

WORKFORCE CONNECTIONS

BOARD AGENDA

**Tuesday, March 24, 2015
10:00 a.m.**

**Rosalie Boulware Conference Room
6330 W. Charleston Blvd., Suite 150
Las Vegas, Nevada 89146**

Voice Stream Link: <http://www.nvworkforceconnections.org/mis/listen.php>

This agenda has been properly noticed and posted in the following locations:

City of Las Vegas, 495 S. Main St., Las Vegas, NV
City of North Las Vegas, 2250 N. Las Vegas Blvd., North Las Vegas, NV
Clark County Clerk's Office, 500 S. Grand Central Pkwy., Las Vegas, NV
Esmeralda County Courthouse, 233 Crook Street, Goldfield, NV
Henderson City Hall, 240 Water St., Henderson, NV
Boulder City (City Hall) 401 California Ave., Boulder City, NV
Workforce Connections, 6330 W. Charleston Blvd., Ste. 150, Las Vegas, NV
Nevada JobConnect, 3405 S. Maryland Pkwy., Las Vegas, NV
Lincoln County Courthouse, 181 Main St., Pioche, NV
Nye County School District, 484 S. West St., Pahrump, NV
Pahrump Chamber of Commerce, 1302 S. Highway 160, Pahrump, NV

This Agenda is also available at www.nvworkforceconnections.org

COMMENTARY BY THE GENERAL PUBLIC

This Board complies with Nevada's Open Meeting Law, by taking Public Comment at the beginning of the meeting immediately after the Board approves the Agenda and before any other action is taken and again before the adjournment of the meeting.

As required by Nevada's Open Meeting Law, the Board may only consider items posted on the agenda. Should you wish to speak on any agenda item or comment on any other matter during the Public Comment Session of the agenda; we respectfully request that you observe the following:

1. Please state your name and home address for the record
2. In fairness to others, groups or organizations are requested to designate one spokesperson
3. In the interest of time, please limit your comments to three (3) minutes. You are encouraged to give brief, non-repetitive statements to insure that all relevant information is presented.

It is the intent of the Board to give all citizens an opportunity to be heard.

Welcome to our meeting.

Copies of non-confidential supporting materials provided to the Board are available upon request. Request for such supporting materials should be made to Suzanne Potter at (702) 636-2300 or spotter@snvwc.org. Such supporting materials are available at the front desk of Workforce Connections, 6330 W. Charleston Blvd., Ste. 150, Las Vegas, NV, 89146, and are available online at www.nvworkforceconnections.org.

Auxiliary aids and services are available upon request to individuals with disabilities by notifying Dianne Tracy in writing at 6330 W. Charleston Blvd., Ste. 150, Las Vegas, NV 89146; or by calling (702) 638-8750; or by fax at (702) 638-8774. The TTY/TDD access number is (800) 326-6868 / Nevada Relay 711. A sign language interpreter may also be made available with twenty-four (24) hours advance notice. An Equal Opportunity Employer/Program.

NOTE: MATTERS IN THIS AGENDA MAY BE TAKEN OUT OF ORDER.

Board Members: Maggie Arias-Petrel, Councilman Bob Beers, Commissioner Butch Borasky, Hannah Brown (Vice-Chair), William Bruninga, Matt Cecil, Mark Edgel, Willie J. Fields, Jr., Dan Gouker, Sonja Holloway, Commissioner Adam Katschke, Commissioner Ralph Keyes, Liberty Leavitt, Councilwoman Peggy Leavitt, Dr. David Lee, Vida Chan Lin, Cecilia Maldonado, John “Jack” Martin, Jerrie Merritt, Valerie Murzl (Chair), Lynda Parven, Bart Patterson, Charles Perry, Mujahid Ramadan, Bill Regenhardt, Dan Rose, Tommy Rowe, Councilwoman Gerri Schroder, Commissioner Lawrence Weekly, Councilwoman Anita Wood

All items listed on this Agenda are for action by the Board unless otherwise noted. Action may consist of any of the following: approve, deny, condition, hold or table. Public Hearings may be declared open by the Chairperson, as required for any of the items on this Agenda designated for discussion or possible action or to provide direction and recommendations to Workforce Connections.

AGENDA

1. Call to order, confirmation of posting, roll call, and Pledge of Allegiance ~ *Valerie Murzl, Chair*
2. **DISCUSSION AND POSSIBLE ACTION:** Approve the agenda with inclusions of any emergency items and deletion of any items..... 2
3. **FIRST PUBLIC COMMENT SESSION:** Members of the public may now comment on any matter posted on this Agenda, which is before this Board for consideration and action today. Please clearly state and spell your name and state your address for the record. Each public comment will be limited to three (3) minutes 3
4. **DISCUSSION AND POSSIBLE ACTION:** Approve the Board minutes of February 24, 2015..... 4
5. **INFORMATION:** Adult and Dislocated Worker Committee minutes of March 11, 2015 (*draft*)..... 11
6. **DISCUSSION AND POSSIBLE ACTION:** Accept Adult and Dislocated Worker Committee’s recommendation to award Academy of Human Development (AHD) additional funding in an amount not to exceed \$50,000 for their One-Stop Center contract for a total of \$300,000 in Adult and Dislocated Worker funding. These funds will be used to augment AHD’s current PY2014 Adult and Dislocated Worker contracts to provide additional training and supportive services to WIA eligible participants..... 15
7. **PRESENTATION:** The Workforce Innovation and Opportunity Act (WIOA) ~ *John Chamberlin* 17
8. **DISCUSSION AND POSSIBLE ACTION:** Accept and approve Executive Director’s Report ~ *Ardell Galbreth, Executive Director*..... 31
9. **SECOND PUBLIC COMMENT SESSION:** Members of the public may now comment on any matter or topic, which is relevant to or within the authority or jurisdiction of the Board. You may comment now even if you commented earlier, however, please do not simply repeat the same comment you previously made. Please clearly state and spell your name and state your address for the record. Each comment will be limited to three (3) minutes 33
10. **INFORMATION:** Board Member Comments..... 34
11. Adjournment

Agenda Item 3.

