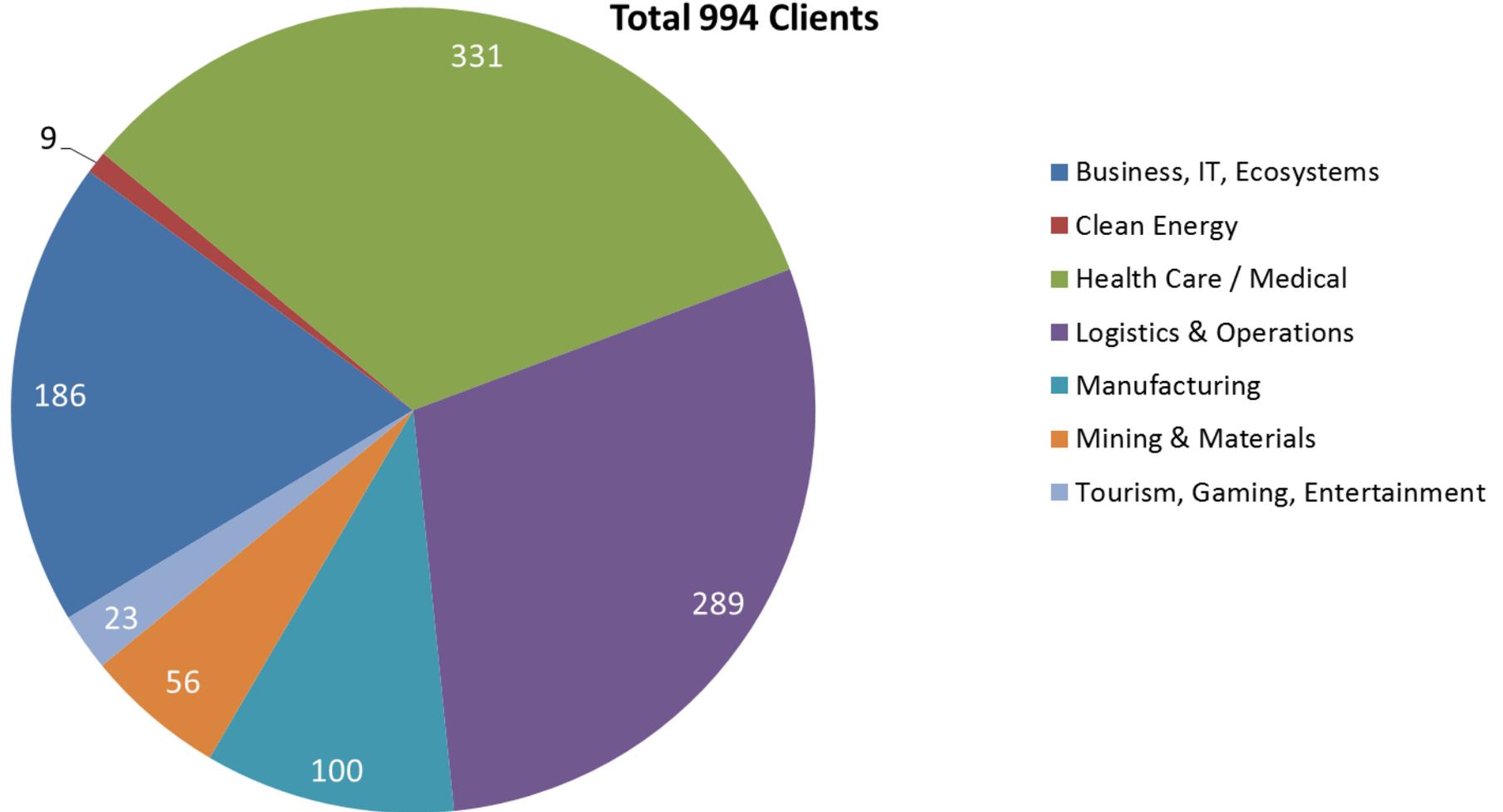


- Substance Abuse & Behavioral Disorder Counselors
- Nursing Assistants
- Medical Assistant
- Heavy and Tractor-Trailer Truck Drivers
- Welding, Soldering, Brazing Machine Setters, Operators & Tenders

**Training Dollars Spent by Sector
January 1, 2015 thru December 31, 2015
Total \$2,752,118**



**Clients Receiving Sector Training
January 1, 2015 to December 31, 2015
Total 994 Clients**



Performance for Nevadaworks Service Providers for the program year 2014 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. % WIB Achieved is percentage of Local WIB Plan.

