

Executive Director's Annual Performance Report

July 14, 2015

6 One-Stop Career Center – Total Quality Client Services

A Delivery of Quality Services in a Timely Manner

1 Hired Navigators and Implemented Expanded
Orientation Process

2 Customer Service: Understanding Those We Serve
Training

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A Delivery of Quality Services in a Timely Manner

1 Hired Navigators and Implemented Expanded Orientation Process

One-Stop Career Center Navigator

Duties performed in this position will align with the provision of Core services, as spelled out in Section 134(d)(2) of the Workforce Investment Act of 1998:

- Basic pre-screening of new customers, to include communicating eligibility criteria and acceptable documentation, conducted in both one-on-one and group orientation-type settings;
- Provide appropriate referrals to System Partners and/or other outside entities who may be able to better assist with customer needs;
- Provide backup coverage for existing One-Stop staff both at the front desk and in the Resource Room, as needed;
- Schedule individuals for appropriate workshops and/or job clubs;
- Refer ready customers to OSCC seated partners for further services, following protocol adopted by the Consortium;
- Conduct informational workshops for resume writing, interviewing, job retention and other job readiness skills, as needed;
- Provide general career counseling assistance to customers, as appropriate;
- Provide information on job vacancies with local employers, as well as the skill requirements for such occupations;
- Provide information on eligible providers of training, eligible providers of WIA Youth activities, providers of WIA Title II adult education services, providers of postsecondary vocational education activities, and vocational education activities available to school dropouts under the Carl D. Perkins Vocational and Applied Technology Education Act, and providers of vocational rehabilitation program activities described in Title I of the Rehabilitation Act of 1973;
- Provide accurate information relating to the availability of supportive services, including child care and transportation, available in the local area, and referral to such services, as appropriate.

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A Delivery of Quality Services in a Timely Manner

2 Customer Service: Understanding Those We Serve
Training

Customer Service: Understanding Those We Serve



By

**Keith Hosannah,
Training Officer II**

Participant Handout
September 2014

CUSTOMER SERVICE: UNDERSTANDING THOSE WE SERVE

COURSE OBJECTIVES

- ☐ DEFINE "CUSTOMER SERVICE"
- ☐ REVIEW COMPONENTS OF COMMUNICATION
- ☐ DETERMINE COMMUNICATION STYLE AND LEARN ABOUT THE DIFFERENCES USING THE B.E.S.T PROFILE ASSESSMENT.
- ☐ DISCUSS COMPONENTS OF CUSTOMER SERVICE
- ☐ DISCUSS COMPLAINT RESOLUTION
- ☐ DISCUSS FOUR BASIC PRINCIPLES OF "FISH!" PHILOSOPHY
- ☐ EMPHASIZE REASON TO SMILE

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6 One-Stop Career Center – Total Quality Client Services

B Delivery of the AARP's 50+ Coaching Program

AARP Foundation & Workforce Connections

Opens the Door to a Brighter Future



Awards & Graduation Ceremony

Monday, January 5, 2015

Workforce Connections

6330 W. Charleston Blvd., Suite 150

Las Vegas, NV 89146

1:00p.m. – 3:00p.m.

Processional
Staff, Graduates, Instructors

Welcome and Introductions
Jake McClelland

Address
Joy Huntsman

Presentation of Awards
Kenadie Cobbin Richardson

Participant Testimonial
Darline Michol
Robin Billingslea

Presentation of Diplomas
Norma Fernandez

2014/2015 AARP 50+ Back to Work Graduating Class

Minerva Arceo	Essie Henderson
Robin Billingslea	Evelyn McMelroy
Reginald Donel	Darline Michol
Claudette Fournier	Shirley A. Nichols
Georgia Garrett	Donna Pettis
Acqua Gollihar	Rann Dee Walter
Terry Gollihar	

*Take Pride in How Far You Have Come,
and Have Faith in How Far You Can Go!*

AARP Foundation & Workforce Connections

Opens the Door to a Brighter Future



Awards & Graduation Ceremony

Monday, March 23, 2015

Workforce Connections

6330 W. Charleston Blvd., Suite 150

Las Vegas, NV 89146

1:00p.m. – 3:00p.m.

Processional
Staff, Graduates, Instructors

Welcome and Introductions
Ardell Galbreth, Executive Director
workforceConnections

Participant Testimonial
Denise Lockhart
John Godenzi

Presentation of Diplomas
Joy Huntsman

2014/2015 AARP 50+ Back to Work Graduating Class

Christine Leclerc	John Godenzi
Victoria Gage	Peggy Symons
Joann Mason	Cynthia Kott
Connie Kittrell	Minerva Arceo
Pamela Ridgell	Jeff Mahlow
Denise Lockhart	Jeffrey Smith
Sondra Johnson	Pamela Jackson

*Take Pride in How Far You Have Come,
and Have Faith in How Far You Can Go!*

Lunch will be provided following the ceremony

AARP Foundation & Workforce Connections

Opens the Door to a Brighter Future



Awards & Graduation Ceremony

Monday, June 15, 2015

Workforce Connections

6330 W. Charleston Blvd., Suite 150

Las Vegas, NV 89146

1:00p.m. – 3:00p.m.

Processional
Staff, Graduates, Instructors

Welcome and Introductions
Jake McClelland, One Stop Center Manager
workforceConnections

Participant Testimonial
Shirley Mahan
Melvin Smith

Presentation of Diplomas
Joy Huntsman

2014/2015 AARP 50+ Back to Work Graduating Class

Kacy Curry	Linda Nagel
Karen Shubbock	Patricia Paulsen
Connie Contrera	Melvin Smith
Virginia DeSilva	Shirley Mahan
Glenda Garcia	Priscilla Milligan
Kim Hendren	

*Take Pride in How Far You Have Come,
and Have Faith in How Far You Can Go!*

Lunch will be provided following the ceremony

Target Audience: 50+ Job Candidates

BACK TO WORK 50+ is targeting 50+ workers who were previously employed in working class and moderate income jobs and whose educational attainment and lack of computer skills present barriers to employment in jobs that lead to better economic security.

BACK TO WORK 50+ is designed to support 50+ workers with the following characteristics:

Age	50+, likely age 50-64, with a special focus on those ages 50-54 who are not eligible for programs like SCSEP that are funded by Older American Act funding
Employment Experience	Good job experience but have unexpectedly been “thrown for a loop” in the job market, such as being laid off, in need of retraining due to an industry shutting down. Likely in need of computer skills upgrade. Worked their entire career for one or two companies. Are able to be legally employed in USA.
Education/Skills Level	<ul style="list-style-type: none">• Low to moderate skills• High school graduate• May be seeking short-term training.• Low computer skills and limited access to computers with internet
Family	Raised their family on a moderate income. May be supporting minor children and aging parents.
Gender	Women are the main target audience for this expansion effort, the main priority for the training scholarships. However, funding is also available to serve men who are interested in the targeted occupations. See your grant award document for specific numbers.
Employment Interests	Seeking hourly wage full-time jobs.
Current Employment Status	Unemployed or under-employed (employed part-time but seeking full-time work). Experiencing periods of long term unemployment
Income	130-200% of poverty level
Challenges	<ul style="list-style-type: none">• Recently experienced a major life-changing event in their lives, such as divorce, death of a spouse, or becoming a caregiver for their grandchildren.• Facing age discrimination• Inexperienced in the complexities of accessing employment services, modern job searching and networking techniques, especially online application processes or navigating complex social welfare systems.• Need a ready advocate or trusted advisor

Job candidates who do not fit this description and have serious housing and mental health challenges or lack a high school diploma will be referred to other local services and invited to return when they have completed a GED and stabilized their health and housing situations.



Are You 50+ and Looking for Full-Time Work?

BACK TO WORK 50+ offers local Information Sessions and a coaching program that can help you update your personal marketing tools & networking strategies, target your job search, get job leads, and find resources that can help you stay strong while you are looking for your next job.

CALL TOLL FREE (855) 850-2525 to get a free job search guide and register for a local **BACK TO WORK 50+** Information Session!

To learn more, visit: www.aarp.org/backtowork50plus

Funded in part by Walmart Foundation.

2015 Information Sessions Planning

- Schedule Information Sessions
- Plan your Information Sessions, including dates, locations, room capacity, and the “owner.”
(Early attention to this step is important as it is the catalyst for several follow on steps.)

Information Session Name	Date	Start Time: End Time:	Location : Organization & Room #	Address City/State/ZIP	How many do you want to attend?	“Owner” Person In Charge
BACK TO WORK 50+ @ YOUR ORGANIZATION	01/12/2015	2:00pm 4:00pm	Workforce Connections Rooms-Bronze, Gold & Silver	6330 W. Charleston Blvd., Suite 150 Las Vegas, NV 89146	60	Norma Fernandez
BACK TO WORK 50+ @ YOUR ORGANIZATION	02/09/2015	2:00pm 4:00pm	Workforce Connections Rooms-Bronze, Gold & Silver	6330 W. Charleston Blvd., Suite 150 Las Vegas, NV 89146	60	Norma Fernandez
BACK TO WORK 50+ @ YOUR ORGANIZATION	03/02/2015	2:00pm 4:00pm	Workforce Connections Rooms-Bronze, Gold & Silver	6330 W. Charleston Blvd., Suite 150 Las Vegas, NV 89146	60	Norma Fernandez

BACK TO WORK 50+ @ YOUR ORGANIZATION	04/20/2015	2:00pm 4:00pm	Workforce Connections Rooms-Bronze, Gold & Silver	6330 W. Charleston Blvd., Suite 150 Las Vegas, NV 89146	60	Norma Fernandez
BACK TO WORK 50+ @ YOUR ORGANIZATION	05/11/2015	2:00pm 4:00pm	Workforce Connections Rooms-Bronze, Gold & Silver	6330 W. Charleston Blvd., Suite 150 Las Vegas, NV 89146	60	Norma Fernandez

BACK TO WORK 50+ @ YOUR ORGANIZATION	06/15/2015	2:00pm 4:00pm	Workforce Connections Rooms-Bronze, Gold & Silver	6330 W. Charleston Blvd., Suite 150 Las Vegas, NV 89146	60	Norma Fernandez
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BACK TO WORK 50+ @ YOUR ORGANIZATION	07/13/2015	2:00pm 4:00pm	Workforce Connections Rooms-Bronze, Gold & Silver	6330 W. Charleston Blvd., Suite 150 Las Vegas, NV 89146	60	Norma Fernandez
BACK TO WORK 50+ @ YOUR ORGANIZATION	08/17/2015	2:00pm 4:00pm	Workforce Connections Rooms-Bronze, Gold & Silver	6330 W. Charleston Blvd., Suite 150 Las Vegas, NV 89146	60	Norma Fernandez
BACK TO WORK 50+ @ YOUR ORGANIZATION	09/14/2015	2:00pm 4:00pm	Workforce Connections Rooms-Bronze, Gold & Silver	6330 W. Charleston Blvd., Suite 150 Las Vegas, NV 89146	60	Norma Fernandez

