

workforce **CONNECTIONS**
PEOPLE. PARTNERSHIPS. POSSIBILITIES.

SOUTHERN NEVADA



Programs Department Staff

Adult & Dislocated Workers (ADW) Staff

Jeannie Kuennen, Sr. ADW Program Manager

Debra Collins, Program Manager

Stacey Bostwick, Program Specialist

Youth Staff

Clentine January, Program Manager

Shawonda Nance, Program Specialist

Director, Workforce Development Programs

Ricardo Villalobos



WIOA Key Programmatic Provisions

1. Increases the focus on serving the most vulnerable
2. Expands education and training options
3. Helps disadvantaged and unemployed adults and youth earn while they learn
4. Aligns planning and accountability policies across core programs



WIOA Title I Formula Funds

Includes three main funding streams:

1. **Adult** – Individuals 18 and over
2. **Dislocated Worker** – Individuals who have been laid off or have received notice of termination from employment, spouse of member of Armed Forces on active duty who is unemployed, displaced homemakers
3. **Youth** – Out-of-School Youth (OSY) & In-School Youth (ISY)



WIOA Title I Youth Formula Funds

Out-of-School Youth (OSY)

- 16-24 years of age
- Not attending school (as defined by state law)
- Meets at least one criteria: dropped out of school; has obtained a secondary school diploma or equivalent but is low income & basic skills deficient or an English language learner; is in the juvenile or adult justice systems; is homeless, a runaway, or either in or aged out of foster care; is pregnant or parenting; is an individual with a disability; and/or is low-income and “requires additional assistance to enter or complete an educational program or to secure or hold employment.



WIOA Title I Youth Formula Funds

In-School Youth (ISY)

- 14-21 years of age
- Attending school
- Meets at least one criteria: is basic skills deficient; is an English language learner; is homeless, a runaway, or either in or aged out of foster care; is pregnant or parenting; is an individual with a disability; and/or “requires additional assistance to complete an education program or secure and hold employment.”



Adult & Dislocated Workers Programs

Services & Program Support

- Priority of service for public assistance recipients, low-income individuals, persons who are basic skills deficient, and veterans
- Career Services
- Training Services
- Supportive Services
- Follow-up Services



Youth Programs

Services & Program Support

- Education Services
- Training Services
- Employment Services
- Supportive Services
- Follow-up Services



WIOA Performance Measures

(Effective July 1, 2016)

ADW Programs

- Entered Employment
- Employment Retention
- Average Earnings
- Credential Rate
- In Program Skills Gains

Youth Programs

- Placement
- Retention
- Average Earnings
- Credential Rate
- In Program Skills Gains

Employer Measure

- Indicators of effectiveness in serving employers



Request for Proposals

- Competitive Process
- Announcements
- Bidder's Conference
- Evaluations
- Recommendations
 1. Programs Committee
 2. Board
- Awards



Monitoring Programs

- Desk Reviews
- Annual Monitoring
- Committee Meetings
- Board Meetings



Program Year 2015 Programs

ADW Programs

One-Stop Affiliate Sites

- **North** – Nevada Partners Inc. (NPI)
- **South** – HELP of Southern Nevada (HELP)
- **East** – Academy of Human Development (AHD)
- **Lincoln County** – Lincoln County
- **Nye & Esmeralda Counties** – Nye Communities Coalition

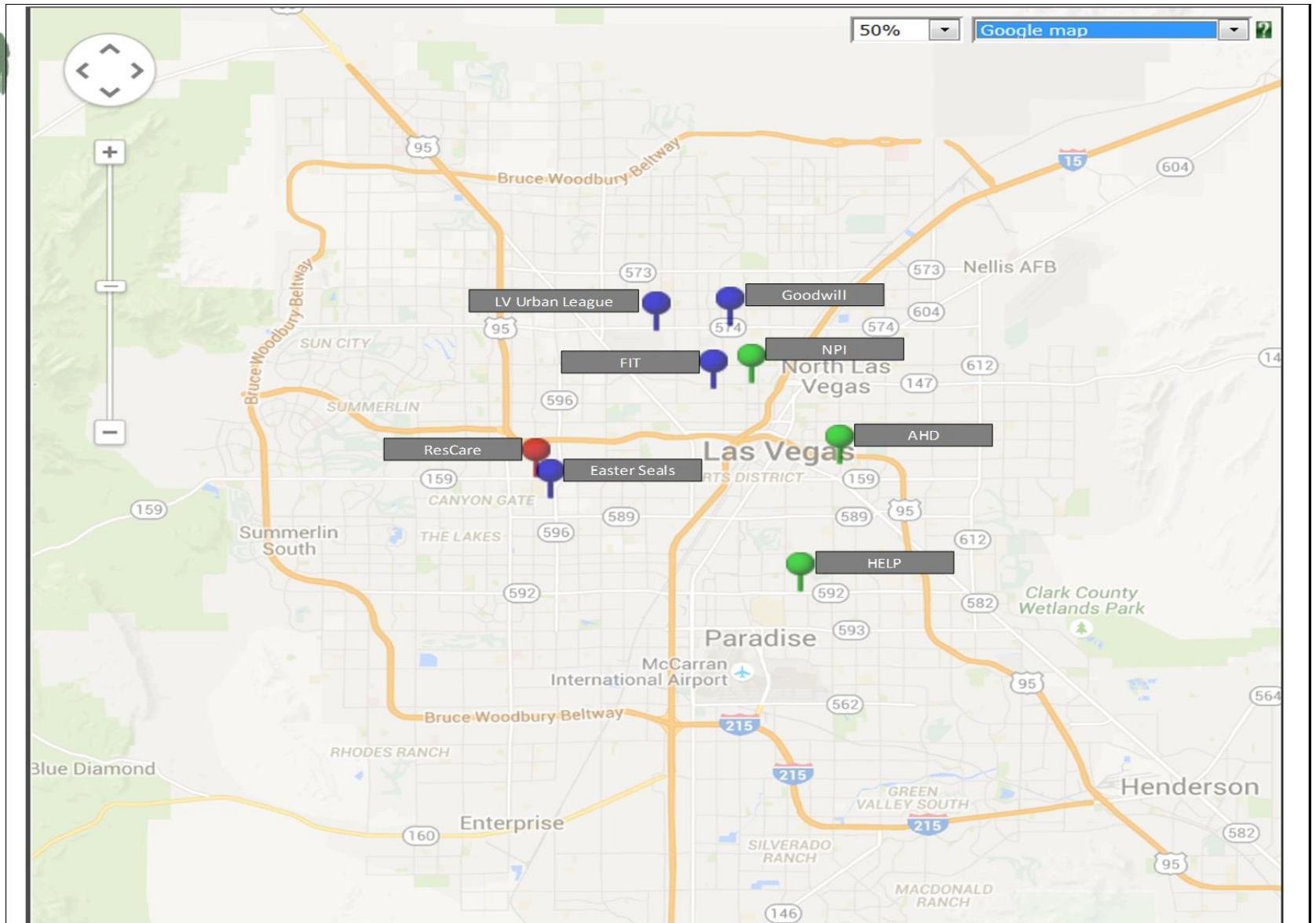


Program Year 2015 Programs

ADW Programs (cont.)

