

REVISED
*workforce***CONNECTIONS**

**Local Elected Officials Consortium
AGENDA**

September 15, 2011
10:00 a.m.

*workforce***CONNECTIONS**
7251 W. Lake Mead Blvd.
Suite 200
Las Vegas, NV 89128

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

City of North Las Vegas, 2200 Civic Center Dr., North Las Vegas, NV
City of Las Vegas, City Clerk's Office, 400 Stewart Avenue, Las Vegas, NV
Clark County, County Clerk's Office 500 S. Grand Central Parkway, Las Vegas, NV
Esmeralda County Courthouse, 233 Crook Street, Goldfield, NV
Henderson City Hall, 240 Water Street, Henderson, NV
City Hall, Boulder City, 401 California Ave., Boulder City, NV
workforce **CONNECTIONS**, 7251 W. Lake Mead Blvd., Las Vegas, NV
Nevada JobConnect, 3405 S. Maryland Pkwy., Las Vegas, NV
Lincoln County 181 Main Street Courthouse, Pioche, NV
Nye County School District, 484 S. West St., Pahrump, NV
Pahrump Chamber of Commerce, 1302 S. Highway 160, Pahrump, NV

This Agenda is also available on the *workforce* CONNECTIONS internet website at
www.nvworkforceCONNECTIONS.org

COMMENTARY BY THE GENERAL PUBLIC

This Board complies with Nevada's Open Meeting Law, by taking Public Comment at the beginning of the meeting immediately after the Board approves the Agenda and before any other action is taken and again before the adjournment of the meeting." The Board also has discretion to take Public Comment after any item on the agenda, after the item has been discussed by the Board, but before the Board takes action on the item.

Each person participating in Public Comment will be limited to three minutes of comment. If any member of the Board wishes to extend the length of a comment, then the Board member may do so through a majority vote of the Board.

The Board chair has the right to end any Public Comment which: (1) is not related to any matter within the authority of the Board; or (2) is willfully disruptive of the meeting by being irrelevant, repetitious, slanderous, offensive, inflammatory, irrational, making personal attacks, or interfering with the rights of other speakers. ***Members of the public: please comply with the requests of the Board chair and do not be disruptive, otherwise you may be removed.***

Auxiliary aids and services are available upon request to individuals with disabilities by notifying Dianne Tracy, in writing at 7251 W. Lake Mead, #200, Las Vegas, NV 89128; or by calling (702) 638-8750; or by fax (702) 638-8774. The TTY/TDD access number is (800) 326-6868 / Nevada Relay 711. A sign language interpreter may also be made available with twenty-four (24) hour advance notice.
An Equal Opportunity Employer/Program.

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

Local Elected Officials Consortium members: Councilwoman Gerri Schroder, Chair; Commissioner Lawrence Weekly; Commissioner Dominic Pappalardo; Commissioner Andrew Borasky; Councilwoman Peggy Leavitt; Councilman Bob Coffin; Commissioner George T. Rowe; Councilwoman Anita Wood

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

AGENDA

1. Call to order, confirmation of posting and roll call. Pg. 4
2. **ACTION:** Approve the agenda with inclusions of any emergency items and deletion of any items.. Pg. 4
3. **FIRST PUBLIC COMMENT SESSION:** Members of the public may now comment on any matter posted on this Agenda, which is before this Board for consideration and action today. Please clearly state and spell your name and state your address for the record. Each public comment will be limited to three (3) minutes.
4. **ACTION:** Approval of the Local Elected Consortium meeting minutes of July 12, 2011..... Pg. 5
5. **DISCUSSION:** Any Board member may raise a matter from the previous meeting on July 12, 2011, however no action may be taken until properly agendized at the next regularly scheduled meeting. .. Pg. 8
6. **ACTION:** Nomination for Reappointment to the *workforceCONNECTIONS* Board of Directors .. Pg. 8
 - a. Hannah Brown, National Coalition of 100 Black Women
Reappointment – (2 year term)
Category: Business
7. **INFORMATION:** Appointment of Councilwoman Anita Wood, North Las Vegas. Pg. 9 &10
8. **DISCUSSION AND ACTION:** Budget & Finance ~ Ardell Galbreth Pg. 11
(See Attachments)
 - a. Accept and approve Workforce Connections Annual Financial Report for the period July 1, 2009 – June 30, 2010
9. **INFORMATION:** Operations Update ~ Ardell Galbreth Pg. 12
 - a. PY09 Audit Update
 - b. NVTrac
 - c. Bylaws
 - d. Policies & Procedures
10. **ACTION:** Accept and approve Workforce Connections Interim Personnel Policy..... Pg. 13
11. **INFORMATION:** Emerging Markets/Partnerships/Resource Development ~ Cornelius Eason Pg. 17