FIRST PUBLIC COMMENT:

Members of the public may now comment on any matter posted on this Agenda, which is before this Board for consideration and action today. Please clearly state and spell your name and state your address for the record. Each public comment will be limited to three (3) minutes

Agenda Item 4. DISCUSSION AND POSSIBLE ACTION:

Approve the Board minutes of February 24, 2015

WORKFORCE CONNECTIONS

BOARD MEETING MINUTES

February 24, 2015
10:00 a.m.

Rosalie Boulware Conference Room
6330 W. Charleston Blvd., Suite 150
Las Vegas, NV 89146

Members Present

Cecilia Maldonado	Commissioner Adam Katschke	Councilman Bob Beers
Councilwoman Anita Wood	Dan Rose	Dr. David Lee
Hannah Brown	Jack Martin	Jerrie Merritt
Liberty Leavitt	Lynda Parven	Mujahid Ramadan
Sonja Holloway	Tommy Rowe	Valerie Murzl, Chair
Vida Chan Lin	Willie J. Fields	

Members Absent

Bart Patterson	Bill Regenhardt	Charles Perry
Commissioner Butch Borasky	Commissioner Lawrence Weekly	Commissioner Ralph Keyes
Councilwoman Gerri Schroder	Councilwoman Peggy Leavitt	Dan Gouker
Maggie Arias-Petrel	Mark Edgel	Matt Cecil
William Bruninga		

Staff Present

Ardell Galbreth	Heather DeSart	Dianne Tracy
Jim Kostecki	Ricardo Villalobos	Jaime Cruz
Brett Miller	LeRoy Bilal	Shawna Rice

Others Present

Jack Degree, Marquis Aurbach Coffing/Legal Counsel	Tim Wigchers, Nye Communities Coalition
Carol Turner, CST Project Consulting LLC	Nield Montgomery, The Learning Center
Linda Montgomery, The Learning Center	Jennifer Casey, FIT
Don Soderberg, DETR	Amy Armendariz, Olive Crest
Karl Rostron, Diamond Resorts International	Elizabeth McDaniels, Goodwill of Southern Nevada
Tenesha McCulloch, Goodwill of Southern Nevada	Denise Gee, HELP of Southern Nevada
Jeramey Pickett, Nevada Partners, Inc.	Ernest Smith, The Salvation Army
Ben Dasaler, DETR	Tracey Torrence, SNRHA
Janice Rael, Nevada Partners, Inc.	Will Reed, HELP of Southern Nevada
Helicia Thomas, GNJ Family Life Center	Dr. Tiffany Tyler, Nevada Partners, Inc.
Ron Hilke, DETR	Tamara Collins, Las Vegas Urban League

(It should be noted that not all attendees may be listed above)

1. Call to order, confirmation of posting, roll call, and pledge of allegiance

The meeting was called to order by Chair Valerie Murzl at 10:06 a.m. Staff confirmed the meeting had been properly noticed and posted in accordance with the Nevada Open Meeting Law; roll call was taken and a quorum was present.

2. DISCUSSION AND POSSIBLE ACTION: Approve the agenda with inclusions of any emergency items and deletion of any items

Ardell Galbreth, Executive Director requested that agenda item 16c be pulled from the agenda.

A motion was made to approve the agenda with the deletion of item 16c by Hannah Brown and seconded by Dr. David Lee. Motion carried.

3. FIRST PUBLIC COMMENT SESSION:

Linda Montgomery, The Learning Center: TLC focuses on educational training programs on the ETPL in the areas of Information Technology (IT) and Healthcare Information Technology (HIT). In 2014, TLC enrolled 94 individuals into various IT programs and achieved an 83.43% placement rate in IT jobs with an average wage rate in excess of \$21.00. In the area of HIT, TLC enrolled 77 individuals and achieved a placement rate of 73.08%. Ms. Montgomery shared a success story for one of TLC's students, Robert Hughes, who started an externship in a medical front office position, was hired, and after seven months was promoted to the assistant manager position of the medical practice.

4. DISCUSSION AND POSSIBLE ACTION: Approve the Board minutes of January 27, 2015

Chair Murzl presented the Board minutes provided on page 6-15 of the agenda packet.

A motion was made to approve the Board minutes of January 27, 2015 by Tommy Rowe and seconded by Dan Rose. Motion carried.

5. DISCUSSION AND POSSIBLE ACTION: Review, Discuss and Accept Annual Audit PY2013 (Year ended June 30, 2014) ~ Ryan C. Whitman, CPA, Piercy Bowler Taylor & Kern

Jim Kostecki, Finance Manager stated that WC has a clean audit with only two findings and the audit report is unqualified for both financial statements and the A-133 and has no material weaknesses or significant deficiencies. Mr. Kostecki thanked the fiscal team and Local Elected Officials' Chief Financial Officer Committee for their support. Mr. Ryan Whitman, PBTK reported that the audit finished early, below budget and as reflected in the unmodified opinions of the financial statements and grant compliance, it is a huge accomplishment from years ago when there were ten findings, pervasive material weaknesses and significant deficiencies. Mr. Whitman stated that he is pleased to see the efforts pay off and congratulated Mr. Kostecki and the fiscal team for these accomplishments.

Hannah Brown gave kudos to Mr. Whitman for his leadership and willingness to work with staff to get the agency to this level.