BACK TO WORK 50+ @ YOUR ORGANIZATION	10/12/2015	2:00pm 4:00pm	Workforce Connections Rooms-Bronze, Gold & Silver	6330 W. Charleston Blvd., Suite 150 Las Vegas, NV 89146	60	Norma Fernandez
BACK TO WORK 50+ @ YOUR ORGANIZATION	11/09/2015	2:00pm 4:00pm	Workforce Connections Rooms-Bronze, Gold & Silver	6330 W. Charleston Blvd., Suite 150 Las Vegas, NV 89146	60	Norma Fernandez
BACK TO WORK 50+ @ YOUR ORGANIZATION	12/14/2015	2:00pm 4:00pm	Workforce Connections Rooms-Bronze, Gold & Silver	6330 W. Charleston Blvd., Suite 150 Las Vegas, NV 89146	60	Norma Fernandez

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C Development of Business Services Engagement Processes

1 Summary

The Workforce Development Academy

Business Engagement Specialist Team (BEST)

Connecting Employers To A Ready Workforce

1

Purposes and Objectives:

1. Understand the **purpose of BEST** and the **responsibility of engaging employers** in the One-Stop System
2. Know the role of the Business Services Network and its “**No Wrong Door**” policies and procedures
3. Commit to strong, long-term employer relationships through **increased satisfaction** with services and referrals
4. Learn how to refer job candidates to **BEST-identified job opportunities**
5. Define “**quality referral**” and what program staff can do to prepare job seekers to be referred
6. Identify ideas for Workforce Connections, the One-Stop Center, and partners can **become even more demand-driven**

2

Agenda Topics:

- 1. The Business Engagement Specialists Team:**
Engaging More Businesses, Partnering, Compact Promises
- 2. The Business Services Network:**
Seamless Access for Businesses, Partner Procedures, Services
- 3. Long-Term Employer Relationships:**
Satisfaction with Services and Referred Candidates
- 4. Working with One-Stop Partners to Help Employers Recruit:**
Hot Jobs, Pre-Screening, OJT/Apprenticeship, Hiring Events
- 5. Quality Referrals:**
Job-Ready, Job-Search Ready, Meet Qualifications, What You Can Do
- 6. Demand-Driven:**
Alignment, Labor Market, Training-Related Employment

3

BEST Contributes to the Achieving the Workforce Connections Mission and Strategic Goals by:

- ✓ **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**

4

Engaging More Businesses in the One-Stop System

- ✓ Outreaching to Employers and Offering System-Wide Customized Recruitment Services
- ✓ Partnering with economic development
- ✓ Engaging chambers and sector-focused business associations
- ✓ Developing Compact Partnerships with Businesses

Developing Seamless Business Access to Services

- ✓ Convening the Business Services Network to Coordinate the Delivery of Business and Employer Services
- ✓ Working with the Business Services Network to Provide “No Wrong Door” Employer Services

5

Delivering Customized Business Recruitment Services

- ✓ Providing In-Depth, Pre-Screened Applicant Referral and Assessment Services
- ✓ Offering Employers Work-Based Training Opportunities
- ✓ Arranging General and Targeted Industry-Specific Hiring Events

Ensuring Job Seeker Services Meet Business Needs

- ✓ Acting as the “Voice of Business” in One-Stop System and Center
- ✓ Aligning Center and Program Services with Business Demand
- ✓ Seeking Continuous Business Feedback on Service Responsiveness

6

Helping Industries Meet Their Talent Pipeline Needs

- ✓ Increasing Training-Related Employment to Help Employers Meet Critical Hiring Needs
- ✓ Promoting Industries and Careers to Job Seekers to Meet Current and Future Human Resource Needs

7

The Southern Nevada Workforce Connections' Compact

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

BEST is Responsible for:

***Recruiting Businesses to Become Compact Partners and
Ensuring Promises Made Are Promises Kept***

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Partnerships Are Based Mutual Promises...

The Promises of Compact Employers:

- ✓ **Tapping the recruitment services and training resources** of Workforce Connections to access the talent available through the One-Stop Career Center and System
- ✓ **Recommending** Workforce Connections' recruitment and training resources **to other businesses** and employers
- ✓ **Maintaining communication** with and **providing honest feedback** to Workforce Connections for the continuous improvement of service delivery
- ✓ Participating on the Business Engagement Panel to work on developing strategies to **improve the talent pipeline, build the skills of Southern Nevadans, and enhance industry sector growth for a vibrant economy**

9

Partnerships Are Based Mutual Promises...

The Promises of Workforce Connections:

- ✓ Offering **workforce intelligence** to assist the employer in developing recruitment and training strategies
- ✓ **Customizing the available recruitment and training services** to the specifications of the employer
- ✓ **Delivering quality recruitment and training services** while maintaining contact with the employer throughout the process to ensure what was promised is delivered.
- ✓ Striving for the **employer's satisfaction** with the services provided.
- ✓ **Seeking advice** on how to improve the skills and job readiness of the talent pool so quality connections may be made.

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An Ever-Expanding List of Compact Partners...

Starpoint Resorts	Tix4Tonight	Anderson Security
G4S Secure Solutions	DigiPhoto	Vonage
Decton Southwest, Inc.	InsureMonkey	Towbin Automotive
HomeCare by M&D, LLC	Robert Half Technologies	Cox Communications
D&Q Enterprises	TekSystems	Epic Staffing
Mass Mutual Nevada	ABM Janitorial Services	Electrical JATC
Sun Commercial Real Estate	Nevada HAND	Plasters & Cement Masons Local 797
Al's Beef	Link Technologies	Lutheran Social Services
Quality Investigations	Sheet Metal Local 88	
Golden Corral	LAS Worldwide	
Aggregate Industries	KMJ Web Design	
Botanical Medical, LLC	Air Systems, Inc.	
Solar City	Hatcher Financial	

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The Business Services Network's Menu of Comprehensive Recruitment Services...

Quality Referral of Candidate Services

- ✓ Assistance in job posting
- ✓ Workforce intelligence
- ✓ Quality control of referrals
- ✓ Pre-referral/hire testing
- ✓ Access to training graduates

How Do Center, Program and Job-Seeker Staff Contribute to Success in Providing These Services to Businesses and Employers?

22

*The Business Services Network's
Menu of Comprehensive Recruitment Services...*

Enhanced Recruitment Support Services

- ✓ Promotion of job openings
- ✓ Hiring events for all interested
- ✓ Hiring events for pre-screened
- ✓ Direct presentation to job seekers
- ✓ Employer-sponsored workshops

***How Do Center, Program and Job-Seeker Staff Contribute to
Success in Providing These Services to Businesses and Employers?***

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*The Business Services Network's
Menu of Comprehensive Recruitment Services...*

Access to Hiring and Training Incentives

- ✓ Work Opportunity Tax Credit assistance
 - ✓ Silver State Works
 - ✓ WIA-Funded OJT

***How Do Center, Program and Job-Seeker Staff Contribute to
Success in Providing These Services to Businesses and Employers?***

24

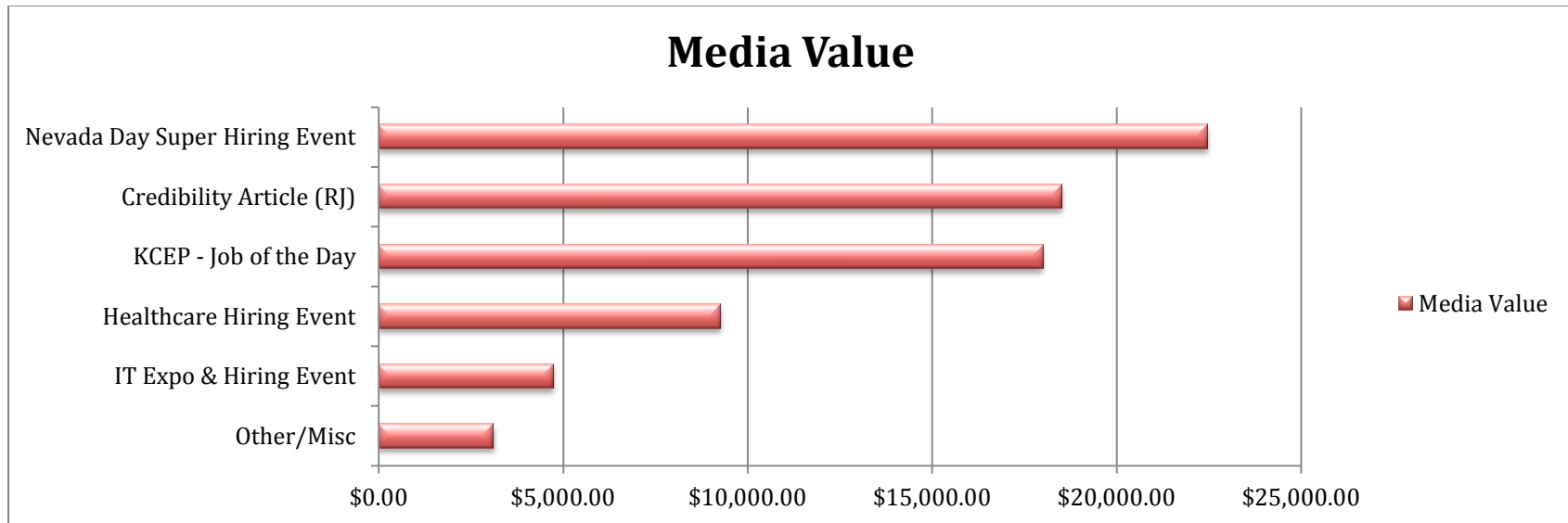
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2 Year-to-Date Media Report



Total Value for 2014-15 Q1-Q3: **\$176,464.95**

Television: KLAS-TV, KSNV-TV, KTNV-TV, KVVU-TV, KMCC-TV, Vegas PBS

Radio: KXNT-AM, KCEP-FM

Print: The Sunday, Henderson View, Las Vegas Review Journal, Summerlin View, Southwest View, Las Vegas Sun

Online: Vegas24Seven.com, Facebook, Twitter, all news media online



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3 Mobile One-Stop and Client Transport



Mobile One-Stop Conversion



Client Transport



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D Special Events – One-Year Anniversary, IT Expo, Super
Hiring Event, Healthcare Symposium



WORKFORCE CONNECTIONS' ONE-STOP CAREER CENTER PUTS TAX DOLLARS TO WORK BY PROVIDING AND FACILITATING A ONE-OF-A-KIND COLLABORATION OF GOVERNMENT, EDUCATION AND NON-PROFIT PARTNERS TO EFFECTIVELY DISTRIBUTE AND MAXIMIZE FEDERAL FUNDS EARMARKED FOR IN-DEMAND JOB TRAINING, EDUCATION AND EMPLOYMENT INITIATIVES.

BY BRINGING A DIVERSE MENU OF CORE EMPLOYMENT SERVICES UNDER ONE ROOF, THE ONE-STOP CAREER CENTER IS THE ONE-STOP SOLUTION IN SOUTHERN NEVADA FOR BOTH JOBSEEKER AND EMPLOYER.