12. **INFORMATION:** Ready for Life Graduation Initiative ~ Heather DeSart Pg. 17
13. **INFORMATION:** Funded Partner Contract Report ~ Heather DeSart Pg. 18
14. **INFORMATION:** PRIDE Program (Prisoner Re-Entry) Update ~ Heather DeSart Pg. 18
15. **INFORMATION:** *workforce***CONNECTIONS** Executive Director's Update ~ John Ball Pg. 19
 - a. U.S. House Committee on Education and the Workforce Report Pg. 20
 - b. Performance Pg. 27
16. **SECOND PUBLIC COMMENT SESSION:** Members of the public may now comment on any matter or topic, which is relevant to or within the authority or jurisdiction of the Board. You may comment now even if you commented earlier, however, please do not simply repeat the same comment you previously made. Please clearly state and spell your name and state address for the record. Each comment will be limited to three (3) minutes.
17. Adjournment

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

2. **ACTION:** Approve the agenda with inclusion of any emergency items and deletion of any items.

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

4. **ACTION:** Approve the Local Elected Officials Consortium Meeting Minutes of July 12, 2011.

Minutes

*workforce***CONNECTIONS**
Local Elected Officials Consortium
Tuesday, July 12, 2011
2:00 p.m.

Members Present

Councilwoman Gerri Schroder, Chair
Commissioner Dominic Pappalardo
Councilwoman Peggy Leavitt

Commissioner Lawrence Weekly
Commissioner Andrew Borasky
Commissioner George "Tommy" Rowe

Members Absent

Councilman Bob Coffin

Staff Present

John Ball, Executive Director
Suzanne Potter

David Jefferson
Clentine January

Others Present

Matt Cecil, Legal Counsel
Jake McClelland, FIT

Michael Oh, City of Henderson
Janet Blumen, FIT

Agenda Item 1: CALL TO ORDER, confirmation of posting, roll call

The meeting was called to order by Chair Councilwoman Gerri Schroder at 2:04 p.m. Staff confirmed the meeting had been properly noticed and posted in accordance with the Nevada Open Meeting Law. Roll call was taken and a quorum was present.

Public Comment

None

Agenda Item 2: ACTION-Approval of the Agenda with the inclusion of any emergency items and deletion of any items.

A motion to approve the agenda with the inclusion of any emergency items and deletion of any items was made as presented by Commissioner Lawrence Weekly and seconded by Commissioner George "Tommy" Rowe. Motion carried.

Agenda Item 3: ACTION-Approval of the Local Elected Consortium meeting minutes of April 13, 2011.

A motion was made to approve the Local Elected Consortium meeting minutes of April 13, 2011 with the change to remove the title "Vice-Chair" from Commissioner Lawrence Weekly's name under Members Present as presented by Commissioner Lawrence Weekly and seconded by Commissioner George "Tommy" Rowe. Motion carried.

Agenda Item 4: Any Board Member may raise a matter from the previous meeting on April 13, 2011; however, no action may be taken until properly agendized at the next regularly scheduled meeting

Commissioner Lawrence Weekly commented that it is difficult to find backup for agenda action items to review prior to the Board meetings. John Ball stated that staff is working on means that will provide full disclosure of information.