Councilwoman Anita Wood echoed Ms. Brown's comments and applauded Mr. Kostecki, fiscal staff, Brett Miller and Carol Turner for doing a great job and bringing the agency up to par.

Chair Murzl applauded Mr. Kostecki and stated that his accounting background has really set this agency up to be efficient and productive as this is the first time in her seven years of service that WC had a clean audit.

A motion was made to accept Annual Audit PY2013 (Year ended June 30, 2014) by Willie J. Fields and seconded by Dan Rose. Motion carried.

6. INFORMATION: Business Engagement Update

Heather DeSart, Deputy Executive Director announced the upcoming Healthcare Symposium and Hiring Event on Wednesday, March 25, 2015 in Suite 150. Registration opens at 9:00 a.m. and the Symposium begins at 10:00 a.m. Training providers will be on site to assist individuals with career information and employers will be interviewing job-ready candidates.

7. INFORMATION: Adult & Dislocated Worker Committee minutes of February 11, 2015 (draft)

The Adult & Dislocated Worker Committee minutes are provided on page 20-23 of the agenda packet.

8. INFORMATION: 2015 Request for Proposal (RFP)

WC will release an RFP to secure a One-Stop Career Center Operator. This will ensure compliance with the Workforce Innovation and Opportunity Act by July 1, 2015. The RFP will be released Friday, February 27th and proposals are due on April 7, 2015.

Mr. Galbreth provided background. The OSCC Operator will be located at the One-Stop Center and will be responsible for ensuring that all required service providers are co-located in the One-Stop and produce outcome measures as well as other requirements of the WIOA. Discussion ensued.

9. INFORMATION: 2015 Request for Proposal (RFP)

WC will release RFPs to secure One-Stop Career Center Affiliate Sites, as well as RFPs to secure providers of services to special populations (Re-Entry/Post Release and Veterans). As a result of this RFP, the One-Stop Career Center Affiliate Sites will be geographically located throughout the designated workforce delivery areas (North, South and East).

Ms. DeSart stated that the goal for the local workforce development area is to eventually have independent comprehensive one-stops with the mandated partners, including DETR, TANF and HHS. This year, the affiliate sites will just be required to ensure they have WIA services and provide access to all of the other mandated partner services required with WIOA. Ms. DeSart stated that current rural contracts will be rolled forward as they have two additional years left on the contracts.

Brett Miller, Manager Strategic Planning & Analysis presented the Preliminary Service Areas by Zip Code map on page 26 of the agenda packet. Discussion ensued.

10. INFORMATION: Training and Employment Reports – Adult/Dislocated Worker

Mr. Miller summarized the Training and Employment reports for July 1, 2014 through December 31, 2014 provided on page 28-31 of the agenda packet and highlighted the following:

- 658 trainings (for time period) with an average cost per training of \$2,200 (p. 28)
- OJTs make up about 15% of total training (p. 29)
- 1,067 employments with an average wage of \$13.63 (p. 30)
- 1,500 enrollments; 2,700 active participants, 38% entered employment (p. 31)

Dr. David Lee spoke about the opportunity for job creation through gypsum mines in Southern Nevada. Discussion ensued.

11. INFORMATION: One-Stop Career Center Consortium Report

Lynda Parven presented the OSCC Consortium report provided on page 33 of the agenda packet.

12. INFORMATION: Youth Council minutes of February 11, 2015 (draft)

The Youth Council minutes are provided on page 35-38 of the agenda packet.

13. INFORMATION: 2015 Request for Proposals (RFP)

WC will release RFPs to secure Youth One-Stop System Affiliate Sites, as well as RFPs to secure providers of services to special populations. As a result of the RFP, the Youth One-Stop System Affiliate Sites will be geographically located throughout the designated workforce delivery areas (North, South, East and West). Ms. DeSart provided background.

14. INFORMATION: Youth Performance Reports

Ms. DeSart reported that WC is failing the Lit/Num Gains performance measure at 33.8% (pass is 43%). The service providers were notified and asked to submit corrective action responses. The corrective action requires that service providers pre-test participants within 30 days of enrollment, submit a post-test implementation schedule on a monthly basis, and assign specific staff to pre-/post-test participants regularly until the measure is met. Mr. Miller reported that the failed measure is due in part to a significant number of pre-/post-tests that did not happen and a high rate of youth that dropped out of the system. Mr. Galbreth reported that WC failed this measure miserably in the first quarter and is on track to fail in the second quarter, but with the corrective action put in place and staff working closely with the service providers, as well as support from DETR's WISS, the measure should be met in the third and fourth quarters. Discussion ensued.

The Youth performance reports are provided on page 42-44 of the agenda packet.

15. INFORMATION: Budget & Finance Committee minutes of February 11, 2015 (draft)

The Budget & Finance Committee minutes are provided on page 46-50 of the agenda packet.

16. DISCUSSION AND POSSIBLE ACTION: Review, Discuss, Accept and Approve Reports**a. Awards & Expenditures Report – Monthly Update (Compliance and Operational Status of Service Providers/Funded Partners)**

Mr. Kostecki summarized the Awards & Expenditures Report (p. 53-56) through December invoices. ADW and NEG contract expenditures are low. ADW contracts should be approximately 50% spent. Mr. Kostecki reported that the \$15,353 in NEG expenditures is all training but needs to be OJT until percentages are up to regulations. The current OJT percentages have dropped about 50% from what the numbers have been historically due to the state's requirement to allocate more funds to occupational skills training. NEG contracts will end June 30, 2015 and remaining funds will be recaptured by the state. WC applied for a six month extension, if granted, NEG contracts will end December 30, 2015.