OUR MISSION IS TO CONNECT EMPLOYERS TO A READY WORKFORCE

WHERE TO FIND US:

6330 WEST CHARLESTON BLVD, SUITE 190, LAS VEGAS, NV
89146 (CHARLESTON & TORREY PINES)

(702) 822-4200 | WWW.NVCAREERCENTER.ORG | @ONESTOPCAREERNV

FACEBOOK.COM/ONESTOPCAREERCENTERNEVADA



An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

TTY (800) 326-6868 or Nevada Relay 711



ONE YEAR ANNIVERSARY



**WEDNESDAY,
JUNE 25, 2014
10:00 AM**

**ONE STOP CAREER CENTER
6330 W. CHARLESTON BLVD
LAS VEGAS, NV 89146**



LETTER TO THE COMMUNITY

IT IS MY PLEASURE TO SERVE YOU AS EXECUTIVE DIRECTOR IN SUPPORT OF SOUTHERN NEVADA WORKFORCE INVESTMENT AREA. OVER THIS PAST YEAR, WORKFORCE CONNECTIONS HAS SERVED AS LEAD AGENCY IN PROMOTING AND FACILITATING INITIATIVES THAT OFFER QUALITY EMPLOYMENT SERVICES AND TRAINING, AND JOB OPPORTUNITIES FOR SOUTHERN NEVADA RESIDENTS. FOR EXAMPLE, WITH THE OPENING OF THE ONE-STOP CAREER CENTER IN JUNE 2013, MORE THAN 31,000 JOB SEEKERS HAVE RECEIVED SERVICES TO ASSIST THEM IN OBTAINING GAINFUL EMPLOYMENT AND SOME 435 BUSINESSES/EMPLOYERS HAVE ACCESSED WORKFORCE CONNECTIONS' SERVICES TO FULFILL THEIR HUMAN CAPITAL NEEDS.

AS WE CONTINUE TO SEEK WAYS TO IMPROVE OUR WORKFORCE SKILLS, WORKFORCE CONNECTIONS' STAFF WILL MAKE CONCERTED OUTREACH EFFORTS TO BETTER UNDERSTAND AND SUPPORT THE NEEDS OF OUR WORKFORCE COMMUNITY. SUCH SUPPORT MUST START WITH INFORMATION SHARING, FOLLOWED BY ACTIONABLE ACTIVITIES LEADING TO APPROPRIATE TRAINING WITH POSITIVE JOB OPPORTUNITIES. THROUGH WORKFORCE CONNECTIONS' ONE-STOP DELIVERY SYSTEM, A NETWORK OF AGENCIES STAND READY TO DELIVER MUCH NEEDED EMPLOYMENT AND TRAINING SERVICES THAT CONNECT JOB SEEKERS WITH BUSINESSES THAT MEET THEIR EMPLOYMENT DEMANDS. INDIVIDUALS ARE ABLE TO RECEIVE TRAINING IN THEIR CHOSEN PROFESSION THROUGH THE ESTABLISHMENT OF CAREER LADDERS WITH RECOGNIZABLE CREDENTIALS THAT HIGHLIGHT DEMAND-DRIVEN TRANSFERRABLE SKILLS.

ALTHOUGH THERE ARE MANY COMPONENTS ASSOCIATED WITH WORKFORCE DEVELOPMENT SERVICES, THE MOST IMPORTANT IS OVERSEEING AND ENSURING QUALITY EMPLOYMENT AND TRAINING SERVICES ARE OFFERED TO THE WORKFORCE COMMUNITY. EACH MEMBER OF THE SOUTHERN NEVADA COMMUNITY IS INVITED TO SHARE WITH ME THEIR INPUT AND IDEAS WHICH THEY THINK WILL BENEFIT OUR WORKFORCE. THIS INVITATION SHALL ALWAYS REMAIN OPEN. I WELCOME SUCH INPUTS AND LOOK FORWARD TO SERVING THE SOUTHERN NEVADA WORKFORCE COMMUNITY WITH MY BEST EFFORT.

ARDELL GALBRETH
EXECUTIVE DIRECTOR

PLEDGE OF ALLEGIANCE
BOY SCOUT COLOR GUARD

WELCOME
COMMISSIONER LAWRENCE WEEKLY
CHIEF LOCAL ELECTED OFFICIAL

DELETE BLOOD CANCER
DEBRA COLLINS, R.N., ADW PROGRAM MANAGER

ONE-STOP ONE-YEAR SUCCESS VIDEO

EMPLOYER COMPACT RECOGNITION
KENADIE COBBIN RICHARDSON
DIRECTOR, BUSINESS ENGAGEMENT & COMMUNICATIONS

PROCLAMATIONS
HANNAH BROWN
BOARD CHAIR, WORKFORCE CONNECTIONS

KEYNOTE SPEAKER
ARDELL GALBRETH, EXECUTIVE DIRECTOR

BUTTERFLY CEREMONY

RECEPTION
TOAST-JAKE MCCLELLAND
DELETE BLOOD CANCER DRIVE
TOURS

Butterfly Release was donated by SUMNU Marketing . Painted Lady Butterflies thrive in desert climates & will not be harmed in the Butterfly Release

SUMNU
MARKETING

One-Stop Career Center marks one year helping job seekers

By LINDA SIMPSON SPECIAL TO
VIEW

July 24, 2014 -
2:00am

Workforce Connections' One-Stop Career Center is a federally funded entity that is helping Las Vegas find employment.

Since the center opened its 8,000-square-foot-facility at 6330 W. Charleston Blvd., Suite 190, in June 2013, more than 1,000 people have been hired thanks to the collaboration of government, educational and more than two dozen nonprofit partners.

Registered nurse and recent Georgia transplant Wendy Washington, 43, doesn't think of herself as unique or special. She said she knows plenty of people such as herself who struggle to make ends meet as they search for a better life.

The single mother of three moved to Las Vegas in April, looking for new opportunities after her 15-year-old son's recent organ transplant. Washington's nursing hours were severely curtailed at her former job when she was finally able to return to work after her son's ordeal.

A friend encouraged her to move to Las Vegas and offered the family a place to stay while Washington looked for work, but that didn't work out for the small family. They were homeless until she discovered One-Stop, which helped them find housing, paid to have Washington's nursing credentials transferred to Nevada and most important, helped her find a nursing job.

"It's been wonderful for me and my children — physically, mentally and emotionally," Washington said of her experience with One-Stop.

Workforce Connections was authorized by the federal Workforce Investment Act of 1998. It is part of a national network of local boards of leaders who know the workforce needs of their own communities.

Legislation to update and reauthorize the WIA was recently approved by Congress and is set to be signed into law by President Obama. It was renamed the Workforce Innovation and Opportunity Act and represents a rare compromise in both houses of Congress.

Sixty-eight local employers are hiring from One-Stop, and about 20 companies have signed a business engagement compact committing to use the public workforce system and provide feedback to improve services.

"We have relationships with the employers," said Kenadie Cobbin Richardson, business engagement and communications director. Applying for jobs on websites "is almost like a black hole — the opportunity for you to get pulled out of that, for a human person to view you and call you in for an interview is very slim," she said. "That's where we come in. We can talk to the employer and sell you."

The unemployment rate for Clark County was 7.9 percent as of July 1.

Every week, 300-400 people walk into One-Stop. Each job seeker is assigned a case manager from one of the nonprofit partners.

"Some want training, some need help with resumes and interview skills — it just depends," said Shawn Schwiesow, an Air Force veteran and One-Stop employment specialist. "Each person is unique, and we just have to find out what they need."

Job training is provided free to the job seeker or prospective employer.

“No one works for One-Stop,” Richardson said. “It’s the umbrella that brings us all together. Normally, a lot of these agencies would be in competition, but the sense of collaboration and community family feeling that exists is that we are all here for the same purpose. We are all here to help the job seeker. It’s beautiful, really.”

Workforce Connections is one of four WIA boards nationwide recently awarded a \$50,000 grant for two years from the AARP Foundation for its Work 50+ Initiative. The 50-plus population was one of the hardest hit during the recession, said Jake McClelland, One-Stop manager who oversees daily operations and ensures that policies are followed and work is distributed evenly.

The unrestricted grant allows for flexibility in its implementation and may be used for items not normally covered by the WIA guidelines, such as personal coaching and providing food.

An expo and hiring event is set from 10 a.m. to 1 p.m. July 30 at the One-Stop center to provide information about careers and training available in the information technology field. Employers are scheduled to be on site to interview potential candidates for job opportunities.

“We have such a wide variety of services here,” said McClelland. “We should have something for you. If we don’t, it might not exist.”

For more information about the One-Stop Career Center and the upcoming expo, visit nvcareercenter.org or call 702-822-4200.

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IT TRAINING EXPO & HIRING EVENT

Looking for a new career? How about a job that's high in demand? Please join us for our IT Training Expo & Hiring Event being held Wednesday, July 30, 2014 from 10 am- 1pm at the One Stop Career Center. There will be opportunities to learn about all the exciting careers and training in the IT field. Employers will also be onsite to interview ready candidates for IT job opportunities.



WWW.NVCAREERCENTER.ORG/EXPO

WHAT

- High Paying Field
- Short Term Training
- In Demand Jobs

WHEN

July 30th, 2014
10am - 1pm

WHERE

One Stop Career Center
6330 W Charleston
Bld, Las Vegas, NV



A proud partner of the **americanjobcenter** network

Employers	Vendors
Cox Communications	DeVry University
DTT Investigations	IEEE Las Vegas Section
Las Vegas Monorail Company	ITT Technical University
Link Technologies	Larson Training Centers
Load-n-Go Inc.	LV PITA-Professional Institute of Technology & Accounting
MGM Resorts	Nevada School of Professional Studies
Nevada Department of Employment, Training & Rehabilitation	New Horizons Computer Learning Centers of Nevada
Robert Half Technologies	Sanford Brown College
Stations Casinos	The Learning Center
TEK Systems	Dept. of Labor, Office of Apprenticeship



IT TRAINING EXPO & HIRING EVENT

Vendor/Employer Survey

1. How would you rate today's overall experience?

Excellent ☐ Good ☐ Fair ☐ Poor ☐

2. Would your company will be willing to participate in future relevant events like this one?

Yes ☐ No ☐

3. Did you organization benefit from this event?

Yes ☐ No ☐

4. Did you learn anything today about the One Stop system that will be of help to your organization?

5. What can we do to improve this experience for next time?

Questions	Responses
How would you rate today's overall experience?	Excellent - 18 Good - 1 Fair - 0 Poor - 0
Would your company be willing to participate in future relevant events like this one?	Yes - 19 No - 0
Did your organization benefit from this event?	Yes - 19 No - 0
Did you learn anything today about the One Stop system that will be of help to your organization?	Already Involved with One-Stop. We learned how these events can benefit schools, employers and the community About the type of services they provide. Job posting opportunity with your organization. No, Shawna and LeRoy do an excellent job of informing me of services Yes, the rep at Load-N-Go told us all about One Stop while waiting. Seems like a great tool for large or specific hiring. We hope to partner more w/ One Stop and utilize some the programs with our students We can interview the full time even through lunch. Was not familiar with working of One Stop. Staff is passionate about helping others I would like to have had the ability to have met all the One Stop reps Enjoyed your people. Very helpful and friendly One Stop has a lot of candidates in the system looking for work. Great network of employer and vendors.
What can we do to improve this experience for next time?	Better organization of waiting candidates. It would be nice to have someone direct candidates to our tables A clearer process. Some candidates left and said they didn't realize they were supposed to stay, but love the golden ticket idea. Perhaps more time before the official event starts to review resumes. Resolving the issue of making candidates wait and leave. Great experience overall. Just increase the number of employers. Bigger room. Organization. At times there were multiple applicants approaching us at the same time Make copies of everyone's resume and give to each vendor so we don't miss anyone. Some job fairs scan, burn, or disk the resumes and later mail out to all the vendors - also send to vendors who don't attend but want the resumes. Having a fair to include other positions not just IT.