Nevadaworks Performance October 1, 2014 to September 30, 2015

	Actual	Local WIB Plan	% WIB Achieved
numerator Adult Entered Employment	319		
denominator Adult Entered Employment	400		
Adult Entered Employment	79.8%	75.5%	105.6%
numerator Adult Retention	296		
denominator Adult Retention	410		
Adult Retention	72.2%	82.4%	87.6%
numerator Adult Average Earnings	3,900,078		
denominator Adult Average Earnings	288		
Adult Average Earnings	\$13,542	\$14,500	93.4%
numerator DW Entered Employment	467		
denominator DW Entered Employment	557		
DW Entered Employment	83.8%	77.0%	108.9%
numerator DW Retention	440		
denominator DW Retention	556		
DW Retention	79.1%	84.5%	93.7%
numerator DW Average Earnings	7,815,601		
denominator DW Average Earnings	427		
DW Average Earnings	\$18,304	\$15,922	115.0%
numerator Youth Placement	214		
denominator Youth Placement	297		
Youth Placement	72.1%	68.7%	104.9%
numerator Youth Attain Degree	236		
denominator Youth Attain Degree	300		
Youth Attain Degree	78.7%	61.0%	129.0%
numerator Youth Literacy Numeracy	36		
denominator Youth Literacy Numeracy	77		
Youth Literacy Numeracy	46.8%	43.0%	108.7%

State of Nevada
Department of Employment, Training and Rehabilitation
Workforce Innovation and Opportunity Act (WIOA)
Analysis of Expenditures
December 31, 2015