Mr. Galbreth reported that he has been working with the Career Readiness Unit at Nellis Air Force Base to identify airman who have been separated or discharged from duty to receive training to help them become gainfully employed. Veterans are eligible for NEG services.

Mr. Kostecki reported that the Youth contract expenditures (p. 55) are on track and noted that Academy of Human Development is the recipient of the Latin Chamber Foundation's contract effective November 1, 2015. New funding sources have been added to the Direct Programs report (p. 56), including AARP and NSHE-DETR and NSHE-Robert Wood.

Chair Murzl requested staff to provide a year-end expenditure report before new funding is rolled out for the next program year. Mr. Kostecki concurred but cautioned that there would be a two and a half month delay because of the 60 day close out period and factoring in the time of the Board meeting.

b. Funding Plans – Adult/Dislocated Worker/Youth – Brett Miller

Mr. Miller summarized the funding plans. The ADW funding plan (p. 58) shows \$15,393,555 in remaining available funds and a remaining balance of \$6,564,555 (4.72 months). The Youth funding plan (p. 59) shows \$6,437,570 in available funds and a remaining balance of \$632,386 (.34 months). \$200,000 has been put aside for a professional services contract for tutoring and \$1,000,000 for pre-entry contract through the Department of Juvenile Justice Services to provide services to youth before they enter the juvenile justice system.

A motion was made to accept and approve reports by Mujahid Ramadan and seconded by Sonja Holloway. Motion carried.

17. INFORMATION: Strategic Initiatives Update

Jaime Cruz, Chief Strategy Officer presented the Strategic Initiatives Update (p. 68) and provided an update on the mobile one-stop. WC is modifying one of the buses donated by RTC into a mobile one-stop to deploy services into the community for individuals who cannot access the system. The modifications will take approximately six weeks to complete.

18. INFORMATION: Accept and approve Executive Director's Report ~ Ardell Galbreth, Executive Director

Mr. Galbreth presented the Executive Director's Report (p. 70) and highlighted the following:

- Specialized customer service training was provided to the Mizpha Hotel staff in Tonopah whereby most of the training costs were paid by the Nancy Clines Family Foundation, allowing both WIA and non-WIA job seekers to participate in the training.
- A new Holiday Inn Express is being built in Nye County and is scheduled to open this summer
- Nye Communities Coalition has scheduled a hiring event on March 18, 2015 for a new Dollar Tree store with 25-30 job openings.
- Thanks to Lincoln County Commissioner Katschke for connecting WC with businesses for youth employment opportunities last summer and hopefully again this summer.
- Continued partnership between Lincoln County and the Grover D. Dils Medical Center for new hires is in place.
- WC staff is working on RFPs under the WIOA to be released in March/April 2015.
- Fiscal and procurement training for staff and services providers is scheduled for March 2015.
- Meetings are underway to develop a unified state plan under WIOA. WC will develop a local plan that rolls into the Governor's state unified plan under WIOA. The state unified plan has to be submitted to the U.S. Department of Labor for approval by March 2016. WC staff will be working closely with DETR and the associated partners.

Mr. Galbreth provided a brief overview of Training and Employment Guidance Letter (TEGL) 19-14 *Vision for the Workforce System and Initial Implementation of the Workforce Innovation and Opportunity Act of 2014* provided on page 71-77 of the agenda packet. Mr. Galbreth highlighted the new requirement that youth contracts must support 75% out-of-school youth and 20% work experience expenditure rate and asked the Board to think about identifying resources to serve in-school youth and support the Graduate Advocate Initiative.

Mr. Galbreth encouraged Board members that are interested in serving on the new WIOA board and who meet the criteria to complete and submit a new WIOA Board Membership Application as soon as possible, and noted that the new Board will be effective July 1, 2015.

19. SECOND PUBLIC COMMENT SESSION:

Helicia Thomas, GNJ Family Life Center: GNJ is holding a Jobseekers Forum on February 27, 2015 at 9:00 a.m. at the Texas Station in the Houston Ballroom for approximately 300 individuals. The purpose of the event is to empower, equip and educate job seekers. Representatives from JobConnect will be onsite, as well as Board Vice-Chair Hannah Brown.

20. INFORMATION: Board Member Comments

Liberty Leavitt announced the annual Nevada's Big Give online charitable event on March 12, 2015 and noted that this is the first year for schools to sign up. The event headquarters will be at the Gold Spike.

Dr. David Lee stated that gold mining is another natural resource in Nevada that translates to job opportunities.

21. ADJOURNMENT

The meeting adjourned at 11:43 a.m.

Agenda Item 5. INFORMATION:

Adult and Dislocated Worker Committee minutes of March 11, 2015
(draft)

**WORKFORCE CONNECTIONS
ADULT & DISLOCATED WORKER COMMITTEE MINUTES**

March 11, 2015 - 9:00 a.m.
Rosalie Boulware Board Room
6330 W. Charleston Blvd., Ste. 150
Las Vegas, NV 89146

Members Present

Bart Patterson (via telephone)
Hannah Brown, Chair
Lynda Parven
Dr. David Lee
Maggie Arias-Petrel (via telephone)

Cecilia Maldonado
Mark Edgel (via telephone)
Bill Regenhardt (via telephone)
Candace Young-Richey

Members Absent

Matt Cecil
Valerie Murzl
Chelle Bize'

Dan Rose, Vice-Chair
Charles Perry

Staff Present

Ardell Galbreth
Heather DeSart
Jim Kostecki
Stacey Bostwick
Debra Collins

Kelly Ford
Brett Miller
Jeannie Kuennen
Ricardo Villalobos
Byron Goynes

Others Present

Janice Rael, NPI
Theresa Kaufman, NHA
Arcadio Bolanos, AHD
Bonita Fahy, SNRHA
Linda Montgomery, The Learning Center
Helicia Thomas, GNJ Family Life Center

Jennifer Casey, FIT
Tenesha McCulloch, Goodwill
Tracey Torrence, SNRHA
David Robeck, BCA
Nield Montgomery, The Learning Center

(It should be noted that not all attendees may be listed above)

Agenda Item 1 - Call to Order, confirmation of posting, and roll call:

The Chair called the meeting to order at 9:12 a.m. Staff confirmed the meeting was properly posted in accordance with the Nevada Open Meeting Law. Roll call taken and the quorum confirmed.