Agenda Item 5: DISCUSSION AND POSSIBLE ACTION-Appointment of Councilwomen Peggy Leavitt, City of Boulder City

A motion was made to accept the appointment of Councilwoman Peggy Leavitt, City of Boulder City as presented by Commissioner Lawrence Weekly and seconded by Commissioner George "Tommy" Rowe. Motion carried.

Agenda Item 6: DISCUSSION AND POSSIBLE ACTION-Nomination for New Appointment for a 3-year term to the workforceCONNECTIONS Board of Directors: Jennifer Lee Watson, NV Energy/Category: Business

A motion was made to approve the nomination for New Appointment for a 3-year term to the workforceCONNECTIONS Board of Directors for Jennifer Lee Watson, NV Energy as presented by Commissioner Lawrence Weekly and seconded by Commissioner George "Tommy" Rowe. Motion carried.

Agenda Item 7: DISCUSSION AND POSSIBLE ACTION-PY2011 Budget

David Jefferson provided an overview of the PY2011 Budget approved last month by the Budget & Finance Committee and Board of Directors. The PY2010 revenues included the PY2010 Formula Allocation of \$16,749,418 and PY09 Formula/ARRA carry-forward of \$8,298,062. Remaining funds in the PY2010 operating budget are carried forward in this budget in the amount of \$1,000,000. The total PY2011 budget is \$17,886,510. The PY2011 funds have a two year life at the local level and an additional year at the state level. Any funds remaining from the PY2010 service provider contracts after closeout in August 2011 will be carried forward into the budget. Mr. Jefferson stated that approximately \$1,000,000 will be recaptured. A revised budget will be presented to the Board in September or October this year. The Budget is provided on page 18 of the agenda packet.

Mr. Jefferson provided an overview of the operating expenditures and noted that many line items have decreased. A new budget line item is the NVTrac – Customer Tracking System for \$250,000. NVTrac is the new and improved data system to replace NJCOS.

A motion was made to approve the PY2011 Budget as presented by Commissioner George "Tommy" Rowe and seconded by Commissioner Lawrence Weekly. Motion carried.

Agenda Item 8: INFORMATION-2009 Audit Update

John Ball provided an update on the 2009 Audit conducted by Piercy, Bowler, Taylor, and Kern. Staff is looking at the audit findings in depth with the auditor and developing a corrective action plan. A meeting will be scheduled with the representatives from the Chief Financial Officers group to discuss and review a draft action plan. The goal is to present a final action plan for approval at the September Local Elected Officials Consortium.

Commissioner Lawrence Weekly disclosed for the record that Piercy, Bowler, Taylor, and Kern handle his campaign account.

Agenda Item 9: INFORMATION-Program Update

Clentine January provided the following Youth Program update:

- New and incumbent providers have turned in their budgets and scopes of work for Program Year 2011. Staff will meet with the providers to negotiate contracts.
- WIA training for the youth service providers is scheduled on July 21, 2011 at 1:00 p.m. The training will be held at the Nevada Department of Employment, Training, and Rehabilitation (DETR) building located at 2800 E. St. Louis, Las Vegas, NV 89121.
- This summer, Nye Communities Coalition and HELP of Southern Nevada will provide summer work experience opportunities and Nevada Partners, Inc. will provide summer school opportunities for youth enrolled in their program.
- Olive Crest (foster youth program) exited with a positive outcome 13 of the 25 WIA youth they serve. The youth exited received a GED, were placed in unsubsidized employment, or increased their math and/or reading skills by one grade level.
- Currently, nine youth are enrolled in the Youth Re-Entry program. One youth was enrolled in post-secondary education at CSN in the Nursing program; two youth were placed in unsubsidized employment, and the remaining six youth will complete work readiness training.

Agenda Item 10: INFORMATION-workforceCONNECTIONS Executive Director's Update

John Ball provided the following *workforceCONNECTIONS* Executive Director's Update:

- A draft of the Legal Services RFP is finalized. Staff is working with the attorneys to review it in detail. Staff will discuss with the attorneys the possibility of employing part-time legal representation based on the budget and the attorney's advisability.
- The agency's new data tracking system, NVTrac, is scheduled to go live on July 18th. The new system will produce reports with real time data. Also, new accounting software is being implemented which will be designed to work together with NVTrac.
- DETR's auditors are onsite performing an audit of the program. In September, DOL's auditors will be onsite to monitor the program.