Special Populations

- **Post-Release/Re-entry** – Foundation for an Independent Tomorrow (FIT)
- **Adults w/ Disabilities** – Goodwill of Southern Nevada & Easter Seals Nevada
- **Veterans** – Las Vegas Urban League



Targeted Populations



One-Stop Affiliate Site



One-Stop Career Center

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Program Year 2015 Programs

Youth Programs

Youth One-Stop Affiliate Sites

- **North** – Nevada Partners Inc. (NPI)
- **East** – Southern Nevada Regional Housing Authority (SNRHA)
- **Boulder City/Laughlin** – St. Jude's Ranch for Children
- **Lincoln County** – Lincoln County
- **Nye & Esmeralda Counties** – Nye Communities Coalition



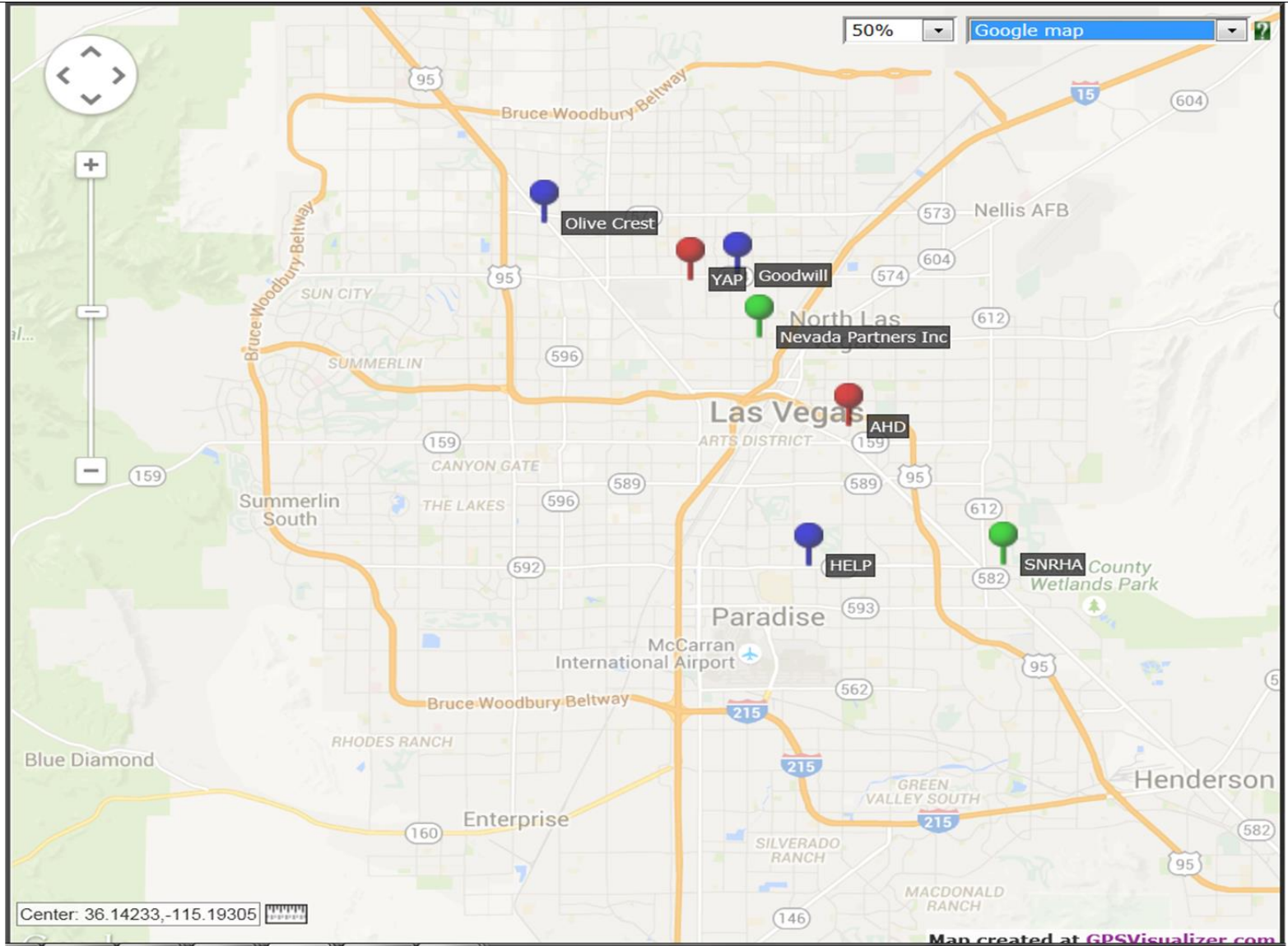
Program Year 2015 Programs

Youth Programs (cont.)

Special Populations

- **Youth w/ Disabilities** – Goodwill of Southern Nevada & Easter Seals
- **Foster/Former Foster Youth** – Olive Crest
- **Dropout Recovery** – HELP of Southern Nevada (HELP)
- **Pre-Entry** – TBD

YouthBuild Las Vegas Program



Targeted Populations



Youth One-Stop Affiliate Site



Contracts Ending 9/30/15

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One-Stop System Department

Jake McClelland

Director, One-Stop System

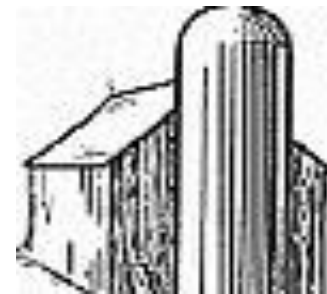
Norma Fernandez

One-Stop System Liasion



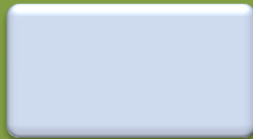
WIOA: Key Provisions

- Brings together an array of workforce programs under a single “One-Stop System,” over which local boards are tasked with providing oversight
- The idea is to break down existing “silos” between programs and create seamless and integrated service delivery for customers