Agenda Item 2 - Discussion and Possible Action: Approval of the agenda with the inclusions of any emergency items, and deletion of any items.

A motion to approve the agenda as presented, was made by Lynda Parven and seconded by Dr. David Lee. The motion carried.

Agenda Item 3 - First Public Comment Session: Members of the public may now comment on any matter posted on this Agenda, which is before this committee for consideration and action today. Please clearly state and spell your name and your address for the record. Each public comment will be limited to three (3) minutes.

Hearing none, Hannah Brown, Chair, closed the First Public Comment Session.

Agenda Item 4 - Discussion and Possible Action: Approve the ADW Committee meeting minutes of February 11, 2015.

A motion to approve the minutes of February 11, 2015 as presented, was made by Lynda Parven and seconded by Candace Young-Richey. The motion carried.

Agenda Item 5 - Discussion and Possible Action: Accept staff's recommendation to award Academy of Human Development (AHD) additional funding in an amount not to exceed \$50,000 for their One-Stop Center contract for a total of \$300,000 in Adult and Dislocated Worker funding. These funds will be used to augment AHD's current PY2014 Adult and Dislocated Worker contracts to provide additional training and supportive services to WIA eligible participants.

Heather DeSart referenced the letter from the Academy of Human Development (AHD) requesting additional funds on page 7 of the agenda packet. AHD has been working with the Business Engagement Team at the One-Stop Career Center, working with a local employer to fill several On-the-Job Training (OJT) opportunities. AHD has obligated the funds they currently have available, and are requesting additional funds in the amount of \$50,000 to support twenty additional clients.

A motion to accept staff's recommendation to award Academy of Human Development (AHD) additional funding in an amount not to exceed \$50,000 for their One-Stop Center contract for a total of \$300,000 in Adult and Dislocated Worker funding, was made by Candace Young-Richey and seconded by Maggie Arias-Petrel. The motion carried.

Agenda Item 6 - Information: Training and Employment Reports

Brett Miller, Manager, Strategic Planning & Analysis, reported on the Training and Employment reports on pages 9-12 of the agenda packet. Based on NVTrac, Mr. Miller stated the average training cost by sector is \$2,209 with 828 trainings through January 31, 2015. WC has spent \$1,829,456 on trainings with an average wage of \$13.65, and 1,198 total employed. With regard to the ADW Employment Partner Snapshot Enrollments between July 1, 2014 and January 31, 2015, Mr. Miller stated this report has been modified to reflect an additional column labeled PY14 Enrollment Goal. The report illustrates a system-wide goal of 3,430, with current enrollments of 1,746, and 652 employed at an average wage of \$13.31 or 37.3% actively employed.

Discussion ensued regarding increased focus on the manufacturing sector.

Ardell Galbreth requested of the Committee members to bear in mind with regard to Employment and Training services, that WC receives its intelligence through the various sectors, and the LEAP panel. Unless there is a noted demand, allocation of funds or attributed training cannot be provided unless identified through economic development. Once employers make their demands known, WC targets training dollars accordingly.

Agenda Item 7 - Information: Adult and Dislocated Worker Expenditure Report – Monthly Update

Jim Kostecki reported on the Adult and Dislocated Worker Awards and Expenditures Report invoiced through January 31, 2015 on pages 14-15 of the agenda packet. Mr. Kostecki noted that expenditures have been slow, slower than anticipated across the board. Mr. Kostecki further noted the National Emergency Grant (NEG) funds continues to be an expenditure issue.

Agenda Item 8 - Information: Adult and Dislocated Worker Funding Plan – Monthly Update

Brett Miller reported on the Adult and Dislocated Worker Funding Plan on page 17 of the agenda packet. Mr. Miller noted a remaining available balance based on monthly invoices through February 24, 2015 of \$14,263,053 of NEG and PY14 funding, and a projection of remaining funds of \$5,091,179 or 2.61 months. Mr. Miller further noted the pending contracts update reflecting the additional AHD One-Stop Funding of \$50,000.

Agenda Item 9 - Information: Director's Report ~ Ricardo Villalobos, Workforce Development Programs

Ricardo Villalobos reported that WC staff continues to meet monthly with various representatives from the different Titles (Title I, II, III, IV, and TANF/SNAP) working together to develop the Combined State Plan on new legislations and WIOA. Mr. Villalobos indicated the new Code of Federal Regulations (CFR) will be published with a 60-day review and response. Lynda Parven interjected the CFRs have gone to the printer, and will be available in approximately two weeks, with a sixty or ninety day review and response.

Mr. Villalobos reported the release of several Request for Proposals (RFP), and a Bidders Conference held Friday, March 6th. Approximately 45 attendees, incumbents and new agencies/organizations, participated in the Bidders Conference representing both adult and youth RFPs.

- RFPs for Affiliate Sites: North, South, currently one in the East, One-Stop Career Center is the West
- RFP for Adults with Disabilities
- RFP for Adult Re-Entry Post Release

Mr. Villalobos reported the release of Request for Proposals (RFP) for a One-Stop Operator. The Bidders Conference is scheduled for Wednesday, March 18, 2015.