On Thursday, July 14, *workforceCONNECTIONS* in partnership with the Urban Chamber of Commerce is holding a Business Roundtable beginning at 9:00 a.m.; approximately 90–100 business owners and operators are scheduled to attend. The topic of discussion is economic and workforce development. Thursday's event is the second in a three-part series.

Simultaneously, an event will take place at the Las Vegas Chamber of Commerce for women and minorities wherein approximately 40-45 business owners will attend.

John Ball thanked Cornelius Eason for getting DOL's approval on the Layoff Aversion proposal.

Agenda Item 11: Public Comment

None

Agenda Item 12: ADJOURNMENT

The meeting was adjourned at 2:35 p.m.

5. **DISCUSSION:** Any Board member may raise a matter from the previous meeting on July 12, 2011; however, no action may be taken until properly agendaized at the next regularly scheduled meeting.

6. **ACTION:** Nomination for Reappointment to the Workforce Connections Board of Directors

- a. Hannah Brown, National Coalition of 100 Black Women

Reappointment (2-year term)

Category: Business

7. **INFORMATION:** Appointment of Councilwoman Anita Wood, North Las Vegas

Mayor
Shari L. Buck

Council Members
Pamela A. Goynes-Brown
Robert L. Eliason
Anita G. Wood
Wade W. Wagner



Acting City Manager
Maryann Ustick

Your Community of Choice

City Clerk's Office

Karen L. Storms, CMC, City Clerk

2200 Civic Center Drive • North Las Vegas, Nevada 89030
Telephone: (702) 633-1030 • Fax: (702) 649-3846 • TDD: (800) 326-6868
www.cityofnorthlasvegas.com

September 12, 2011

Suzanne M. Potter
Workforce Connections
7251 W. Lake Mead Blvd., Suite 200
Las Vegas, NV 89128

**SUBJECT: NORTH LAS VEGAS APPOINTMENT TO THE WORKFORCE CONNECTIONS
BOARD OF DIRECTORS AND LOCAL ELECTED OFFICIALS CONSORTIUM**

Dear Ms. Potter:

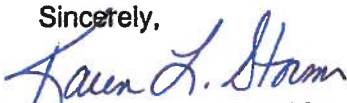
At its meeting on September 7, 2011, the North Las Vegas City Council appointed Councilwoman Anita G. Wood as its representative on the Workforce Connections Board of Directors and Local Elected Officials Consortium. It is our understanding that this appointment is concurrent with the term of office on the North Las Vegas City Council which expires on June 30, 2013.

Contact Information:

Councilwoman Anita G. Wood
2200 Civic Center Drive
North Las Vegas, NV 89030
633-1007
WoodA@cityofnorthlasvegas.com

If you need any further information, please do not hesitate to contact this office at 633-1030.

Sincerely,


Karen L. Storms, CMC
City Clerk

cc: Councilwoman Wood

8. DISCUSSION AND ACTION: Budget & Finance Committee

- a. Accept and approve Workforce Connections Annual Financial Report for the period July 1, 2009 – June 30, 2010.

Attachments:

- Required Communications Letter to the Board of Directors for the Year Ended June 30, 2010
- Annual Financial Report, *workforce***CONNECTIONS**, July 1, 2009-June 20, 2010, Las Vegas, Nevada
- Workforce Connections, Financial Compliance Summary Outlook

9. INFORMATION: Operations Update ~ Ardell Galbreth

- a. PY09 Audit Update
- b. NV Trac
- c. Bylaws
- d. Policies & Procedures

10. **ACTION:** Accept and approve Workforce Connections Interim Personnel Policy

<i>workforce</i> CONNECTIONS INTERIM PERSONNEL POLICY	
EFFECTIVE DATE:	NUMBER:
SUPERSEDES: All conflicting policies	AUTHORIZATION: Local Elected Officials

1. GENERAL PERSONNEL POLICY

Employees of *workforce*CONNECTIONS ("WC") are at-will employees who: (1) may resign from their employment at any time for any reason or for no reason, with or without any advanced notice; (2) may have their employment relationship terminated at any time for any reason or for no reason, with or without any advanced notice.