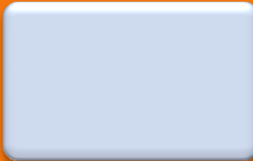




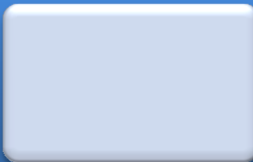
Mandated or “Core” Partners



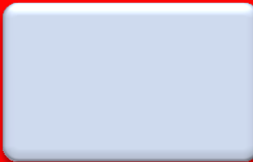
Adult, DW & Youth



Adult Education



Wagner-Peyser/ES



Vocational Rehabilitation



Title I: Adult, DW & Youth

- Administered by Workforce Connections
- Network of service providers that include a One-Stop Operator and various “Affiliate Sites”
- Provides employment & training services to under and unemployed
- Primary activities include occupational skills training, on-the-job training and supportive services for employment/training-related needs



Title II: Adult Education

- Administered by Nevada Department of Education
- Works w/ individuals who are basic skills deficient and/or working toward high school equivalency
- Also includes English Language Acquisition and Civics Education
- Current providers in Southern Nevada are: CSN, LV-CC Library District and Catholic Charities



Title III: Wagner-Peyser

- Administered by Nevada Department of Employment, Training & Rehabilitation (DETR)
- Nevada JobConnect
- Offers Employment Services, including career development information, job search resources, training programs, and, as appropriate, unemployment benefits



Title IV: Voc Rehab

- Administered by Nevada Department of Employment, Training & Rehabilitation (DETR)
- Helps individuals w/ disabilities become employed, or perform more successfully if already employed
- Provides training, counseling and other support methods



Other Partners

- Career & Technical Education (Perkins Act)
- Community Services Block Grant
- Indian & Native American Programs
- HUD Employment & Training Programs
- Job Corps
- Local Veterans' Employment Representatives & Disabled Veterans' Outreach Program



Other Partners

- National Farmworker Jobs Program
- Senior Community Services Employment Program
- **TANF – Designated by Governor as Mandated Partner**
- Trade Adjustment Assistance Programs
- Unemployment Compensation Programs
- YouthBuild



Mandated Partner Activities

- Make available programs & services carried out by the entity





Mandated Partner Activities

- Provide funds to maintain the System, including paying “fair share” for infrastructure cost of One-Stop Centers





Mandated Partner Activities

- Enter into MOU w/ Local Board & participate in the operation of the System consistent with the terms of the MOU





Mandated Partner Activities

- Provide representation on State & Local Boards





Comprehensive One-Stops

- At a minimum, each local area must make each of the programs, services and activities of the System partners accessible at no less than one (1) physical location
- Title I and Title III are the only programs that are required by the Act to be physically co-located



One-Stop Career Center

6330 W. Charleston, Suite 190
Las Vegas, NV 89146



A proud partner of the **americanjobcenter** network

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One-Stop Operators

- Must be selected by the board through a competitive process
- Current One-Stop Operator for WC is ResCare Workforce Services (as of July 1, 2015)
- One-Stops must be re-certified by the board, using criteria set forth by the State, every two years



One-Stop Affiliate Sites

- Geographically Diverse
 - ❖ North
 - ❖ East
 - ❖ South
- Specialized Centers
 - ❖ Veterans & Eligible Spouses
 - ❖ Post-Release Re-Entry
 - ❖ Adults w/ Disabilities



One-Stop System Department

- Key words for us are “partnership” and “alignment”
- Responsible for coordinating with all of the various System partners under WIOA, as well as the Affiliate Sites, to move toward integrated service delivery, leveraged resources, and improved access for customers
- Oversee the creation, revision and signing of MOUs w/ System partners



One-Stop System Department

- Ensure compliance with WIOA guidelines pertaining to the One-Stop System
- Work closely w/ the One-Stop Operator to increase efficiency of customer flow, promote “continuous improvement” activities, and deployment of WC’s Mobile One-Stop
- Continue to seek out other entities to partner with who can bring resources into the System

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Business Engagement & Communications

Kenadie Cobbin Richardson, Director

BUSINESS ENGAGEMENT SPECIALIST TEAM (BEST)

Byron Goynes, Business Engagement Specialist

Shawna Rice, Business Engagement Specialist

LeRoy Bilal, Business Engagement Specialist

Celia Rouse, Project Administrator



Team Vision & Mission

Team Vision

To become the premier resource for employers looking for talent.

Team Mission

Connecting Employers to a Ready Workforce



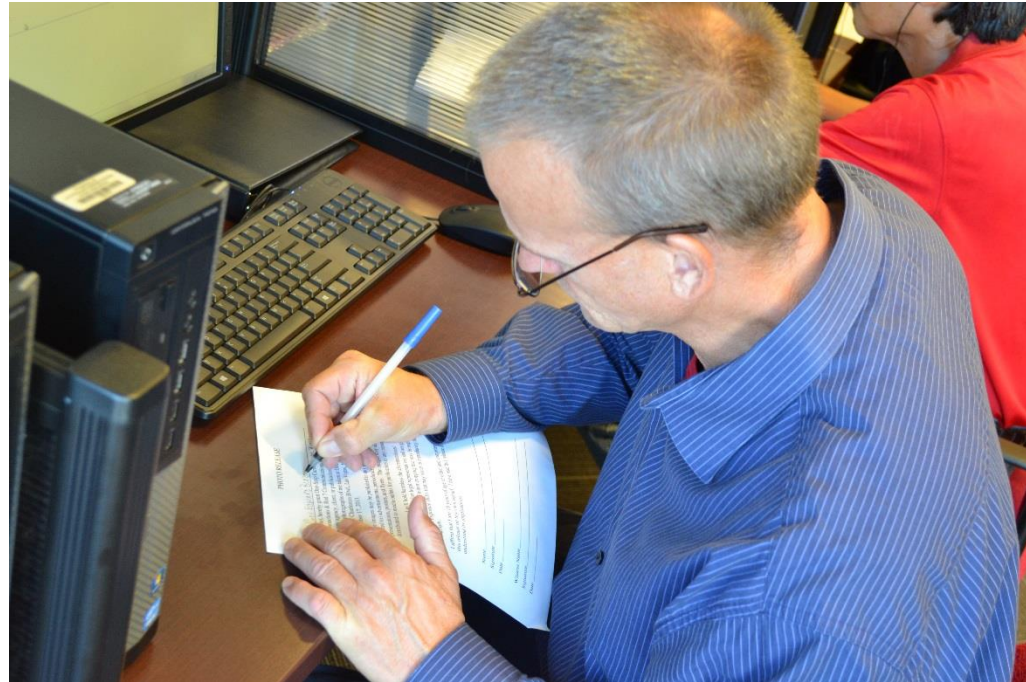


Our Wish

That WIOA clients become a talent pool of job-ready candidates that supersede the general public.

What is the rationale?

Why should participants have an advantage over the general public?





Employers are our Customers . . .