Here's your chance
to find a career opportunity
with employers that are filling
positions with qualified talent

All applicants will be
pre-screened prior to
seeing an employer.

To expedite the
pre-registration process,
please attend one of the
pre-screening interview
sessions taking place on:

Thursday
October 2nd, 9th or 16th at 9am
at the One Stop Career Center.
6330 W. Charleston Blvd.,
Suite 190 Las Vegas NV 89146
www.nvcareercenter.org

For the event, please bring
20-30 copies of your resume
and dress professionally

2nd Annual NEVADA DAY SUPER HIRING EVENT

Need a Job????

Want a Career???

Please join us for the 2nd Annual Nevada Day Super Hiring Event. We will be featuring dozens of employers and hundreds jobs! If you don't have the skills to pay the bills, training information will also be available. This is your opportunity to shine!

For more information or to register,
please visit www.nvcareercenter.org



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



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WEDNESDAY
OCTOBER 29th
10am to 3pm

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

WEDNESDAY
OCTOBER 29th
10am to 3pm
6330 W. Charleston Blvd, Suite 190
Las Vegas, NV 89146

2nd Annual
NEVADA DAY
SUPER HIRING EVENT



ATTENTION

Long-Term Unemployed!

Please join us for the 2nd Annual Nevada Day Super Hiring Event,

Wednesday October 29, 2014 from 10 AM-3PM.

We will be featuring dozens of employers and hundreds of jobs! If you don't have the skills to pay the bills, training information will also be available. This is your opportunity to shine! We are offering priority service for job seekers that have exhausted their Unemployment Benefits for over 6 months! If you are interested please visit our website,

www.nvcareercenter.org, for the current job listing & more information!

Date: Wednesday, October 29, 2014

Time: 10 AM-3PM

One Stop Career Center
6330 W. Charleston Blvd
Las Vegas, NV 89146

If you are interested in applying for one of the positions, please attend a pre-screening.

Pre-screening will take place :

October 2nd, 9th, 16th & 23rd at 9 am
at the **One Stop Career Center**

About the National Emergency Grant (NEG)

National Emergency Grant (NEG) is funding to assist people who have exhausted their unemployment benefit and/or are recently discharged veterans to become gainfully employed through On-the-Job training programs provided by employers.

Please visit
www.nvcareercenter.org
for more information



Super Hiring Event attracts hundreds of local job seekers

Super Hiring Event attracts hundreds of local job seekers

By **Denise Wong**. CREATED Oct 29, 2014

Las Vegas, NV (KTNV) -- Organizers estimate about 1,000 people showed up for the second annual Nevada Day Super Hiring Event at the One-Stop Career Center on Wednesday.

It was a chance for job seekers to meet with people from companies that are hiring in the valley.

35 employers were on hand at the event. It was free and 250 people who were pre-screened got the chance to interview with prospective employers.

Mary James is an Army veteran who is looking for full-time work. She said events like this give her hope that she will find what she's looking for soon.

Kenadie Cobbin Richardson with One-Stop Career Center said this event gives job seekers the personal interaction they're looking for.

A lot of times, job applications begin online and applicants never get that personal touch. She said there are hundreds of jobs available in the valley, but employers often find they can't find the people who have the qualifications for the jobs they are trying to fill.

That's where career centers like One-Stop come in handy. Even though this hiring event is now over, people can still stop by the career center to find out about job training and resume-building classes.

There are also job-placement services available at the center. One Stop Career Center is located at 6330 West Charleston Boulevard, Suite 190 and it's open Monday through Friday during normal business hours.

The Numbers



Nevada Day Super Hiring Event

Wednesday, October 29th

10 am – 3 pm

30 Employers

17 Training Providers

1,008 Jobseekers

103 hires & counting . . .

\$13K in media value

THE ONE-STOP
CAREER CENTER
INVITES YOU TO
JOIN US AT THE
HEALTH CARE
SYMPOSIUM &
HIRING EVENT



HEALTH CARE SYMPOSIUM AND HIRING EVENT

March 25, 2015

Wednesday

March 25, 2015
9am

Registration opens at
9am

Symposium begins at
10am

6330 W. Charleston Blvd.
Suite 150
Las Vegas, NV 89146

**Do you want a job in the health care field
but are not sure which job suits your skills and interest?**

Interested in energizing your career?

Start on your path to a new career at our
Healthcare Training Symposium & Hiring Event!

Wednesday, March 25, 2015

9:00 am

at the

**One-Stop Career Center
6330 W. Charleston Blvd., Suite 150
Las Vegas, NV 89146**

This is a three-hour event where you can meet dozens of health care professionals who can answer your most critical questions. Training providers will be on site to help you decide which career path is best for you. Also, employers will be interviewing job-ready candidates on-site.

Please visit our websites

www.nvcareercenter.org

www.nvworkforceconnections.org

or contact Celia Rouse at: (702) 636-2353



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**Executive Director's
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July 14, 2015

6 One-Stop Career Center – Total Quality Client Services

E Established Veterans Financial Coaching Services

FINANCIAL COACHING FOR VETERANS: WHAT IS IT?

**PROGRAM FUNDED BY THE CONSUMER FINANCIAL PROTECTION BUREAU (CFPB)
OF THE U.S. GOVERNMENT**

- *Financial Coaches bring 3 key skill levels to their work: 1) Financial certifications and experience, 2) Coaching experience (professional development programs), & 3) Thorough understanding of Veterans in a transition phase to civilian life.*
- *The Veteran's transition to civilian life holds financial concerns. Coaching is an ongoing, systematic collaborative process for assisting Veteran clients to change behaviors.*
- *Different from Financial education/advising because: It is goal-specific, relationship-based, client-directed, and future-oriented. In other words, the focus is on behavioral change rather than knowledge transfer/ teaching(literacy), or problem solving (counseling)*
- *Veterans are encouraged, guided and assisted in discovering behaviors that may be getting in the way of achieving financial dreams.*
- *Our client "The Veteran" defines and creates their own goals, while making the final decision on how they will progress toward the goal*
- *Positive psychology utilized: We believe that Veterans are motivated to improve, mentally healthy, resourceful and important citizens*
- *Vets are "coached" to understand how behaviors and values affect spending and saving. Coaches are active listeners, guides, and accountability partners.*
- *We become a trusted partner in making important money decisions and guide Vets in finding new ways to think about financial matters and concerns.*
- *The Coach places a high level of importance on the Veteran and their private lifestyle. CFPB Privacy Act given at each session.*
- *Veterans are highly respected and important clients that deserve patient and non-judgmental (or critical) coaching in any matter related to finance.*
- *All Vets have financial areas that they are concerned with or need to be coached on. A few examples are lowering credit card debt, saving for a comfortable retirement or building cash funds for emergencies.*
- *This is a free government funded service for Veterans and spouses of fallen soldiers and airmen. National Guard and Army/Air Force Reserves included.*

FINANCIAL COACHING VS. OTHER FINANCIAL SERVICES

Program Qualities	Financial Coaching	Financial Education/Literacy	Financial Counseling
Length of Case Mgmt.	Weeks, Months, More	Hours, Days, Weeks	Minutes, Hours, Weeks
Instruction Based	Never/Rarely	Mostly	Moderately
Accountability/ Follow-up	Always	Little to None	Sometimes
Outcome/Theme	Behavioral Change	Knowledge/Teaching	Problem solving
Client Types	Stable through Crisis	Mostly Stable	Moderately Stable



**To register; come in or call Jake Mazone, Financial Coach
(702) 822-4221**



A proud partner of the [americanjobcenter](http://americanjobcenter.org) network

6330 W Charleston Blvd, #190, Las Vegas, NV 89146

www.nvcareercenter.org (702) 822-4200

*An equal opportunity employer/program. Auxiliary aids and services available upon request for
individuals with disabilities. Relay 711 or (800) 326-6868*

CFPB Financial Coaching Delivery Sites

Our financial coaching initiative provides guidance to recently-transitioned veterans and vulnerable families in places where they're already going for help. We've joined forces with the Department of Labor (DOL) and more than two dozen non-profit social-services providers to place 60 certified coaches in DOL [American Job Centers](#) and community-centered non-profits across the country. These professionals will provide one-on-one free coaching to help consumers craft a personalized plan for financial success.

TABLE 1: FINANCIAL COACHING DELIVERY SITES

Financial Coaching Initiative - Host Site Names & Locations				
	Type	Name	Location	State
1	AJC	SE Arizona Workforce Connection-Sierra Vista	Sierra Vista	AZ
2	AJC	Pikes Peak Workforce Center	Colorado Springs	CO
3	AJC	Hawaii-Oahu	Honolulu	HI
4	AJC	Work One-Allen County	Fort Wayne	IN
5	AJC	Gulfport WIN Job Center (Harrison County)	Gulfport	MS
6	AJC	Workforce Connections-Las Vegas AJC	Las Vegas	NV
7	AJC	New Hampshire Employment Security	Concord	NH
8	AJC	Providence netWORKri	Providence	RI
9	AJC	Concho Valley WorkForce Development Board	San Angelo	TX
10	AJC	Arlington Employment Center	Arlington	VA
11	AJC	North Seattle WorkSource, OCEE	Seattle	WA
12	AJC	WorkForce West Virginia Center	Charleston	WV
13	AJC	Heartland Workforce Solutions AJC	Omaha	NE
14	AJC	Grand Island American Job Center	Grand Island	NE

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- # 7 Workforce Innovation and Opportunity Act (WIOA)**
 - # A Request for Local Workforce Development Board Certification
 - # B Appointment of New Board Members
 - # C Develop New Local Elected Officials (LEO) and LEO and Workforce Development Board (WDB) Agreements
 - # D Select a New One-Stop Operator
 - # E Presentation on WIOA – A New Role for the Workforce Board

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7 Workforce Innovation and Opportunity Act (WIOA)

A Request for Local Workforce Development Board
Certification

March 26, 2015

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

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

Dear Governor Sandoval:

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

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

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

Respectfully,



Lawrence Weekly

Chairman, Southern Nevada Workforce Development Area
Chief Local Elected Officials

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

**Executive Director's
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7 Workforce Innovation and Opportunity Act (WIOA)