THIS INTERIM POLICY DOES NOT GRANT OR CONFER ANY CONTRACTUAL EMPLOYMENT RIGHTS UPON EITHER THE EMPLOYEE OR WC.

Only the WC's Executive Director may alter an employee's at-will employment status by signing an employment contract with the employee.

1. AGE ELIGIBILITY

Applicants who are under the age of eighteen (18) shall not generally be considered for regular employment with the WC. The Executive Director, however, may lower the minimum age limit to sixteen (16) for temporary and hourly positions when such action is clearly in the best interest of WC.

The minimum age limitation does not apply to special programs specifically designed for youth employment.

2. BACKGROUND CHECKS

2.1 Employment History

WC will conduct an employment history background investigation on all potential employees to whom WC is considering extending an offer of employment to validate prior employment, past experience and/or skills, as well as the potential employees' honesty. WC will contact the past employers noted on the Application for Employment.

2.2 Criminal History

WC will conduct a criminal history background investigation on all potential employees to whom WC is considering extending an offer of employment to validate the criminal history as stated on the Application for Employment. Often criminal history background investigations are completed after WC extends an offer of employment.

2.3 Misrepresentations on an employee's Application for Employment which are discovered as a result of WC's background check [will result in termination] (pick between) [will result in discipline, up to and including termination.]

2.4 All information WC obtains as a result of the background investigations are confidential in nature.

3. GENERAL SEPARATION PROCESS

3.1 All WC employees whose employment relationship with WC is terminated for any reason must return all of WC's property or equipment, including but not limited to keys, computers, cell phones, electronic equipment, documents, tools, files, or other materials belonging to WC (copies of any of WC's property shall not be kept by the employee and must be returned to WC).

3.2 Upon the termination of an employee for any reason, WC will:

- (a) Collect WC's property from the employee;
- (b) Provide the employee with paperwork regarding the termination of the employment relationship and give the employee the opportunity to acknowledge receipt of the paperwork by signature;
- (c) Determine whether the employee owes any money to WC;
- (d) Provide the employee's final paycheck in a timely manner as required by applicable law, after making all legal deductions.

4. EQUAL OPPORTUNITY

WC is an equal opportunity employer. All hires, appointments, promotions, demotions, commendations, disciplinary actions, and terminations within WC are made based upon qualification, merit, and fitness, and without regard to race, color, religion, sex, gender, age, disability, national origin, political affiliation or other legally protected characteristic.

5. DISCRIMINATION/HARASSMENT PROHIBITION

WC's employees have the right to work in an environment free from all forms of unlawful discrimination and harassment, including sexual harassment and discrimination and/or harassment based upon race, color, religion, national origin, disability, and any other characteristic protected by applicable law. WC prohibits unlawful harassment and discrimination in any form, including but not limited to verbal, physical, and visual harassment. No employee, either male or female, should be subject to unsolicited and unwelcome verbal or physical conduct of a sexual nature.

Sexual harassment does not refer to comments or compliments that constitute socially accepted behavior. Rather, sexual harassment refers to conduct that is unwelcome, that is personally offensive, that debilitates morale, and that interferes with work effectiveness. Such behavior will result in disciplinary action in accordance with WC's personnel procedures; Sexual harassment is a violation of state and federal law. All WC employees shall adhere to the following policy and procedure regarding sexual harassment.

Sexual harassment includes, but is not limited to, making unwanted sexual advances and requests for sexual favors where either (1) submission to such conduct is made an explicit or implicit term or condition of employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Employees who violate this policy are subject to discipline up to and including immediate discharge.