Not just end-users of the system's product.



Compact Employers

The Southern Nevada Workforce Connections Board and local business promise to work together through a signed agreement

A commitment by local business leaders to:

- **Hire** workers from the public workforce system in Southern Nevada
- **Utilize** our training resources to upgrade workers
- Be willing to **participate** on the Business Engagement Panel
- **Give advice** on ways the public workforce system can serve the employer community better



58 Compact Employers

ABM Janitorial Services	Diamond Resorts	Homewatch Care Givers	Pas De Deux Children's Couture	Tix4Tonight
Aggregate Industries	Digiphoto	InsureMonkey	Quality Investigations, Inc.	Towbin Automotive
Air Systems, Inc.	Electrical JATC of So. Nevada	KMJ Web Design	RDI Corporation	United Aqua Group
Allegiant Air	Epic	Knight Transportation	Robert Half Technologies	US Foods
Al's Beef	Exel Logistics	Las Vegas Paving	RTC	Vonage
Anderson Security	Expert Global Solutions	LAS Worldwide	Sheet Metal Local 88	Wyndham Vacation Ownership
Apollo Retail Specialists	G4S Secure Solutions	Link Technologies	Solar City	
Botanical Medical, LLC	GMT Care	Lucky Silver Gaming	Starpoint Resorts	
CCBOOTCAMP	Golden Corral	Lutheran Social Services	Stations Casinos	
Cox Communications	Hatcher Financial	Mass Mutual Nevada	SUMNU Marketing	
D&Q Enterprises	Healthcare Preparatory Institute	Nevada Hand	Sun Commercial Real Estate	
Decton Southwest, Inc.	Holiday Inn Club Vacations	Olin Chlor Alkali Products	Tek Systems	
Desert View Home Health	HomeCare by M&D, LLC	OPMICA Local 797 JATC	THI Consulting	



Our System Purpose

- **Engaging More Businesses** in the One-Stop System
- Developing **Seamless Business Access** to services across the system
- Delivering **Customized Business Recruitment Services**
- Ensuring Job Seeker Services **Meet Business Needs**
- Helping Industries Meet Their **Talent Pipeline Needs**



Business Services Network

- Coordinate business and employer service activities throughout the One-Stop delivery system to create a seamless approach for employers and job seekers
- Effective, efficient, and constant communication among partners is a key ingredient for success in meeting this purpose and achieving the Network's mission of “no wrong door” for employers.



Network Partners

- Department of Welfare
- DETR/Nevada Job Connect
- Easter Seals
- Goodwill
- Foundation for an Independent Tomorrow (FIT)
- HELP of Southern Nevada
- Workforce Connections
- Southern Nevada Regional Housing Authority
- Las Vegas Urban League
- Nevada Partners
- LVGEA / Economic Development



Business Engagement Specialist Team (BEST)

SECRETS TO OUR SUCCESS . . . BY THE NUMBERS



PY 2014-15 Achievements

Measure	GOAL	ACTUAL
Number of Hires	390	463
Number of Compacts	60	58
Prescreens	1152	1393
OJT/Apprenticeships	36	41
Average Wage	\$11.00	\$11.81



Technology





Pre-Screening & Customized Recruitment





Media





Hiring Events

one stop
CAREER CENTER
(a part of the new CTC Career Center)

ATTENDEE CHECK-IN





The Numbers



IT Training Expo & Hiring Event

Wednesday, July 30, 2014

10 am – 1 pm

10 Employers

10 Training Providers

147 Jobseekers

100% Customer Satisfaction

\$11K in media value



The Numbers



**Nevada Day
Super Hiring Event**
Wednesday, October 29, 2014
10 am – 3 pm
30 Employers
17 Training Providers
1,008 Jobseekers
85 hires & counting . . .
\$13K in media value
98% Customer Satisfaction



The Numbers



Healthcare Symposium & Hiring Event

Wednesday, March 25, 2015

9 am – 12 pm

14 Employers

17 Training Providers

175 Jobseekers

\$8,000 in media value

100% Customer Satisfaction

Hires (TBD)