B Appointment of New Board Members

Workforce Connections Board Member Application Selection Based on WIOA Criteria													
Staff Recommended - 21 Board Members Total													
11 Members Representing Business and Business/Trade Organizations (Majority over 50%)							5 Members Representing the Workforce (Labor/Youth/Community Based) (at least 20%)						
							5 Members representing Education and Training						
							None - Others Appointed by LEOs						
#	Category	Name/Title	Organization	Current Board Member	Proposed Board Member	Number of Term Years	#	Category	Name/Title	Organization	Current Board Member	Proposed Board Member	Number of Term Years
Large Size Businesses (More than 250 employees)													
01	Business	Valerie Muzl, Sr. VP - Human Resources/Training	Station Casinos	*	X	3	19	Labor Organization Representative	Lou DeSalvia, Board Member and Asst. Training Director	So. NV Laborers Local #872 Training Trust		X	3
02	Business	Rebecca Henry, Vice President-People	Allegiant Air		X	2	20	Labor Organization Representative	Marvin L. Gebers, Exec Board Member and Director of Training	Plasterers & Cement Masons Joint Apprenticeship Training Committee		X	2
03	Business	Paul Brandt, VP - Customer Account Management Group	Solar City		X	3	21	Joint-Labor Registered Apprenticeship Program	Louis Loupias, Apprenticeship Coordinator	So. NV Operating Engineers/JATC Local #12		X	3
04	Business	Dasya Duckworth, Director of Human Resources	Avi Resort & Casino, Laughlin, NV		X	2	22	Youth Organization	Liberty Leavitt, Graduation Initiative Coordinator III	Clark County School District	*	X	2
05	Business	David McKinnis, VP - Engineering	Bellagio Hotel & Casino				23	Youth Organization	Jack Marlin, Director	Clark County Department of Juvenile Justice Services	**	X	3
06	Business	Jerrie Merritt, Sr. Vice President	Bank of Nevada	*	X	3	24	Community Based Organization	Mujahid Ramadan, Executive Board Member	Interfaith Council of Southern Nevada	*		
07	Business	Tobias Hoppe, Site Director	RDI Corporation (Customer Service/Sales)		X	2	25	Adult Education (Title II)	Brad Deeds, State Administrator of Adult Education and Literacy (Title II)	State of NV, Department of Education		X	2
Medium Size Businesses (51 to 250 employees)							26	Adult Education (Title II)	Carisa Ramirez, VP of Immigration Services	Catholic Charities			
08	Business	Rob Mallery, VP of Talent	Originate		X	3	27	Adult Education (Title II)	Danielle Milam, Director of Development	Las Vegas - Clark County Library District			
09	Business	Mark Keller, Founder/President	Steamatic Las Vegas (Cleaning & Restoration)		X	2	28	Higher Education	Bart Patterson, President	Nevada State College	*	X	3
10	Business	Maggie Arias-Petrel, President/CEO	Global Professionals Legal & Medical Consulting	*			29	Economic Development	Michael Vannozi, Dir. of Public Policy	Las Vegas Global Economic Alliance (LVGEA)		X	2
Small Size Businesses (0 to 50 employees)							30	Wagner-Peyser	Renee Olson, Administrator-Employment Security Division	DETR		X	3
11	Business	Leo Blehniksky, Exec VP of Business Development and Security	Business Continuity Technologies (Managed IT and social media marketing)		X	3	31	Vocational Rehabilitation	Janice John, Deputy Administrator	State of NV, Bureau of Vocational Rehabilitation		X	2
12	Business	Karl Maisner, Owner	KMJ Web Design				32	Others Appointed by LEOs (Philanthropic)	Hannah Brown (Namesake and current CDC Member)	Hannah Brown Community Development Corporation	*		
13	Business	Vida Chan Lin, President	Vida & Associates	*			33	Others Appointed by LEOs (Rural)	Tommy Rowe (Former Lincoln Co. Commissioner)	Representative of Rural Nevada	*		
14	Business	Charles Perry, Founder/Board Chair	NVHCA Perry Foundation	*	X	2	Representatives of Business (Majority over 50%) 11 52.4%						
15	Business	Bill Regenhardt, President/CEO	Regis 702 Consulting Group (business consulting)	*			Representatives of Workforce (Labor/Youth/Community Based) (not less than 20%) 5 23.8%						
16	Business	Willie J. Fields, Owner	Vegas Shoe	*		3	Representatives of Education and Training (5 Required) 5 23.8%						
Business / Trade Organizations							Representatives Appointed by LEOs (Optional) 0 0.0%						
17	Business/Trade Organization	Kenneth C. Evans, President	Urban Chamber of Commerce		X	3	Total Number of Board Members 21						
18	Business/Trade Organization	Dr. David C. Lee, President	Las Vegas Taiwanese Chamber of Commerce	*									

Workforce Connections Board Member Application Selection Process

The WIOA Act states that the Local Workforce Development Board (Local Board) must include representatives from four categories as well as one optional category:

- #1 Representatives of Business,
- #2 Representatives of the Workforce,
- #3 and #4 Representatives of Education and Training, and
- #5 Other representatives appointed by the Local Elected Officials (LEO)

Category #1 — Representatives of Business (Majority required)

WIOA defined as:

First, a majority of members must be business representatives who are owners, chief executive or operating officers, or other business executives, or employers with optimum policymaking or hiring authority. They are to be representatives of businesses, including small businesses, or organizations representing businesses, that provide employment opportunities in the local area in in-demand industry sectors or occupations (as defined in WIOA section 3(23)). These representatives are uniquely suited to communicate the emerging workforce needs of employers in high-growth, in-demand sectors to the Local Board.

Board member applications in the Business category were reviewed and evaluated based on the following criteria:

- 1) Optimum policy-making authority**—each Business board member applicant was reviewed and evaluated based on their position in the organizational structure that ensures their optimum policy-making authority and their ability to bring resources and intelligence to the Workforce Development System.
- 2) Number of employees (size) of the Business**—each Business board member applicant was separated into three business sizes including large (250+ employees), medium (51 to 250 employees) and small (0 to 50 employees) size businesses as defined by DOL. Recommended Board members were selected from each of the three business size categories to maximize the effectiveness of the Board. As required by WIOA, more than two businesses meet the definition of Small Business for their industry as defined by SBA (at least are two required).
- 3) Employment Opportunities in in-demand industry sectors or occupations**—each Business board member applicant was reviewed and evaluated for their industry sector and their ability to provide high-quality, work-relevant training and development opportunities to the workforce. The recommended Board members represent 7 of the 9 industry sectors (only Agriculture and Mining and Materials Industry Sectors are not represented).

- 4) **Participation on Workforce Boards**—each Business board member applicant was reviewed and evaluated for their participation as officers and/or members on the current Workforce Connections Board and Committees; the Local Employer Advisory Panel (LEAP); and the nine GWIB Sector Councils.
- 5) **Partnering with the Business Engagement Services Team (BEST) for recruiting and training**—each Business board member applicant was reviewed and evaluated for their business partnerships with the BEST team to address their recruitment services and training resource needs including those businesses that have signed the compact.
- 6) **Number of business or trade employers**—each Business or Trade Organization board member applicant was reviewed and evaluated for the size of their memberships and their ability to provide work-relevant training and development opportunities to the workforce of others.

Category #2 — Representatives of the Workforce (Labor/Youth/Community Based) (At least 20% required)

WIOA defined as:

Second, not less than 20 percent of the members of the Local Board must be workforce representatives. Such representatives must include: two or more representatives of labor organizations (or other employee representatives if there are no labor organizations operating in the local area) and one or more representatives of a joint-labor management registered apprenticeship program (or other registered apprenticeship program if there is no joint labor- management program in the local area). In areas with joint apprenticeship programs, the apprenticeship representative must be a member of a labor organization or a training director.

In addition, the workforce representatives may include one or more representatives of community based organizations (CBOs) with demonstrated experience and expertise in addressing the employment needs of individual barriers to employment (including organizations that serve veterans or that provide or support competitive integrated employment for individuals with disabilities), and one or more representative of organizations with demonstrated experience and expertise in addressing the employment, training, or education needs of WIOA-eligible youth, including organizations serving out-of- school youth (OSY).

Board member applications in the Workforce (Labor/Youth/Community Based) category were reviewed and evaluated based on the following criteria:

- 1) **Labor Organizations and Joint-Labor Apprenticeship Programs**—each Labor board member applicant was reviewed and evaluated based on their participation on the Labor board and their ability to bring training resources and intelligence to the Workforce Development System.
- 2) **Youth Organizations**—each Youth organization board member applicant was reviewed and evaluated based on their demonstrated experience and expertise in addressing the employment, training or education needs of eligible youth (including out-of-school youth) and special populations including youth with disabilities, former foster care or re-entry youth.

- 3) **Community-Based Organizations**—each Community-based organization board member applicant was reviewed and evaluated based on their demonstrated experience and expertise in addressing the employment, training or education needs of individuals with barriers to employment including those that serve special populations including re-entry, veterans, and individuals with disabilities.

Category #3 and #4 — Representatives of Education and Training (5 required)

WIOA defined as:

Third, the members must include representatives of entities administering education and training activities in the local area. At least one of these members must be a representative of providers of adult education and literacy activities under Title II of WIOA, and at least one of these members must be a representative of higher education institutions that provide workforce training (including community colleges). These members may include representatives of local education agencies and CBOs with demonstrated expertise and experience in addressing the education or training needs of individuals with barriers to employment.

Fourth, the members must include representatives of governmental and economic and community development entities in the local area, including at least one representative of each of the following: economic or community development entities, the State Employment Service Office under Wagner-Peyser serving the local area, and programs carried out under Title I of the Rehabilitation Act of 1973.

Board member applications in the Education and Training category were reviewed and evaluated based on the following criteria:

- 1) **Demonstrated Expertise and Experience**—each Education and Training board member applicant was reviewed and evaluated based on their experience and expertise in addressing the education and training needs of individuals with barriers to employment.
- 2) **Nominations for Adult Education and Literacy and Higher Education**—as required by WIOA, nominations were provided for the Adult Education and Literacy (Title II) and Higher Education applicants.

Category #5 — Other representatives appointed by the Local Elected Officials (LEO) (Optional)

WIOA defined as:

In addition to these four categories, the CLEO may appoint other individuals to the Local Board at his or her discretion, such as local agencies or entities administering transportation, housing and public assistance, and philanthropic organizations.

Board member applications in the optional Other Representatives Appointed by the LEOs (Philanthropic; Transportation, Housing, and Public Assistance Programs; and Other) category were reviewed and evaluated based on the following criteria:

- 1) **Demonstrated Expertise**—each Other Representatives Appointed by the LEOs board member applicant was reviewed and evaluated based on their demonstrated expertise in addressing the education or training needs for individuals with barriers to employment.
- 2) **Participation on Workforce Boards**—each Other Representatives Appointed by the LEOs board member applicant was reviewed and evaluated for their participation as officers and/or members on the current Workforce Connections Board and Committees; the Local Employer Advisory Panel (LEAP); and the nine GWIB Sector Councils.

Summary

These WIOA provisions allow the Local Elected Officials (LEOs) the flexibility to assemble a Local Board that connects all key resources and stakeholders. Workforce Connections' staff reviewed and evaluated all Board member applications and is recommending a 21 member Board to maximize effectiveness of the board members in support of the WIOA vision and purpose.