Any employee who believes s/he has been discriminated against or harassed by a co-worker, supervisor, agent of WC, or third-party who interacted with the employee as a result of his/her work for WC (including but not limited to vendors, clients, partners, board members) should promptly report the facts of the incident or incidents and the name of the discriminating/harassing individual(s) to his/her supervisor or, in the alternative, to Human Resources. Each employee who witnessed or suspects to have witnessed discrimination or harassment in violation of this policy must immediately report the violation or suspected violation of this policy to one or more of the individuals identified above. WC employees who are the victim of discrimination in violation of this policy should likewise immediately report the violation or suspected violation of this policy to one or more of the individuals identified above. Supervisors must immediately report any reports or incidents of discrimination or harassment to the WC Executive Director and Human Resources. Human Resources will investigate all such claims and take appropriate corrective action, including disciplinary action, when it is warranted.

WC recognizes employees are often reluctant or afraid to report discrimination or harassment to the employer. In that regard, no employee will be retaliated against for acting in good faith in making complaint or bringing inappropriate conduct to WC's attention, for preventing unlawful practices, or for participating in an investigation or proceeding conducted by Pinnacle. If you believe that you are being or have been retaliated against for making a complaint, please contact Human Resources so that an investigation can be conducted.

WC employees are prohibited from unlawfully discriminating or unlawfully harassing any other: (1) employee, (2) applicant for employment, (3) individual in the workplace, and/or (4) individual known to the WC employee as a result of the employee's employment with WC.

WC employees must cooperate in any investigation WC conducts, including the investigation of discrimination and/or harassment complaints. An employee who fails or refuses to cooperate with an investigation conducted by WC will be subjected to discipline, including but not limited termination of employment.

6. PROHIBITIONS

6.1 Drugs and Alcohol

WC absolutely prohibits any use, sale, purchase, manufacture, transfer, or possession of any illegal or non-prescribed drug by its employees at any time (this does not include over the counter medication in small quantities for legal personal use). WC strictly prohibits employees from consuming alcohol during the employee's scheduled work hours, including breaks, and from being impaired or under the influence of alcohol while at work. Additionally, WC strictly prohibits employees from using or being impaired by any illegal drug while off or on duty. The following is a list of examples of prohibited controlled substances; however, this list is not complete or inclusive, nor is Pinnacle limited to testing for only these substances:

- Alcohol (e.g. beer, wine or liquor)
- Narcotics (e.g. heroin or morphine)
- Cannabis (e.g. marijuana)
- Stimulants (e.g. cocaine, methamphetamine)
- Depressants (e.g. tranquilizers)
- Hallucinogens (e.g. PCP or LSD)

IF WC LEARNS AN EMPLOYEE IS IN ILLEGAL POSSESSION OF DRUGS OR OTHER CONTROLLED SUBSTANCES AT WORK, THEN THAT EMPLOYEE WILL BE SUBJECT TO DISCIPLINE UP TO AND INCLUDING TERMINATION, AND MAY ALSO BE SUBJECT TO CRIMINAL PROSECUTION.

6.2 Legally prescribed medications are not prohibited and permitted only to the extent that the use of such medications does not adversely affect the employee's work ability, job performance, or the safety of that individual and others. If the prescribed medication is associated with a warning of any kind that the medication

might impair the employee in any way, then the employee must obtain permission from WC to work while under the influence of the medication.

6.3 Smoking

Employees who smoke are not provided any additional break time to smoke. Employees may smoke during their normal breaks, including their lunch break. Smoking is prohibited in all locations on and in WC premises except those areas specifically designated as smoking areas.

6.4 Weapons

WC expressly prohibits employees from bringing weapons of any kind to WC premises or WC work locations. The following is a non-exhaustive list of weapons which are prohibited:

- (a) Firearms;
- (b) Knives, except for the type necessary to perform the employee's duties such as a box cutter; and/or
- (c) Explosives

6.5 Other Prohibited Material.

Employees may not bring anything illegal to WC or to a WC work site. Additionally, employees may not bring any electronic storage device which has the capability of syncing to a WC computer and saving electronic data.