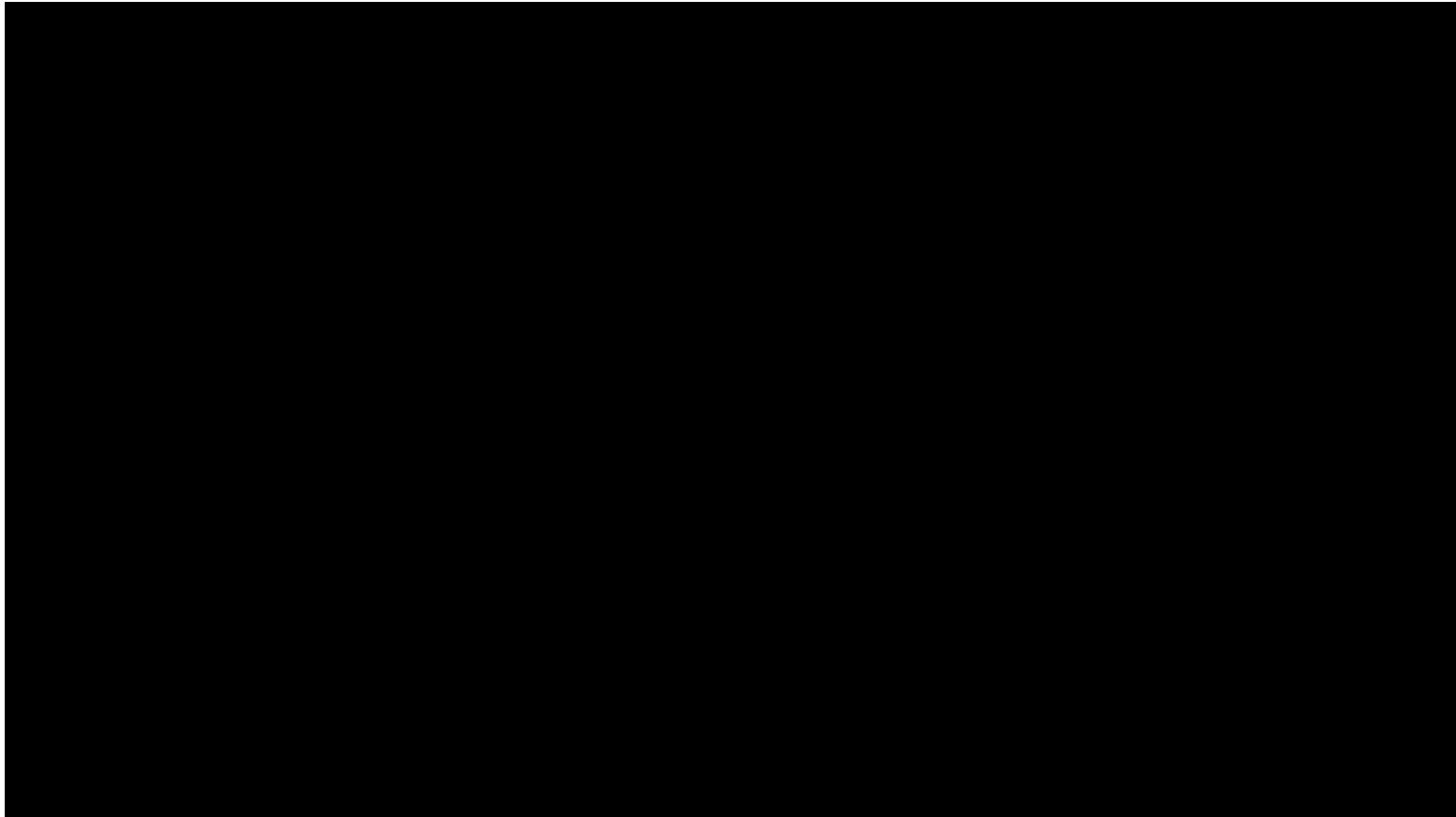


Employers





Highlight Video



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WC Finance Department

- Staff
- WIOA and Other Funding Sources
- Budget
 - Program
 - Operations
- Department Activities
 - Accounting
 - Oversight

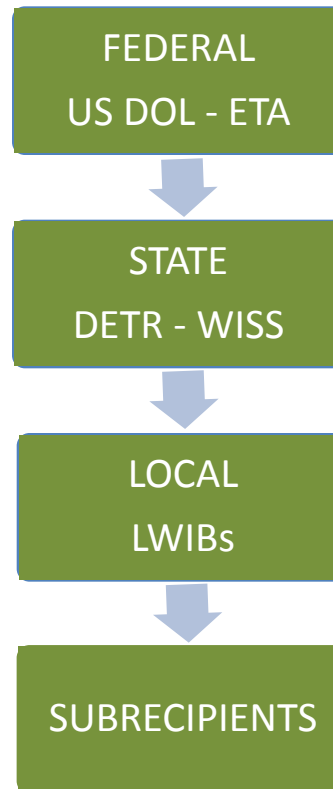


Finance Staff

- Jim Kostecki – Manager of Financial Services
- MaryAnn Avendano – Sr. Financial/
Procurement Analyst II
- Faith Cannella – Sr. Financial Analyst II
- Jim Valade – Financial Analyst II
- Melodye Stok – Accounting Technician
- Vicky Lara – Accounting Support Clerk I



WIOA Funding





WIOA Funding Streams

- Three distinct funding streams that go together (WIOA cluster of funding)
 - Adult
 - Dislocated Worker
 - Youth
- Receive separate awards for each funding stream from DETR
- May transfer between Adult and DW



WIOA Funding Qualities

- Funding based on fiscal Year = July 1 – June 30
- PY = Program Year = period **starting** that year
 - PY**15** = 7/1/**15** – 6/30/16
- FY = Fiscal Year End = period **ending** that year
 - FY**16** = 7/1/15 – 6/30/**16**
 - FY = final date!
- WIOA funds have a two year life at local level
 - i.e., PY14 funds expire on 6/30/16



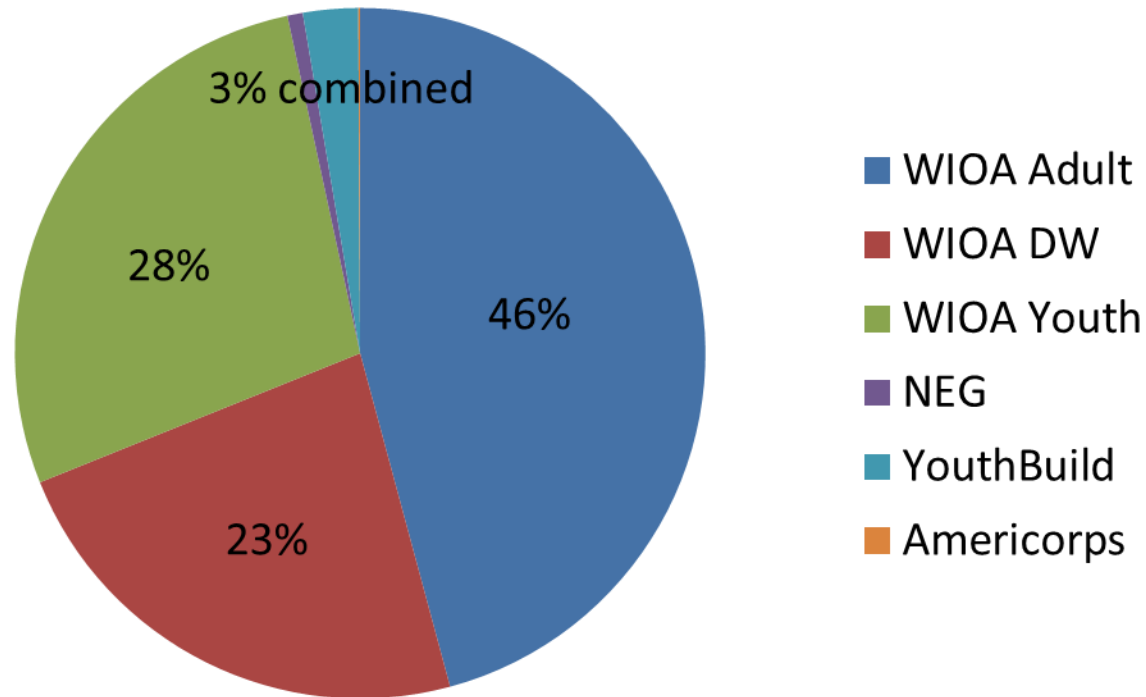
Other PY15 Funding Sources

- National Emergency Grant (NEG) – federal to support WIOA DW
- YouthBuild – DOL discretionary (competitive)
- Americorps – competitive federal to support YouthBuild
- AARP – competitive private to support 50+ jobseekers
- NSHE – competitive sub-award to support medical sector initiatives



Expenditure Distribution by Funding Type

PY13 Expenditures





WC Budget

- Total PY15 budget of approx. \$26 million
 - \$17.8 million in new funding
 - \$8.3 million in “carryover” funding
- Funding for operations and program activities
 - \$16.5 million in program expenditures for PY13
 - \$6.1 million in operations expenditures for PY13
 - Budgeted separately