Ms. DeSart responded to a previous question regarding the possibility of insufficient qualified candidates in the RFP process. Ms. DeSart stated if the proposals were found to be non-responsive, WC is permitted as a local Board to award a sole source contract to an entity believed to be the best suited to deliver services to the local area. That would be the contingency plan.

Agenda Item 10 - Information: ADW Committee Member Comments

Hearing none, Hannah Brown, Chair, closed the ADW Committee Member Comments session.

Agenda Item 11 - Second Public Comment Session: Members of the public may now comment on any matter or topic, which is relevant to or within the authority or jurisdiction of the Board. You may comment now even if you commented earlier; however, please do not simply repeat the same comment you previously made. Please clearly state and spell your name and state address for the record. Each comment will be limited to three (3) minutes.

Arcadio Bolanos, Director of Academy of Human Development thanked the staff at the Academy of Human Development, to the Workforce Connections staff, and to the staff at the One-Stop Career Center for their continued support.

Ms. DeSart announced John Chamberlin will be attending the Workforce Connections Board meeting on March 24th to provide the training requested at the previous ADW Committee meeting regarding the WIOA legislation, and the changes that will impact the Board structure.

Agenda Item 12 - Adjournment: The meeting adjourned at 9:36 a.m.

Agenda Item 6.

DISCUSSION AND POSSIBLE ACTION:

Accept Adult and Dislocated Worker Committee's recommendation to award Academy of Human Development (AHD) additional funding in an amount not to exceed \$50,000 for their One-Stop Center contract for a total of \$300,000 in Adult and Dislocated Worker funding. These funds will be used to augment AHD's current PY2014 Adult and Dislocated Worker contracts to provide additional training and supportive services to WIA eligible participants.



B-n-G Consulting L.L.C.
ACADEMY OF HUMAN DEVELOPMENT

TO: Ms. Heather DeSart
Workforce Connections Deputy Executive Director

FROM: Arcadio Bolanos *Arcadio Bolanos*
Director AHD

RE: **One Stop Adult** Request for additional funding \$50,000

DATE: 03/04/2015

Due to a recent development, AHD has the opportunity to service additional On Job training (OJT) opportunities for 20 clients for duration of 60 days at an average cost of \$4,320 per client obligating a total of \$86,400. We will be able to support \$36,000 of this expense, within our existing budget pending approval to transfer Occupational skills training funds to (OJT) budget lines. These clients will be placed with the RW Garcia OJT program. These positions are ready and eligible for **Adult, D/W One stop** enrollment, pending the approval and allocation of this additional funding request. Timing is critical and the OJT should start immediately in order to be completed by June 2015

The requested additional funds would be allocated as follows:

Requested			Percentage
Additional funding	50,000		
to be allocated as follows:			
Support Staff			
salary		8,000	16%
Over Head		2,000	.04%
Client services	OJT	35,000	70%
	Barrier		
Client services	removal	5,000	10%

AHD Obligation Background snap shot of our one stop existing funding is attached.

In retrospective, I do consider the costs to potentially employee 20 Adult clients with the next three months to be funding especially well spent.

Attachment: One Stop Obligation matrix.

Agenda Item 7. PRESENTATION:

The Workforce Innovation and Opportunity Act (WIOA) ~ *John Chamberlin*

THE WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

Southern Nevada

March 2015

John Chamberlin— jchamberlin@worksystems.org

Area Designation

Workforce Area Designations:

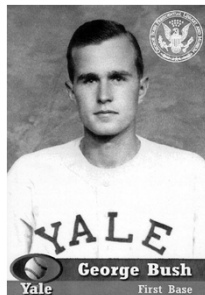
The Governor SHALL approve the request for designation from current local areas which have performed successfully (last 2 years) and which do not have serious fiscal problems.

At First Base: the “Vision Thing”

TEGL 19-14

ETA's Vision for WIOA and workforce:

An integrated, job-driven workforce system that links diverse talents to businesses.



Three Critical Hallmarks of Excellence

- The needs of businesses and workers drive workforce solutions
- One-stops provide excellent customer service and operate under continuous improvement conditions (evaluation, accountability, best practices and data-driven decision making)
- Workforce system supports strong regional economies

LOCAL BOARD MEMBERSHIP

A minimum Workforce Development Board size of 19 or "grandfather" the current Board

- Majority business (at least 10)
- Labor, CBOs and youth serving organizations must make up at least 20 percent of the board (at least 4)
- Higher education (1)
- Adult Ed and Literacy (1)
- Economic development (1)
- State employment service(1)
- Vocational rehabilitation (1)
- Others identified by your local chief elected official or required by the Governor
- Standing Committees**—Requires board to establish standing committees for one-stop system, youth services and individuals with disabilities.
- No Youth Council mandate



WIOA STATE PLANS

- States required to develop a 4-year unified plan for
 - Adult, DW & Youth
 - Adult Ed and Literacy
 - Wagner-Peyser ES
 - Title I Rehab Act
- State may submit combined plan that includes 1 or more of:
 - Perkins, TANF, SNAP E&T, TAA, VETS programs, SCSEP, CDBG, UI programs
- Takes effect July 1, 2016
- Local plans must conform to state unified plan



LOCAL BOARD FUNCTIONS

- Develop/submit plan (or regional plan), in partnership with LEO, to governor
- Workforce research and regional labor market analysis
- Convene, broker, leverage
- Employer engagement
- Career pathways development
- Promote proven and promising practices
- Cutting-edge use of technology
- Program oversight
- Negotiation of local performance accountability measures
- Selection of Center operators and providers
- Coordination with education providers
- Budget and administration
- Accessibility for people with disabilities



One-Stop Delivery System



Remains a Cornerstone for WIOA
Bill will simplify access to services for customers

One-Stop Basics

- ✓ Mandatory partners same as current law with the addition of TANF/SNAP ... Governor's Option
- ✓ How about comprehensive case management?
- ✓ MOU with board lays out partner duties
- ✓ Consolidates core and intensive services into "career services"
- ✓ Requires all ES offices to be co-located. What does co-location mean?