Local Board Membership Requirements

Category	Required?	Minimum Seats
Representatives of Business: Businesses (large, medium, small) Business/Trade Organizations	Yes	Majority (over 50%)
Representatives of Workforce: Labor Organizations (2 or more seats) Apprenticeships/JATC (1 or more seats) Community-/Faith-Based Organizations (optional) Youth Employment, Training or Education (optional)	Yes	20% minimum
Representatives of Education & Training: Adult Education and Literacy (Title II) Higher Education Economic and Community Development Entity State Wagner-Peyser Vocational Rehabilitation	Yes	5 total (1 of each)
Other Representatives Appointed by LEOs: Transportation, Housing & Public Assistance Community-Based Organizations and local education addressing individuals with barriers Philanthropic Organizations Other	No/optional	0

ATTACHMENT III

Local Board Membership Requirements

LWDB Members	Who May Satisfy The Requirement
Representatives of Business (WIOA Section 107(b)(2)(A))	<p>The majority of the members of the Local Board must be representatives of business in the local area. At a minimum, two members must represent small business as defined by the U.S. Small Business Administration. Business representatives serving on Local Boards may also serve on the State Board. Each business representative must meet the following criteria:</p> <ul style="list-style-type: none"> • be an owner, chief executive officer, chief operating officer, or other individual with optimum policymaking or hiring authority; • provide employment opportunities in in-demand industry sectors or occupations, as those terms are defined in WIOA section 3(23); and provide high-quality, work-relevant training and development opportunities to its workforce or the workforce of others (in the case of organizations representing business as per WIOA Sec. 107(b)(2)(A)(ii); and • are appointed from among individuals nominated by local business organizations and business trade associations.
Representatives of Workforce (WIOA Section 107(b)(2)(B))	<p>Not less than 20 percent of the members of the Local Board must be workforce representatives. These representatives:</p> <ul style="list-style-type: none"> • must include two or more representatives of labor organizations, where such organizations exist in the local area. Where labor organizations do not exist, representatives must be selected from other employee representatives; • must include one or more representatives of a joint labor-management, or union affiliated, registered apprenticeship program within the area who must be a training director or a member of a labor organization. If no union affiliated registered apprenticeship programs exist in the area, a representative of a registered apprenticeship program with no union affiliation must be appointed, if one exists; and may include: <p>In addition to the representatives enumerated above, the Board may include the following to contribute to the 20 percent requirement:</p> <ul style="list-style-type: none"> • one or more representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment, training or education needs of individuals with barriers to employment, including organizations that serve veterans or provide or support competitive integrated employment for individuals with disabilities; and • one or more representatives of organizations that

	<p>demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth.</p>
<p>Representatives of Education and Training (WIOA Section 107(b)(2)(C))</p>	<p>The balance of Local Board membership must include:</p> <ul style="list-style-type: none"> • At least one eligible provider administering adult education and literacy activities under WIOA title II; • At least one representative from an institution of higher education providing workforce investment activities, including community colleges; and • At least one representative from each of the following governmental and economic and community development entities: <ul style="list-style-type: none"> o Economic and community development entities; o The state Employment Service Office under the Wagner-Peyser Act (29 U.S.C. 49 et seq.) serving the local area; and o The programs carried out under title I of the Rehabilitation Act of 1973, other than sec. 112 or Part C of that title. <p>In addition to the representatives enumerated above, the CLEO may appoint other appropriate entities in the local area, including:</p> <ul style="list-style-type: none"> • Entities administering education and training activities who represent local educational agencies or community-based organizations with demonstrated expertise in addressing the education or training needs for individuals with barriers to employment; • Governmental and economic and community development entities who represent transportation, housing, and public assistance programs; • Philanthropic organizations serving the local area; and • Other appropriate individuals as determined by the chief elected official.

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7 Workforce Innovation and Opportunity Act (WIOA)

- # C Develop New Local Elected Officials (LEO) and
LEO and Workforce Development Board (WDB)
Agreements

CHIEF LOCAL ELECTED OFFICIAL CONSORTIUM AGREEMENT

This Cooperative Agreement, entered into this ____ day of _____, 2015, by and among the counties of CLARK, LINCOLN, NYE, and ESMEALDA, and the cities of LAS VEGAS, HENDERSON, NORTH LAS VEGAS, and BOULDER CITY in accordance with the Workforce Innovation and Opportunity Act of 2014 and NRS 277.045.

RECITALS

WHEREAS, the counties of CLARK, LINCOLN, NYE, and ESMEALDA (the "Counties") are political subdivisions of the State of Nevada; and

WHEREAS, the cities of LAS VEGAS, HENDERSON, NORTH LAS VEGAS, and BOULDER CITY (the "Cities") are municipal corporations organized and existing under Nevada Law and located within the geographical boundaries of Clark County; and

WHEREAS, pursuant to the Workforce Investment Act of 1998, the Counties and the Cities created the Chief Local Elected Official Consortium through resolutions from their respective governing bodies on April 19, 2000 and subsequently amended and restated on June 20, 2007;

WHEREAS, the Workforce Innovation and Opportunity Act was signed into law on July 22, 2014 and repeals the Workforce Investment Act; and

WHEREAS, the aforementioned counties and cities are located within the designated local workforce development area for Southern Nevada designated pursuant to the Workforce Investment Act of 1998; and

WHEREAS, the Counties and Cities wish to adopt an cooperative agreement re-establishing a consortium of local elected officials for the purpose of complying with the requirements of the Workforce Innovation and Opportunity Act of 2014; and

WHEREAS, each of the parties is empowered to enter into cooperative agreements for the performance of any governmental function pursuant to NRS 277.045.

NOW, THEREFORE, in consideration of the above premises and the mutual covenants of the parties hereinafter set forth, the receipt and sufficiency of which each party acknowledges for itself, the Counties and Cities do hereby agree to the following provisions.

I. GENERAL PROVISIONS

- A. That the Counties and the Cities under NRS Chapter 277.045, do qualify as a consortium for purposes of Section 107(c)(1)(B) of Public Law 113-128, the Workforce Innovation and Opportunity Act (WOIA) of 2014.
- B. The Chief Local Elected Officials (Chairperson of the respective Commissions or City Councils) may designate a representative from their respective governing body. Said designees of the Counties and Cities shall constitute the Local

Workforce Investment Area Consortium of Commissioners and Councilpersons (hereinafter referred to as “LEOs”).

- C. The LEOs is hereby constituted to fulfill the responsibilities of and to function as the “chief local officials” of the participating governmental entities of this Agreement.
- D. The LEOs shall elect from its membership a Chair, and Vice-Chair and such other officers as may be provided in the by-laws to serve for a term of one year or until a successor is elected and qualified.
- E. The LEOs may adopt operational and procedural by-laws consistent with this Agreement, applicable federal and state laws and rules/regulations pursuant thereto. By-laws or amendments thereto may be adopted by the affirmative vote of a majority of the entire membership of the LEOs at any regular meeting called for that purpose, provided that written copies thereof are delivered to each member 15 days prior to consideration.

II. LEO RESPONSIBILITIES

- A. The LEOs shall perform all the functions of the local elected officials contained in the WIOA including:
 - 1. Serving as the local grant recipient for the grant funds allocated to the local area under sections 128 and 133 of the WIOA;
 - 2. Liability for any misuse of the grant funds allocated to the local area under sections 128 and 133 of the WIOA; and
 - 3. Designating an entity to serve as a local grant subrecipient for such funds or as a local fiscal agent.
- B. The LEOs, through their respective governing bodies, shall be financially liable for any misuse of grant funds pursuant to section 107(d)(12)(B)(i)(I) of the WIOA after all efforts have been made to recover or replace the misused funds through all means available.
 - 1. In the case where liability is identified and validated concerning the misuse of grant funds, if necessary, repayment or reduction of future grant funds shall be calculated in accordance with the following formula based on population upon approval by each of the parties to this Agreement:
 - (a) Clark County – 43.93%
 - (b) City of Las Vegas – 30.78%
 - (c) City of Henderson – 13.25%
 - (d) City of North Las Vegas – 10.87%

- (e) Boulder City – .74%
- (f) Nye County – 2.37%
- (g) Esmeralda County – .04%
- (h) Lincoln County – .24%

A mandatory review of the liability formula and the underlying factors upon which the calculations are based will be performed at least every two years and adjusted as deemed necessary by a vote of the LEOs. The recommended formula and the underlying calculation factors, or any amendment thereto, must be approved by the governing bodies of each of the respective counties or cities upon who liability is to be imposed in order to be effective.

- C. The LEOs shall appoint members to the Local Workforce Development Board of the area pursuant to the criteria established pursuant to section 107(b)(1) of the WIOA, and applicable rules thereunder, herein referred to as the Workforce Connections Board (“WCB”).
 - 1. The composition of the WCB shall be consistent with section 107(b)(2) of the WIOA.
 - 2. Appointments shall be made by a majority of the vote of the LEOs.
- D. The LEOs may enter into an agreement with the WCB to provide for the operational framework and administration of WIOA responsibilities including the administration of WIOA grant funds.
- E. The LEOs, in partnership with WCB shall develop and submit a local plan to the Governor consistent with section 107(d)(1) of the WIOA.
- F. The LEOs, shall have ultimate responsibility for:
 - (a) Receiving, disbursing and budgeting of all funds relating to WIOA programs pursuant to section 107(d)(12).
 - (b) Collecting program data necessary for management, evaluation and preparation of required and desired reports pursuant to the Local Performance Accountability Measures contained in section 116(c) of the WIOA.
 - (c) Monitoring and evaluation of programs and program operators, subrecipients and service providers pursuant to section 116(c) of the WIOA.

- (d) Procuring audits of funds as required under the WIOA and resolving any questions arising from the audits. Staff shall report the results of the audits to the Southern Nevada Workforce Investment Board and the LEO.
- G. The LEOs shall develop and manage a system to hear and resolve grievances brought by participants, vendors and other interested parties as required by the WIOA .
- H. The LEOs, through the agreement with WCB, shall be responsible for the direct supervision of the Executive Director of Workforce Connections. The Executive Director shall remain as an employee of Workforce Connections but serve at the pleasure of the LEOs and report directly to the LEOs. The Executive Director shall be directed and answer solely to the LEOs.
 - 1. The Executive Director shall provide all information and documentation regarding all Workforce Connections administrative, operational, and fiscal matters to the LEOs at each LEO meeting or upon request from the LEO Consortium and to the WCB, upon the WCB's request.

III. MISCELLANEOUS PROVISIONS

- A. The LEO's shall have the power to establish all boards, councils, or committees or other advisory groups as mandated by the federal laws or regulations or as deemed necessary to ensure that the Workforce Connections conforms with applicable laws and meets the WIOA objectives.
 - 1. The LEOs shall create a fiscal advisory committee consisting of members from each municipality and/or county represented by the LEOs, herein referred to as the Joint Chief Finance Officer Committee. The Joint Chief Finance Officer Committee will be responsible for advising the LEOs with regards to budget development and execution, procurement policies, accounting systems and practices and other financial matters to ensure proper fiscal controls.
 - 2. The LEOs shall create a legal counsel advisory committee consisting of members attorneys from the Cities of Las Vegas, North Las Vegas, and Henderson and the County of Clark, herein referred to as the Joint Legal Counsel Advisory Committee. The Joint Legal Counsel Advisory Committee will be responsible for advising the LEOs, providing legal opinions and ensuring compliance with applicable laws. The Joint Legal Counsel Advisory Committee will also be responsible for rendering direction and suggestions to the LEOs in order to maintain due diligence compliance with the requirements of the WIOA. The LEOs shall formulate a schedule appointing one jurisdiction to assume the role of lead counsel, to be rotated no less than annually among those jurisdictions. The WC Board will be required to obtain separate representation on behalf of the members and the organization.