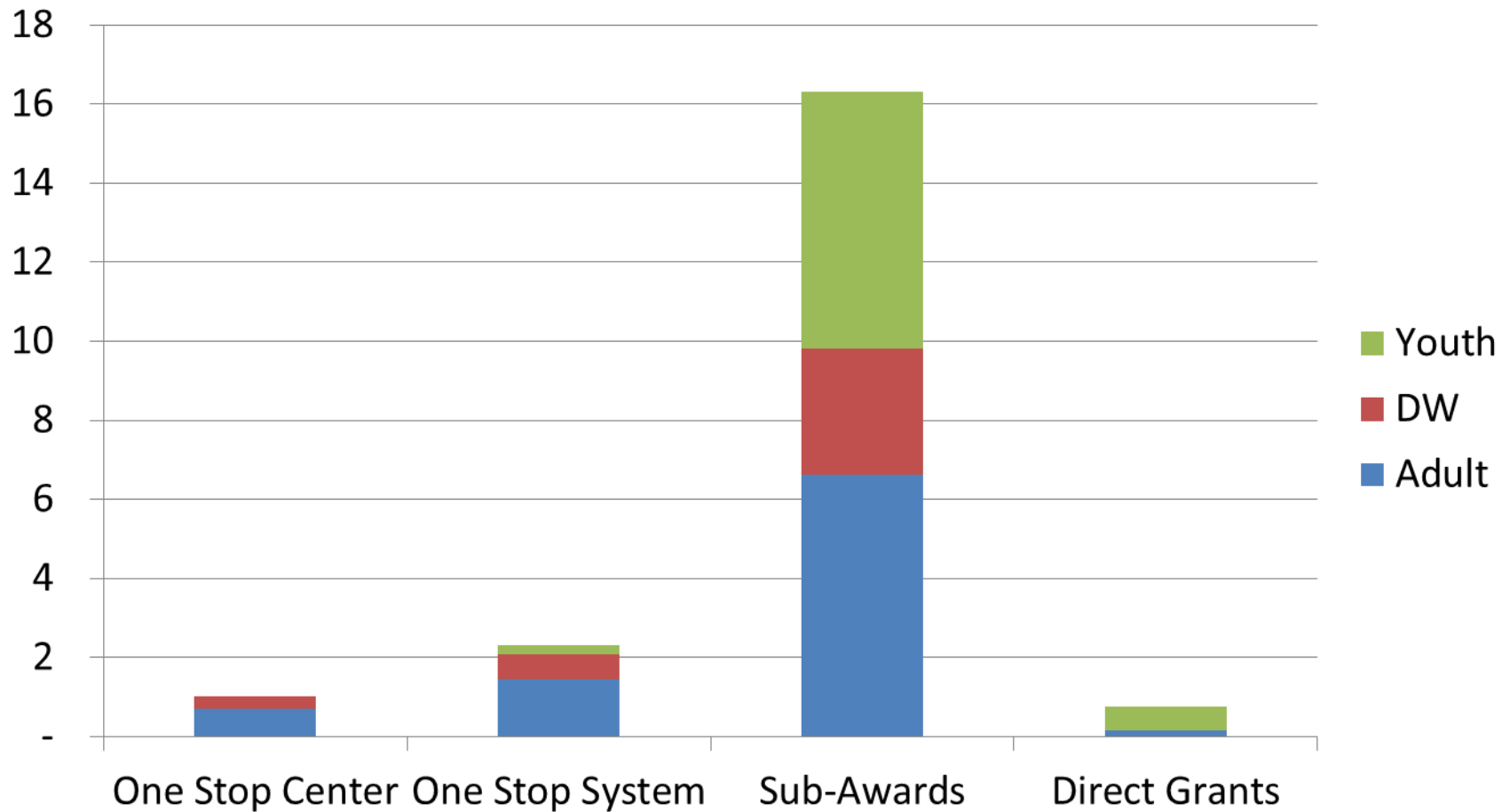


Programmatic Budget

- Funds for direct participant services and support
- Main categories
 - One Stop system and Center
 - Sub-recipient awards
 - Direct grant expenditures
- Board approval for sub-awards



PY15 Programmatic Budget (in millions)