All WIOA Services



The Center “operator,” career services and youth service providers must be chosen through a competitive process. The Workforce Board selects, subject to LEO review and approval.

Required One-Stop System Partners: The Main Players

- WIOA Title I.B: Adult, Dislocated Worker & Youth Programs
- WIOA Title II: Adult Education and Literacy
- WIOA Title III: The Employment Service
- WIOA Title IV: Vocational Rehabilitation



Also in the Required Lineup of One-Stop System Partners

- SCSEP Program—Title V of Older Americans Act
- Postsecondary career and technical education under Perkins Act
- Job Corps
- Native American Programs
- Veterans
- Migrant and Seasonal Farmworkers
- Youthbuild
- E&T programs under Community Service Block Grant
- Trade Adjustment Assistance
- HUD-Administered Employment & Training Programs
- Programs under state unemployment insurance
- Second Chance Act programs
- TANF and SNAP (unless the Governor opts out)

ROLES FOR ONE-STOP PARTNERS

- Provide access to applicable services through the 1-stop system
- Use a portion of their funds to help pay for 1-stop infrastructure
- Enter into an MOU with the local board

Paying for Infrastructure



- Local areas may fund infrastructure costs through MOU agreement or through a new state infrastructure funding method
- If local areas fail to reach an agreement through MOU, required partner programs must provide the governor with a "covered portion" to assist with one-stop infrastructure costs
 - Funds provided for "covered portion" may only come from administrative funds
- Contributions are capped at:
 - Three percent of federal funds provided to a state for a fiscal year for youth, adult, and dislocated worker programs and the Employment Service; and
 - 1.5 percent of federal funds provided to a state for a fiscal year for all other required partners (special rule for voc rehab)

Certification and Continuous Improvement of One-Stop Centers

State board establishes criteria for local boards to certify centers at least once every 3 years; process will look at:

- ❖ Service coordination/integration among partners
- ❖ Effectiveness, accessibility and improvement of local system
- ❖ Support of local performance goals
- ❖ Meets needs of employers and job seekers

ADULT AND DISLOCATED WORKER PROGRAMS

Local Activities

Required:

- Career services (core and intensive in WIA)
- Priority of service
- Small business network
- Convene industry or sector partnerships

Permissible:

- Pay for performance contracts (10% limit)
- Incumbent worker training (20% limit)
- Internships are a highly encouraged career service

Training



- Occupational skills training
- On-the-Job training (up to 75% of wage under specified rules)
- Incumbent worker training
- Combined workplace training and related instruction
- Skill upgrading and retraining
- Entrepreneurial training
- Job readiness training when combined with 1 above
- Adult education & literacy
- Customized Training

Training Services



- Customer Choice is a Guiding Principal:
 - ITAs
 - Exceptions for training provided by contract
 - But choice is limited to training in demand occupations
- Trainer MUST provide detailed information on outcomes, cost, certifications, meeting of in-demand industry needs
- Local board can add performance expectations

New and Sort of New in WIOA

INCUMBENT WORKER TRAINING TRANSITIONAL JOBS

- | | |
|---|--|
| <ul style="list-style-type: none"> ➤ Local Board Decides Whether to Offer ➤ Up to 20% of Adult/DW Funds ➤ Employer Pays Share Based on Business Size | <ul style="list-style-type: none"> ➤ Local Board Decides Whether to Offer ➤ Limited to 10% of Funds ➤ Time-Limited Subsidized Employment ➤ Individuals with Barriers and Unemployed or Inconsistent Work History |
|---|--|

Business Services

Services often available in WIA are now recognized as allowable activities such as:

- Screening and referral
- Customized services on a fee-for-service basis
- Use of technology to improve services
- Activities to provide business services and strategies that meet needs of area employers
- Sectoral strategies
- Career pathways
- Marketing of business services

Youth Programs



A CHANGE OF DIRECTION?

- At least 75% of WIOA youth funds must be spent on out-of-school youth
- In-School youth must still be 14-21, low income (or living in a “high-poverty area”) and have a specific barrier
- At least 20% of all youth funds must go to work experience including summer jobs, apprenticeships, OJT and internships
- Individual plans stress career pathways, credentials etc.

Out-of School Youth

See WIOA Section 129 (a)

- * 16 through 24, and
- * Not attending any school (per State law) at the time eligibility is determined, and
- * Has one of the barriers on the next slides

Out-of-School Youth Barriers

- ❖ A dropout (no HS degree, GED or equivalent), or
- ❖ In the adult or juvenile justice system, or
- ❖ Homeless, a runaway, in or aged out of foster care, or
- ❖ Pregnant or parenting, or
- ❖ Disabled.

If the O/S youth has one of these barriers they need not be low-income!