Budget Committee Approved Date	TOTAL			PY15				PY14			
	Allocation	Expenses	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)	4,806,816.00	(2,773,448.41)	2,033,367.59	2,303,301.00	(269,933.41)		2,033,367.59	2,503,515.00	(2,503,515.00)		0.00
Youth	4,320,155.00	(2,345,526.49)	1,974,628.51	2,157,427.00	(182,798.49)		1,974,628.51	2,162,728.00	(2,162,728.00)		0.00
Dislocated Worker (includes 25% transfer)	5,263,195.00	(3,331,139.07)	1,932,055.93	2,428,620.00	(496,564.07)		1,932,055.93	2,834,575.00	(2,834,575.00)		0.00
Subtotal - North	14,390,166.00	(8,450,113.97)	5,940,052.03	6,889,348.00	(949,295.97)	14%	5,940,052.03	7,500,818.00	(7,500,818.00)	100%	0.00
South (G/L 8751, 8753, 8755)											
Adult (includes 25% transfer)	17,038,015.00	(8,773,166.20)	8,264,848.80	7,375,010.00	0.00		7,375,010.00	9,663,005.00	(8,773,166.20)		889,838.80
Youth	11,900,788.00	(5,171,982.59)	6,728,805.41	5,973,728.00	0.00		5,973,728.00	5,927,060.00	(5,171,982.59)		755,077.41
Dislocated Worker	8,254,503.00	(4,108,210.89)	4,146,292.11	4,448,425.00	(302,132.89)		4,146,292.11	3,806,078.00	(3,806,078.00)		0.00
Subtotal - South	37,193,306.00	(18,053,359.68)	19,139,946.32	17,797,163.00	(302,132.89)	2%	17,495,030.11	19,396,143.00	(17,751,226.79)	92%	1,644,916.21
Total - Nevada Workforce Investment Boards	51,583,472.00	(26,503,473.65)	25,079,998.35	24,686,511.00	(1,251,428.86)	5%	23,435,082.14	26,896,961.00	(25,252,044.79)	94%	1,644,916.21
Rapid Response											
"Regular" RR	1,037,180.55	(380,150.40)	657,030.15	648,620.98	(1,210.93)		647,410.05	388,559.57	(378,939.47)		9,620.10
PY14/15 RR Funds used for WIOA Transition Activities	1,282,541.45	(113,758.34)	1,168,783.11	1,169,473.02	(956.05)		1,168,516.97	113,068.43	(112,802.29)		266.14
PY15 RR funds used for SAWS Project	1,500,000.00	0.00	1,500,000.00	1,500,000.00	0.00		1,500,000.00	0.00	0.00		0.00
Total Rapid Response - (Dislocated Worker)	3,819,722.00	(493,908.74)	3,325,813.26	3,318,094.00	(2,166.98)	0%	3,315,927.02	501,628.00	(491,741.76)	98%	9,886.24
Statewide - Governor's Reserve											
CSN Apprenticeship Contract PY13-GR-CSN	162,949.99	(162,949.99)	0.00	0.00	0.00		0.00	162,949.99	(162,949.99)		0.00
TMCC Apprenticeship Contract PY14-GR-TMCC	72,714.00	(72,714.00)	0.00	0.00	0.00		0.00	72,714.00	(72,714.00)		0.00
WNC Apprenticeship Contract PY14-GR-WNC	5,692.00	(5,692.00)	0.00	0.00	0.00		0.00	5,692.00	(5,692.00)		0.00
CSN Apprenticeship Contract PY14-GR-CSN	361,052.72	(361,052.72)	0.00	0.00	0.00		0.00	361,052.72	(361,052.72)		0.00
CSN Apprenticeship Contract PY15-GR-CSN	356,460.00	0.00	356,460.00	356,460.00	0.00		356,460.00	0.00	0.00		0.00
TMCC Apprenticeship Contract PY15-GR-TMCC	80,725.00	(66,314.59)	14,410.41	80,725.00	(66,314.59)		14,410.41	0.00	0.00		0.00
WNC Apprenticeship Contract PY15-GR-WNC	19,264.00	0.00	19,264.00	19,264.00	0.00		19,264.00	0.00	0.00		0.00
Surveys/Reporting (G/L 7064) R&A	597,918.00	(416,997.75)	180,920.25	347,851.00	(166,930.75)		180,920.25	250,067.00	(250,067.00)		0.00
DETR Statewide JobConnect System Support FY15	1,016,935.92	(1,016,935.92)	0.00	16,110.36	(16,110.36)		0.00	1,000,825.56	(1,000,825.56)		0.00
DETR Statewide JobConnect System Support FY16	946,738.00	(172,125.39)	774,612.61	946,738.00	(172,125.39)		774,612.61	0.00	0.00		0.00
Total Statewide Governor's Reserve	3,620,449.63	(2,274,782.36)	1,345,667.27	1,767,148.36	(421,481.09)	24%	1,345,667.27	1,853,301.27	(1,853,301.27)	100%	0.00
Administration											
"Regular" Admin 5%	2,046,119.74	(1,234,088.54)	812,031.20	1,334,687.14	(522,655.94)		812,031.20	711,432.60	(711,432.60)		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	53,565.63	(53,565.63)		0.00
Deborah Campbell & Associates 1942-16-Admin	18,750.00	(18,750.00)	0.00	9,787.50	(9,787.50)		0.00	8,962.50	(8,962.50)		0.00
Total Statewide - Administration	2,118,435.37	(1,306,404.17)	812,031.20	1,344,474.64	(532,443.44)	40%	812,031.20	773,960.73	(773,960.73)	100%	0.00
TOTAL WIA	61,142,079.00	(30,578,568.92)	30,563,510.08	31,116,228.00	(2,207,520.37)	7%	28,908,707.63	30,025,851.00	(28,371,048.55)	94%	1,654,802.45
Verify Variance	61,142,079.00	(30,578,568.92)	30,563,510.08	31,116,228.00	(2,207,520.37)		28,908,707.63	30,025,851.00	(28,371,048.55)		1,654,802.45
Verify authority to allocations	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00		0.00