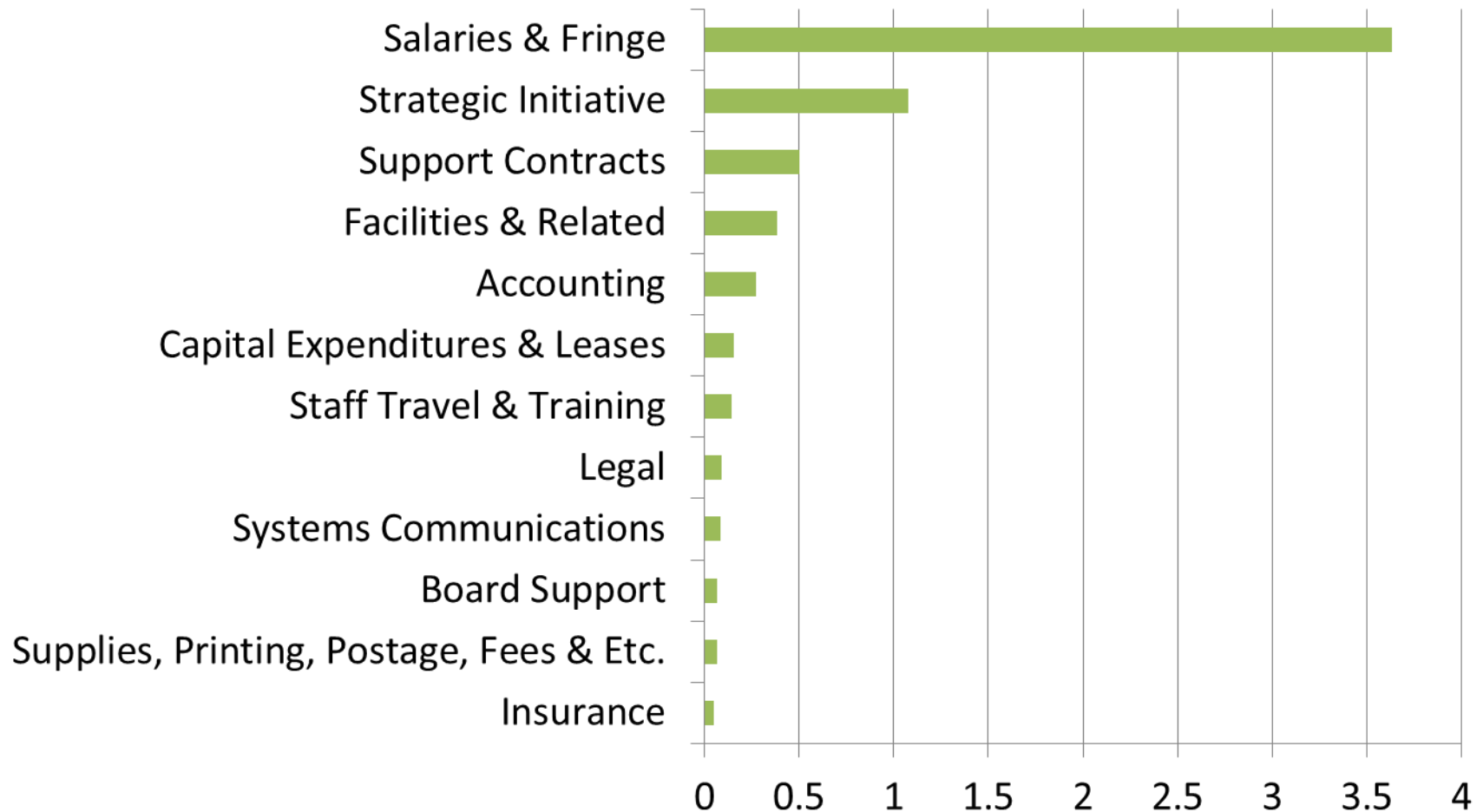


Operations Budget

- Funds to support WC operations
- Main categories
 - Staff and related (55%)
 - Strategic initiative (17%)
 - Support contracts (8%)
 - Facilities and related (6%)
 - Accounting (4%)
 - All others (10%)
- Board approval for ops budget and mods



PY15 Operations Budget (in millions)





WC Accounting Activities

- Budgeting
- Accounts Payable
 - Operations expenses
 - Sub-recipient invoices
 - Sub-recipient training payments
- Accounts Receivable (from grantors)
- Payroll
- Procurement and Contracts
- Fixed Assets



WC Oversight Activities

- Technical assistance
- Desk reviews
 - Data
 - Invoices
- On-site formal monitoring
 - At least once per program year
 - Comprehensive program/fiscal compliance review
- Audit reviews
 - Annual requirement

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Jaime Cruz

Chief Strategy Officer



Department

- Strategy
- Industry Sectors
- Analysis
- Policy
- Facilities



Department Members

- Brett Miller
Manager, Strategic Planning and Analysis
- Emilio Pias
Senior Analyst, Quality Assurance
- Carol Polke
Program Specialist II, Strategic Initiatives
- Alejandro Cisneros
Facilities Maintenance Technician



Facilities

- One-Stop Career Center
- Workforce Connections Administrative Offices

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Facilities

- One-Stop Career Center
- Workforce Connections Administrative Offices
- Mobile One-Stop

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one  **stop**
CAREER CENTER

A proud partner of the American Job Center network

www.nycareercenter.org



Facilities

- One-Stop Career Center
- Workforce Connections Administrative Offices
- Mobile One-Stop
- Green Mobile Classroom



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WARRIOR
WRAPSS.COM
Wraps & More

YOUTH BUILD





Facilities

- One-Stop Career Center
- Workforce Connections Administrative Offices
- Mobile One-Stop
- Green Mobile Classroom
- Other vehicles



Policy

- Compliant
- Locally relevant
- Business-driven
- Effective



Analysis

- Data-driven system
- Relevant reporting
- Informed decisions
- System continual improvement
- High Return On Investment (ROI)



Industry Sectors

- Aerospace & Defense
- Agriculture
- Clean Energy
- Health & Medical Services
- Information Technology
- Logistics & Operations
- Manufacturing
- Mining & Materials
- Tourism, Gaming & Entertainment



STEM Career Exploration Workshops

- Electricity, It's A Snap
- Electronics Demystified
- Clean Energy
- Energy Efficient Buildings
- Robots In The Workplace
- Programming And Coding
- The 3-D Printing Revolution
- (Unmanned Aerial Vehicles)
- (Automotive Fun)
- (Virtual Design And Manufacturing)