Out-of-School Youth Barriers

- ☐ Has a degree, is low income and is basic skills deficient, or
- ☐ "Low-income and requires additional assistance to enter or complete an educational program or to secure or hold employment"

- *These types of Out-of-School youth must still be low income*

WIOA PERFORMANCE ACCOUNTABILITY SYSTEM

USDOL/ETA has not yet issued the specifications for WIOA performance standards

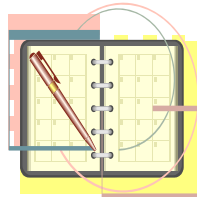
WIA Common Measures	WIOA Measures	What has Changed?
Adult/DW: Entered employment rate	Entered employment rate	Revised: now Q2 after exit
Adult/DW: Employment retention rate	Employment retention rate	Revised: now Q4 after exit
Adult/DW: Average earnings	Median earnings	Revised: Q2; 1Q earlier
Adult/DW:	Credential rate	New measure
Adult/DW:	In program skills gain	New measure (real time)
Youth: Placement in employment/ed/train	Placement in employment/ed/train	Revised: now Q2 after exit
Youth: Lit/num gains		Eliminated
Youth:	Retention in emp/ed/train	New measure
Youth:	Median earnings	New, after Q2
Youth: attained degree/certificate	Credential rate	Similar to current
Youth:	In program skills gain	New measure
Employer measure:	To be determined	New measure

WIOA Funding

- The local Board, with the Governor's approval, may transfer up to 100% between Adult and Dislocated Worker programs
- WIOA sets funding levels for each fiscal year through 2020, although not binding on Congress
- Administrative costs remain at 10%
- Will the "admin vs. program" definition change?

A Few Key Dates

- April 2015— Notices of Proposed Rule Making (NPRM's) published?
- July 1, 2015- WIOA takes effect
- January, 2016 - WIOA rules finalized;
- March 3, 2016- Deadline for State Unified Plan submission
- July 1, 2016- Lift off!!!



Don't Forget—Also Included in WIOA Title I are ...

Job Corps
Native American Programs
Migrant and Seasonal Farmworker
Programs
National Dislocated Worker Grants
Youthbuild Program

But There is More ----

- ☐ Title II—Adult Education and Literacy
- ☐ Title III—Amendments to the Wagner-Peyser Act
- ☐ Title IV—Amendments to the Vocational Rehabilitation Act of 1973
- ☐ Title V—General Provisions

- ☐ page 811—the end

Local Governance

The local Chief Elected Official1) applies for area designation, 2) selects the fiscal agent/local grant recipient, 3) appoints the WDB, 4) has review and approval authority over the WDB's financial decisions, and 5) has liability for disallowed costs.

Procurement Decisions

- When and how will you competitively select the One-stop operator and career service providers?
- What out-of-school youth designs will you competitively procure and fund? What youth target groups are your top priority?

Career Service Decisions

- Once unregistered core, registered core and intensive services for adults and dislocated workers get combined into career services when will WIOA registration occur? When will “universal access” end and “prioritization” begin for adults?

Work-Based Training

- Should we cut back on classroom training and fund more work-based training through internships, OJT, incumbent worker training, customized training and “transitional jobs” for DW's?
- Which of these activities do you like the best and least?
- Which incumbent worker ideas sound great and which sound like a waste of \$?

KEEPING UP

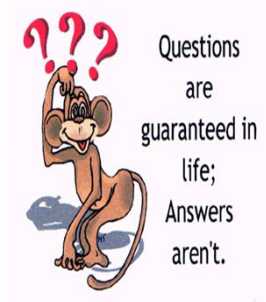
U.S. Department of Labor has a web site and a dedicated email address for the latest on WIOA regulations and implementation:

www.doleta.gov/WIOA

DOL.WIOA@dol.gov

Questions?

- What questions or concerns do you have?
- What's next?



Agenda Item 8. DISCUSSION AND POSSIBLE ACTION:

Accept and approve Executive Director's Report ~ *Ardell Galbreth,*
Executive Director.

Executive Director's Report March 24, 2015

Rural Counties Update

- **Nye and Esmeralda Counties**
- New Dollar Tree Store Hiring Event—March 18th, seeking to fill 28 new positons
- Holiday Inn Express 105 room hotel on scheduled to open this summer 2015
- “Job Skills Training Day” in partnership with Pahrump Valley Chamber of Commerce planned for April 2015
- Pahrump Balloon Festival scheduled to take place March 20-22—Nye Community Coalition will be exhibiting a “Jobs Opening Board”
- Nye Community Coalition has hired a new case manager to serve the Tonopah community and Esmeralda County
- **Lincoln County**
- Employers outreach efforts are underway for youth summer work experience—last year was a great success
- Two WIA participants completed CDL training and are employed full-time

Highlighted Workforce Initiatives

- Staff support continued strategic planning is underway in preparation of implementing the Workforce Innovation and Opportunity Act (WIOA)
 - Request for Proposals (RFPs) under the new WIOA were published and released
 - The RFPs are soliciting One-Stop Affiliate Sites service delivery throughout the Southern Nevada Workforce Development Area i.e., North Las Vegas, East Las Vegas, Henderson/Boulder City and West Las Vegas area
 - RFP solicitation was also released to secure WIOA One-Stop Center Operator and service delivery throughout Southern Nevada Workforce Investment Area,

Staff Development and Service Providers Training

- Scheduled fiscal and procurement training for both staff and service providers scheduled for March 2015
- On-going WIOA staff training shall take place routinely throughout the next year or two

Workforce Innovation and Opportunity Act Implementation

- Pressing forward with initial implementation of WIOA
 - New policies and compliance procedures are still in work in preparation in meeting WIOA implementation deadlines
 - Revised board membership applications have been published and provided to potential board members
- Chief Local Elected Officials (LEOs) consortium agreements are under review for revision in accordance with WIOA
- Workforce Connections board of directors by-laws are scheduled for review, revision and approval by LEOs and then presented to board of directors for same

Agenda Item 9.

SECOND PUBLIC COMMENT:

Members of the public may now comment on any matter or topic, which is relevant to or within the authority or jurisdiction of the Board. You may comment now even if you commented earlier, however, please do not simply repeat the same comment you previously made. Please clearly state and spell your name and state your address for the record. Each comment will be limited to three (3) minutes

Agenda Item 10. INFORMATION:

Board Member Comments