- B. LEOs shall ensure that any agreement between the WCB and any grant recipient and administrative agency contains insurance requirements and an indemnification clause that the WCB and grant recipient and administrative agency, if separate entities, and any of their subcontractors shall hold the LEOs, the respective counties and cities, their officers, agents, and employees harmless from any and all claims, court costs, fees and penalties, settlements, judgments, legal costs and any other liabilities of any kind arising from the management of and any activities relating to the local workforce investment area.
- C. Nothing in this Agreement is intended, nor will be deemed, to confer rights or remedies upon any person or legal entity not a party to this agreement.
- D. This Agreement constitutes the entire agreement between the parties and supersedes all previous agreements and understandings relating to the subject matter thereto.
- E. The parties are associated with each other only for the purpose and to the extent set forth in this Agreement. Each party is and shall be a public agency separate and distinct from the other party and shall have the right to supervise, manage, operate, control and direct performance of the details incident to its duties under this agreement. Nothing in this agreement shall be deemed or construed to create a partnership or joint venture, to create relationships of an employer-employee or principal-agent or to otherwise create any liability for one agency whatsoever with respect to the indebtedness, liabilities and obligations of the other agency or any other party.
- F. This Agreement shall be effective on July 1, 2015 after approval by Resolutions adopted by the County Commission and City Councils of each county and city party hereto and executed by the chief elected official thereof pursuant to said resolution and shall thereupon act to repeal and supersede any and all prior written or oral consortium agreements under P.L. 105-220, the Workforce Investment Act of 1998.
- G. Amendments to this Agreement may be adopted by approval by all parties to this Agreement. This Agreement may be terminated in whole or in part in accordance with applicable provisions of state and federal law.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by the Chairperson of the County Commission and City Council of the aforementioned Counties and Cities.

**AGREEMENT BETWEEN THE CHIEF LOCAL ELECTED OFFICIALS
CONSORTIUM AND THE WORKFORCE CONNECTIONS BOARD TO THE
SOUTHERN NEVADA WORKFORCE DEVELOPMENT AREA**

This Agreement, entered into this ____ day of _____, 2015, by and between the Chief Local Elected Officials Consortium (“LEOs”) and the WORKFORCE CONNECTIONS BOARD (“WCB”) for The Southern Nevada Workforce Development Area.

RECITALS

WHEREAS, the Southern Nevada Workforce Investment Board (“SNWIB”) now known as the Workforce Connections Board (“WCB”) entered into an Amended and Restated Agreement with the LEOs in July 2007; and

WHEREAS, the Agreement was authorized and entered under the Workforce Investment Act of 1998 (“WIA”); and

WHEREAS, the WIA has been repealed and replaced by the Workforce Innovation and Opportunities Act of 2014 (“WIOA” or “Act”); and

WHEREAS, the implementation of the WIOA has significantly changed the requirements of the LEOs and the WCB requiring a new agreement to be entered between the parties; and

WHEREAS, the WIOA authorizes the expenditure of federal funds for the furtherance of the Act in designated workforce investment areas; and

WHEREAS, pursuant to this Act, the Chief Local Elected Officials Consortium has been created and consists of elected officials of the Cities of Las Vegas, North Las Vegas, Henderson and Boulder City and the Counties of Clark, Lincoln, Nye and Esmeralda; and

WHEREAS, pursuant to the WIA, the aforementioned local government jurisdictions were designated as a local area under WIA and intend on continuing as a designated local area under the WIOA; and

WHEREAS, the 20 C.F.R. § 679.310(c) authorizes the LEOs to enter into an agreement with the WCB to describe their respective roles; and

WHEREAS, to further performance accountability and alignment of goals pursuant to the Act, the LEOs and WCB desire to enter into this Agreement to outline the respective roles and responsibilities of the parties; and

NOW, THEREFORE, in accordance with the Act and related regulations and in consideration of the mutual covenants contained herein, the parties hereby agree to enter into this agreement to become compliant with WIOA as follows:

I. GENERAL PROVISIONS

- A. The LEOs are designated as the policy-making and budgetary control body for the WCB to the extent that such policies recognize and do not conflict with State law, the WIOA Compliance Policies and Regulations, and the terms of this Agreement.
- B. The LEOs and WCB are responsible for carrying out their respective responsibilities as outlined in the Act and in accordance with the guidelines contained in Federal Regulations, guidelines approved by the Governor of the State of Nevada, and the terms of this Agreement.
- C. The WCB shall be governed by the “Agreement between The Chief Local Elected Officials Consortium and the Workforce Connections Board” or any amendment and/or restatement thereof, which will provide the operational framework for the administration of and responsibility for WIOA funds.
- D. For purposes of carrying out the duties under WIOA, the WCB may incorporate, and may operate as an entity described in section 501(c)(3) of the Internal Revenue Code of 1986. If the WCB incorporates, it shall promptly notify the LEOs.

II. LEO RESPONSIBILITIES

- A. The LEOs shall perform all the functions of the local elected officials contained in the WIOA and serve as the local grant recipient for the grant funds allocated to the local area under section 107(d)(12)(B)(i) of the Act;
- B. The LEOs, through their respective governing bodies shall be financially liable for any misuse of grant funds pursuant to section 107(d)(12)(B)(i)(I) of the WIOA.
 - 1. WCB agrees the Chief Financial Officers or designee of the jurisdictions of the four major financial stakeholder jurisdictions (Clark County, Cities of Las Vegas, North Las Vegas, and Henderson) shall serve as ex-officio members of the WCB Budget Committee.
- C. The LEOs shall appoint the appropriate number of members to the WCB consistent with section 107(b) of the Act.
 - 1. WCB members shall be appointed by a majority vote of the LEOs.
- D. The LEOs may remove any member of the WCB for any reason by a majority vote by the LEOs at a regularly scheduled meeting of the LEOs.
 - 1. If a member is removed, a vacancy occurs and a new member shall be appointed by the LEOs pursuant to the LEO Consortium Agreement and consistent with the requirements of section 107(b) of the Act.

- E. Work with the Executive Director of Workforce Connections and staff to resolve any questions arising from the audits.
- F. Appoint and evaluate the Executive Director for Workforce Connections. The Executive Director shall serve at the pleasure of the LEOs and report directly to the LEOs. The Executive Director shall be directed and answer solely to the LEOs and the LEOs shall set qualifications of the Executive Director consistent with section 107(f)(2) of the Act.
 - 1. The Executive Director shall provide all information and documentation regarding all Workforce Connections administrative, operational, and fiscal matters to the LEOs at each LEO meeting or upon request from the LEO Consortium and to the WCB, upon request.

III. WCB RESPONSIBILITIES

- A. WCB shall elect a chairperson for the local board from among the representatives described in section 107(b)(3) of the Act.
- B. The WCB shall engage in regional planning process consistent with the requirements of section 106(c)(1) of the Act and submit the process to the LEOs for final approval.
- C. The WCB shall prepare, submit, and obtain approval of a single regional plan consistent with the requirements of section 106(c)(2) of the Act and submit the plan to the LEOs for final approval.
- D. The duties of the WCB shall be as follows:
 - 1. Develop and submit a local plan to the Governor consistent with section 107(d)(1) and submit the plan to the LEOs for final approval.
 - 2. Conduct Workforce Research and Regional Labor Analysis as outlined in section 107(d)(2) of the Act.
 - 3. Convene local workforce development system stakeholders as outlined in section 107(d)(3) of the Act.
 - 4. Lead efforts to engage with a diverse range of employers and with entities in the Southern Nevada Workforce Development Area as outlined in section 107(d)(4) of the Act.
 - 5. Work with representatives of secondary and postsecondary education programs consistent with section 107(d)(5) of the Act.
 - 6. Lead efforts in the local area with proven and promising practices consistent with section 107(d)(6) of the Act.
 - 7. Develop strategies for using technology to maximize the accessibility and effectiveness of the local workforce development system for employers, and workers and jobseekers as outlined in section 107(d)(7) of the Act.
 - 8. Conduct program oversight in partnership with the LEOs as outlined in section 107(d)(8).

9. Work together with the LEOs to reach an agreement with the Governor to establish performance accountability measures as described in section 116(c) of this Act.
 10. Select one-stop operators consistent with section 121(d) of the Act subject to the approval of the LEOs.
 11. Coordinate with education providers consistent with section 107(d)(11) of this Act.
- E. The WCB shall develop a budget for the activities of the local board in the area consistent with the local plan and the duties of the board as outlined in section III of this Agreement.
 - F. The WCB shall conduct an annual assessment of the accessibility for individuals with disabilities consistent with section 107(d)(13) of the Act.
 - G. The WCB shall be subject to the Sunshine Provision in Section 107(e) of the Act.
 - H. The WCB shall develop a comprehensive 4-year local plan as required under section 108 of the Act subject to LEO approval.
 - I. The WCB shall develop and maintain by-laws that must be approved by the LEOs to ensure orderly administration and functioning of the WCB.

VI. MISCELLANEOUS PROVISIONS

- A. The LEOs shall be responsible for creating and appointing members of boards, councils, committees, subcommittees or other advisory groups as mandated by the federal laws or regulations or as deemed necessary to ensure that the Workforce Connections conforms with applicable laws and meets the WIOA objectives.
- B. WCB shall ensure that any agreement between the WCB and any grant recipient and administrative agency contains insurance requirements and an indemnification clause that the WCB and grant recipient and administrative agency, if separate entities, and any of their subcontractors shall hold the LEOs, the respective counties and cities, their officers, agents, and employees harmless from any and all claims, court costs, fees and penalties, settlements, judgments, legal costs and any other liabilities of any kind arising from the management of and any activities relating to the local workforce investment area.
- C. Nothing in this Agreement is intended, nor will be deemed, to confer rights or remedies upon any person or legal entity not a party to this agreement.
- D. This Agreement constitutes the entire agreement between the parties and supersedes all previous agreements and understandings relating to the subject matter thereto.
- E. The parties are associated with each other only for the purpose and to the extent set forth in this Agreement. Each party is and shall be separate and distinct from the other party and shall have the right to supervise, manage, operate, control and direct performance of the details incident to its duties under this agreement.

F. This Agreement shall be effective on July 1, 2015 after approval by the governing bodies of each county and city and the WCB and shall thereupon act to repeal and supersede any and all prior written or oral agreements, including the Amended and Restated Agreement dated July 2007.

G. This Agreement may be amended by mutual consent of the WCB and LEOs at any time. Either party may propose amendment(s) by providing written notice thereof, to the other party at least 60 days in advance of a regular meeting of the WCB. Any amendment must be approved by a majority vote of each party.