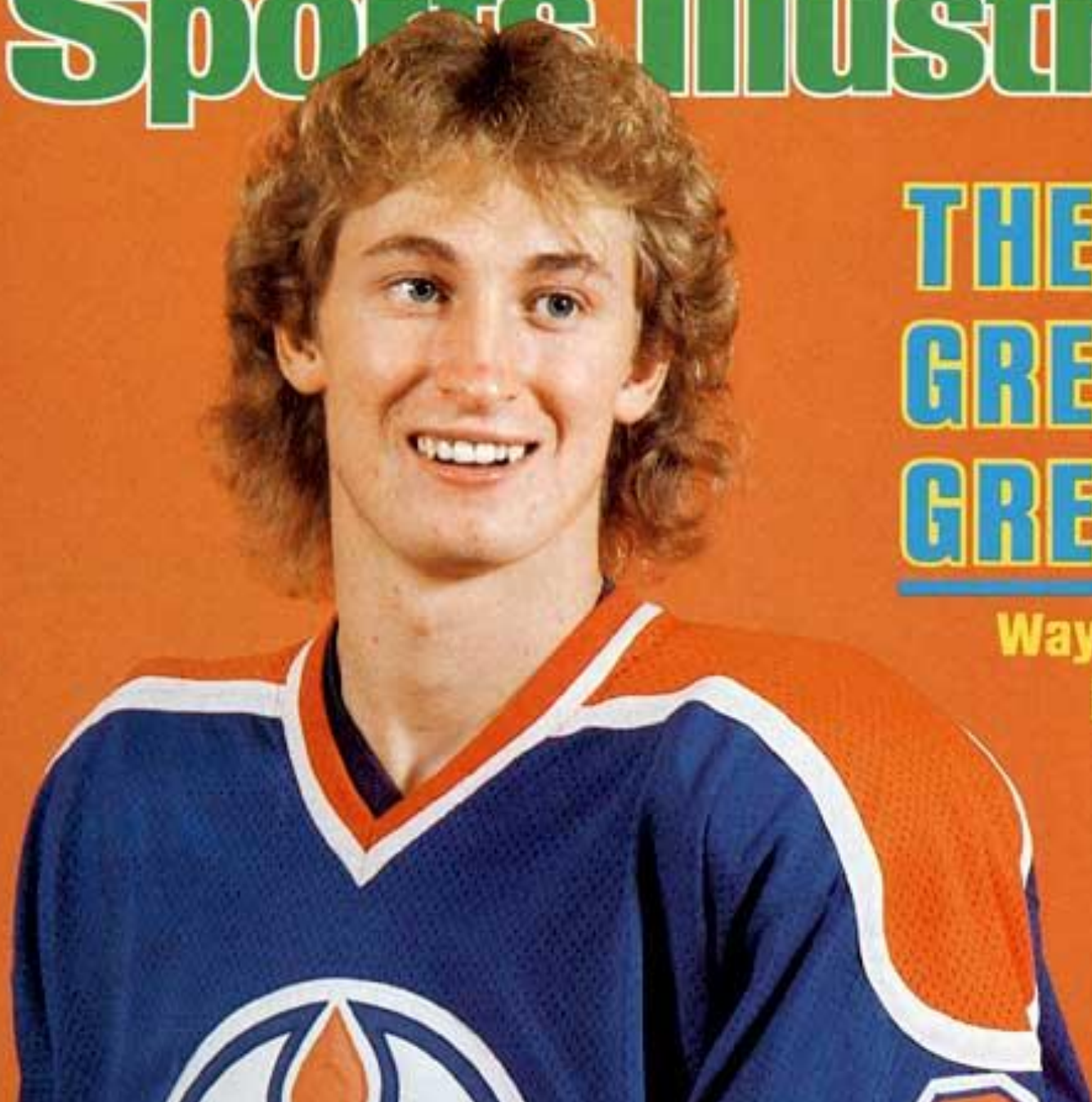
Strategy

It's Quiz Time!



Sports Illustrated

OCTOBER 12, 1981 \$1.50



THE GREAT GRETZKY

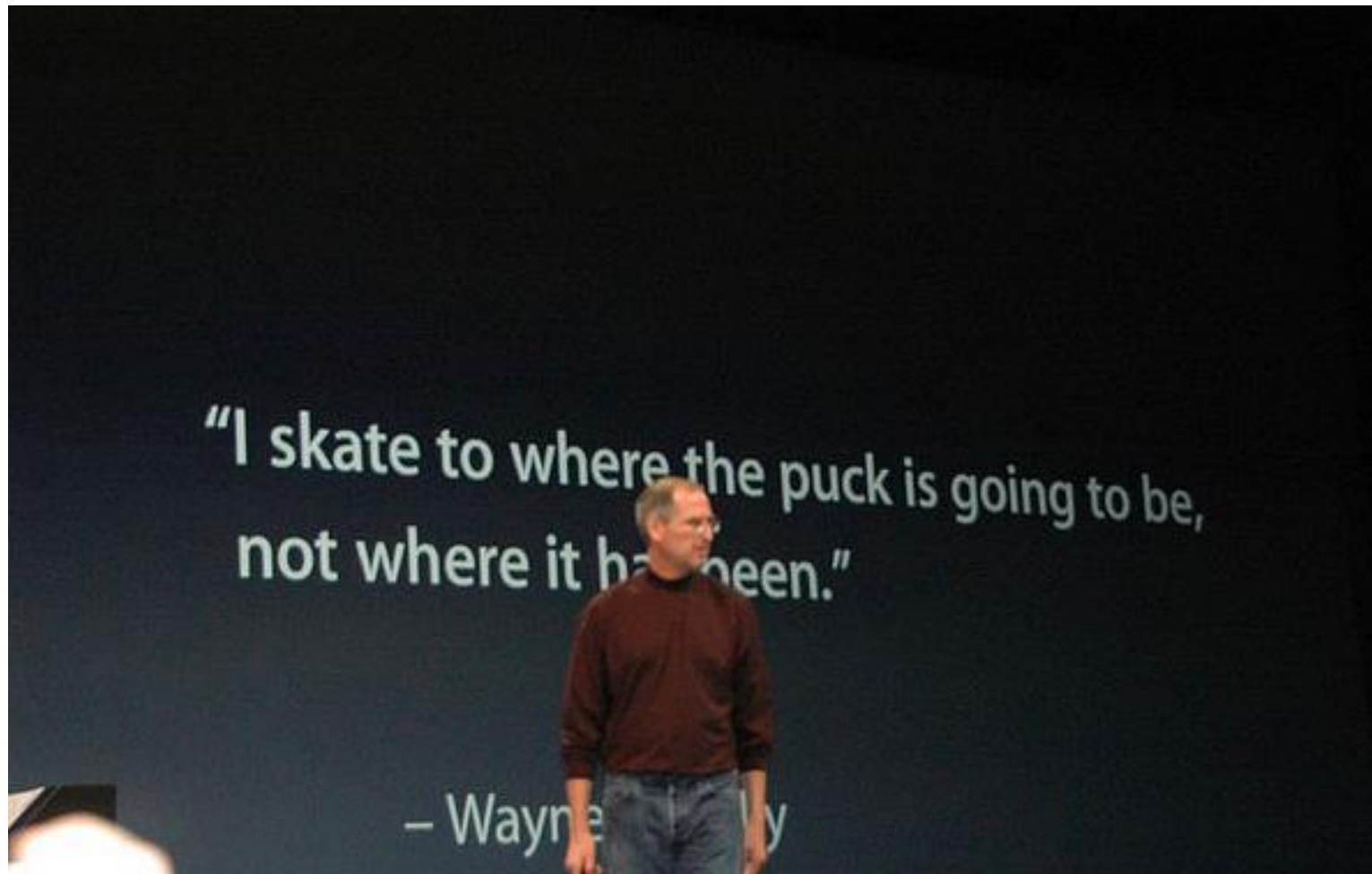


**Wayne Gretzky,
Best Player
In the NHL**



I SKATE TO WHERE THE PUCK IS GOING
TO BE, NOT WHERE IT HAS BEEN.

- WAYNE GRETZKY





Strategy

- Wayne Gretzky
- Compliant
- Innovation

INTERACTIVE KIOSK





















Strategy

- Wayne Gretzky
- Compliant
- Innovation
- Opportunities
- WIOA initiatives
- Strategic Planning

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MIS Department

- Supports the state mandated MIS system
- Provides training for new users
- Responsible for access to the MIS system for the south
- Provides reports to internal staff
- Provides technical assistance on common measures and compliance with WIOA performance



IT Department

- Primary network and desktop support for the admin offices and the one-stop
- Backup network and desktop support for most partner agencies locations throughout the valley
- Technology procurement
- Technology resource tracking
- Provides training and support for desktop software
- Security for all digital assets
- Technology security training



MIS Team Projects

- State mandated transition to OSOS
- SAWS – Statewide Automated Workforce System
- Data quality improvement
- ETPL Automation
- Interactive Kiosk



IT Department Projects

- Digital Archives
- SIP Trunk Conversion
- Follow Me Printing



Meet the team

- Jeff Marsh – Senior MIS Administrator
- Chris Shaw – Lead IT Systems Analyst
- Tom Dang – Information Systems Analyst
- Lauren Coleman – Technical Support Analyst
- Peter Bacigalupi – Chief Information Officer



Some Systems we support



SonicWALL

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Our Credentials



Certified
Information
Systems Security
Professional





How to get in touch

support@nvworkforceconnections.org

702-636-2350