1. Amendments to this Agreement become effective only upon concurrence of the respective county commissions and city councils of each county and city which is a signatory hereto.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by the Chairperson of the County Commission and City Council of the aforementioned Counties and Cities.

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**Executive Director's
Annual Performance Report**

July 14, 2015

7 Workforce Innovation and Opportunity Act (WIOA)

D Select a New One-Stop Operator

Agenda item 11. DISCUSSION AND POSSIBLE ACTION:

Ratify Workforce Connections' ADW contract with Arbor E&T dba ResCare Workforce Services as a One-Stop Center Operator in an amount not to exceed \$2,450,000 for the contract period July 1, 2015 through June 30, 2016 with an option to renew annually for an additional three years based on performance and available funding

Workforce Connections PY 2015 Proposals

Organization	Demonstrated Ability (30%)	Program Narrative (25%)	Innovative Strategies (15%)	Fiscal Narrative /Budget (30%)	% Score*
ARBOR E&T, LLC d/b/a RESCARE WORKFORCE SERVICES	27.00%	20.13%	11.25%	21.88%	80.25%
ERISS CORPORATION	22.13%	18.13%	9.38%	16.88%	66.50%

One Stop Career Center Proposal Summary

ARBOR E&T, LLC d/b/a RESCARE WORKFORCE SERVICES

Arbor E&T, LLC dba as ResCare Workforce Services (RWS) currently operates federally-funded workforce development programs in 76 projects at over 330 locations in 26 states and the District of Columbia.

They have operated One-Stop Centers since 1998 and currently operate 35 One-Stops in 12 states.

Highlights from their proposal include:

- RWS will recruit, engage, and train local leadership to operate local programs and fully partners with the business community and give preferential interviews to incumbent employees at the One-Stop Career Center.
- RWS will implement the ResCare Academy, a web-based learning tool that offers a library of 4,000 vocational skills, job readiness, motivational and Adult Basic Education/GED courses.
- RWS has extensive experience in facilitating Resource Sharing Agreements under WIA legislation and ensuring that all partners' program costs and contributions are adequately documented.
- RWS strongly believes in the "No Wrong Door" delivery system and will work to ensure that principle is applied as WC's One-Stop operator. Regardless of the "door" through which a job seeker enters, their staff, systems, partnerships, and procedures allow RWS to directly provide services or easily refer individuals to other partner agencies.



For nearly four decades, **Res-Care, Inc.** has assisted others to reach their highest level of independence. We are dedicated and caring people who form a company providing excellent human services that enhance the lives of individuals. With efficiency and effectiveness, we strive to provide the highest measurable quality supports for the people and organizations we serve, our employees, our shareholders, and our communities. We serve with skill. We serve with compassion. We serve with **RESpect** and **CARE**. We are **ResCare**.

Our organization is comprised of five lines of business:

HomeCare provides personalized home care services to people of all ages, physical conditions, and cognitive abilities. We offer quality in-home senior care, including professional nursing, personal care, Alzheimer's/dementia care, homemaking, companionship, respite, and many other home health services. We help those recovering from illness, injury, or surgery; living with a chronic disability; or dealing with the natural process of aging.

Residential Services provides support to adults and children that need assistance with daily living. Whether we are serving an adult with developmental, cognitive, and intellectual disabilities or a child who needs a home, we help people reach their highest level of independence.

Education and Training Services supports many young adults and children through job training and educational services. We provide life-changing programs to help young people succeed in school, obtain meaningful and gainful employment, and become productive members of their community. From being one of the largest Job Corps operators in the United States to managing schools in various states, ResCare offers each individual a chance at success and a self-sufficient lifestyle.

Pharmacy Services: Pharmacy Alternatives is a limited, closed-door pharmacy focused on serving individuals with cognitive, intellectual, and developmental disabilities who are receiving support and services from ResCare or other private providers.

ResCare Workforce Services is the nation's leading workforce service provider with more than 46 years of experience in successfully matching job seekers with the needs of business. With more than 330 locations in 25 states (we look forward to welcoming Nevada as our 26th state), our national footprint has allowed us to build an expansive staff of nearly 2,100 workforce

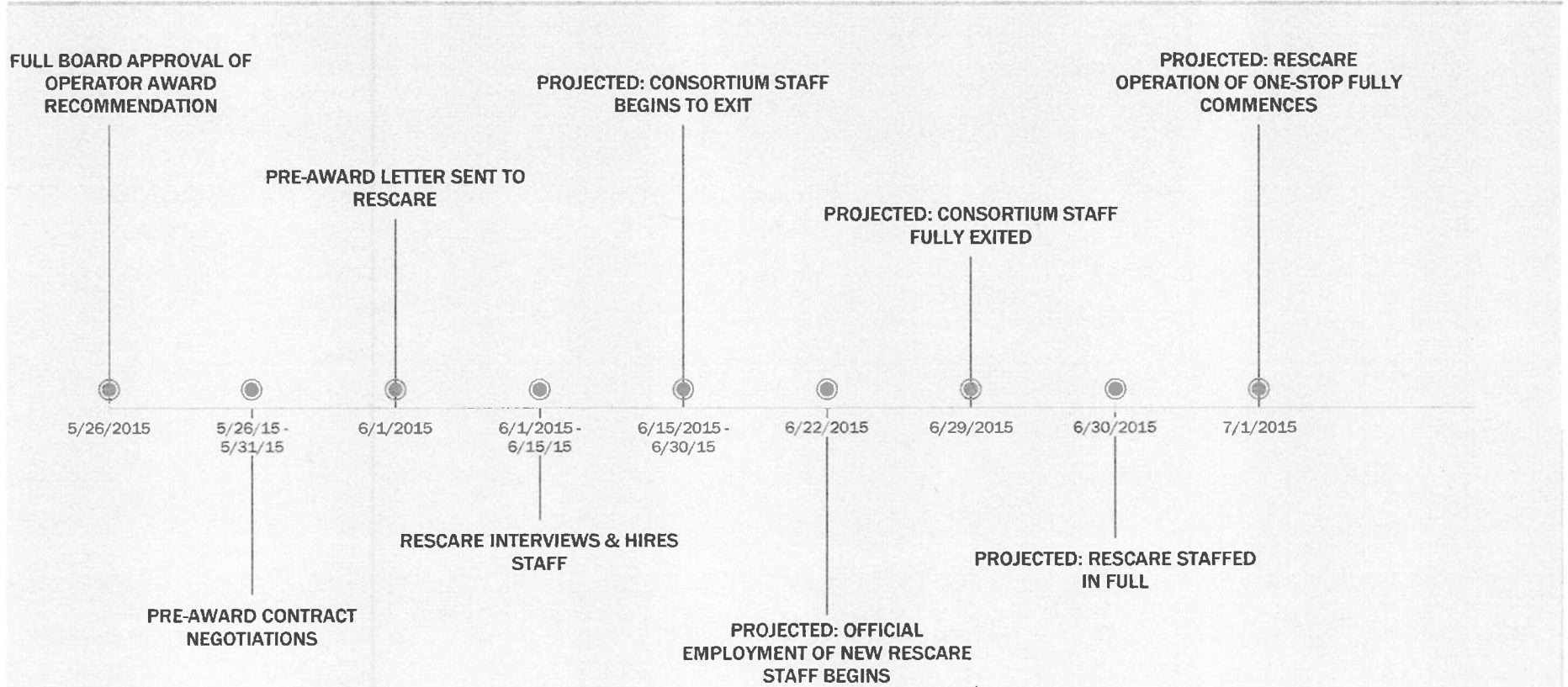
experts who use the industry's best practices to help reduce poverty, crime, and unemployment/underemployment in the communities they service.



We are a national company with a local focus. We customize workforce solutions to suit the unique needs in the communities we serve. This allows us to assist approximately 150,000 job seekers each month on average and thousands of businesses annually. We work to recruit workforce professionals from the local market. We excel in reaching out to local businesses and community-based organizations to form partnerships that strengthen the operations we service, expand employment opportunities, enhance our knowledge of workforce needs in the community, and create talent pipelines to fill the employment needs of businesses.

In 2014, ResCare Workforce Services had annual revenues of \$169 million. Our parent company Res-Care, Inc. had annual revenues of \$1.7 billion for the same period. These financial resources provide ResCare and ResCare Workforce Services with the capability to invest in its people, systems, and processes to ensure that we meet or exceed our commitments under programs we operate.

OSCC TRANSITION PLAN



**Executive Director's
Annual Performance Report**

July 14, 2015

7 Workforce Innovation and Opportunity Act (WIOA)

E Presentation on WIOA – A New Role for the Workforce Board

THE WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

A New Role for the Workforce Board

February 2015, Southern Nevada
John Chamberlin, <jchamberlin@worksystems.org>

The Timeline

July 19, 2014 - WIOA Enacted
July 1, 2015 - WIOA Begins
July 1, 2016 – New Federal Rules and Performance
Benchmarks Take Effect

Section 106

INITIAL Implementation: 1st - 2 full program years

- Governor SHALL approve the request for designation from current local areas

SUBSEQUENT:

- Performed Successfully (last 2 years)
- Sustained Local Integrity (last 2 years)
- Meet (c)(1) Regional Planning Criteria

Workforce Boards

Directing the
Workforce
Innovation and
Opportunity
System



LOCAL BOARD MEMBERSHIP

The Minimum Board Size is 19

Majority Business – At least 10

Labor and “community” organizations
must make up at least 20% of the
Board – At least 4

Adult Education and Literacy +1
Higher Education +1
Economic Development +1
Vocational Rehabilitation +1
State Employment Service +1



Strategic Plan

A four year plan for workforce development:

- Key Business Sectors
- Employer Needs
- Workforce Skill Sets
- Where are the gaps?
- What needs to change?

One-Stop Centers

- ✓ Mandatory partners same as current law with the addition of TANF
- ✓ “MOU” with board lays out partner duties and resource contributions
- ✓ Consolidates core and intensive services as “career services”
- ✓ Requires ES offices be co-located
- ✓ Continuous improvement
- ✓ Focus on jobs and sectors rather than upon services and training

Center Operator



- Designated by the local board and LEO's
- Must be designated after a Competitive Process
- It's a "mall manager"

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

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
- Internships and work experiences linked to careers
- Customized Training

New and Sort of New in WIOA

INCUMBENT WORKER TRAINING

- Local Board Decides Whether to Offer
- Up to 20% of Adult/DW Funds
- Employer Pays Share Based on Business Size

TRANSITIONAL JOBS TRAINING

- Local Board Decides Whether to Offer
- Limited to 10% of Funds
- Time-Limited Subsidized Employment
- Individuals with Barriers and Unemployed or Inconsistent Work History

Youth Programs



A CHANGE OF DIRECTION?

- 75% of funds for out-of-school youth ages 16 to 24
- In-school age range is 14-21
- At least 20% of funds must go to work experience including summer jobs, apprenticeships, OJT and internships
- Individual plans stress career pathways, credentials etc.

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

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

LEO Role

- Appoint the Workforce Board,
- Choose the local grant recipient,
- Exercise oversight,
- Sign off on the strategic plan,
- Retain ultimate liability if things go wrong.