6.6 Enforcement/Inspection

(a) To keep WC, its employees, and those with whom WC interacts safe from the prohibited materials outlined herein, WC has the right to inspect anything brought onto WC premises and onto WC work sites. WC employees have no expectation of privacy with respect to anything, including personal property, located at WC, at WC's work site, or in the employee's vehicle parked at WC's premises or at the WC work site. WC reserves the right to open and inspect desks, lockers and other storage areas, as well as any contents, effects, or articles that are in those areas. WC provides desks and storage areas for the convenience and use of some of its employees while at work, however, employees who use desks and/or storage areas should remember that they remain the sole property of WC's. Moreover, WC reserves the right to open and inspect desks and any storage areas as well as any contents, effects, or articles contained therein. Such an inspection can occur at any time, without advance notice or consent. Such an inspection may be conducted during, before, or after working hours. If an employee does not want an article or property inspected, then the employee should not bring the article or property to work.

(b) Employees who, if requested, fail to cooperate in any inspection may be subject to disciplinary action, up to and including termination of employment. WC is not responsible for any articles or property that are placed or left in a desk that are lost, damaged, stolen, or destroyed.

11. **INFORMATION:** Emerging Markets/Partnerships/Resource Development ~ Cornelius Eason

12. **INFORMATION:** Ready for Life Graduation Initiative ~ Ricardo Villalobos



workforce CONNECTIONS
PEOPLE. PARTNERSHIPS. POSSIBILITIES.

**YOUTH COUNCIL
READY FOR LIFE**

Dear Community Partner,

We're excited about the evident spirit of collaboration in increasing graduation rates. We each recognize the importance of education for Nevada's future. So then, it's time to take our efforts to the next level. We have an opportunity to do this together on Friday, September 16th.

The collaborative 4-hour meeting will net a working launch plan to activate the **workforceCONNECTIONS** + Ready for Life movement, including but not limited to:

- Graduation Advocate recruitment for CCSD
- Community communications
- Education Re-Engagement
- Connecting like-interested parties
- Maximizing collaboration ideas

By meeting's end, we'll have determined:

- Actionable steps
- Methods of accountability
- Responsibility assignments
- Delivery Timelines

This is important work at a crucial time in our state's history and we look forward to working with you and creating the necessary momentum to get this done.

The Particulars

ARRIVAL: 9:30am a coffee and a light continental breakfast

FACILITATION: 10:00am – 2:00pm with a working box lunch

WHERE: MOLASKY CORPROATE CENTER
100 City Parkway, 17th Floor, Suite 1700,
Las Vegas, NV 89106 Main: (702) 735-0155

PARKING: Plenty of parking on all levels. Your ticket will be validated when you check-in at the reception desk.

CONTACT INFO / FOR QUESTIONS:

Rick Villalobos: rvillalobos@nvworkforceconnections.org (702) 636-2322

Gina Gavan: gina@tribalminds.com (702) 275-2624

13. INFORMATION: Funded Partner Contract Report ~ Heather DeSart

14. INFORMATION: PRIDE Program (Prisoner Re-Entry) Update ~ Heather DeSart

15. INFORMATION: *workforce***CONNECTIONS** Executive Director's Update ~ John Ball

- a. U.S. House Committee on Education and the Workforce Report
- b. Performance

Written testimony by Workforce Connections, the Workforce Investment Board serving Southern Nevada, for the Committee on Education and the Workforce hearing, "Examining Local Solutions to Strengthen Federal Job Training Programs"

Southern Nevada: A flexible, innovative, high performance workforce development system.

Chairman Kline, Ranking Member Miller and Members of the Committee, thank you for the opportunity to present this testimony today, and welcome to Southern Nevada. Certainly you could not have picked a more relevant labor market to visit in your quest for information and ideas regarding the strengthening of the federal workforce system. We are pleased to share with you a few examples of approaches that are working here in the face of the country's most challenging local economy, and a few lessons learned about preparing a globally competitive workforce in the 21st century.

The work being done by Workforce Connections (we are the WIB serving Southern Nevada, including Clark, Esmeralda, Lincoln and Nye counties) and our community partners has evolved rapidly in the last three years in response to the dramatic shift from years of abundant economic growth to a state of survival for Southern Nevada's workforce. As one of only two WIBs serving the state, our close cooperation with Nevadaworks, the WIB serving Northern Nevada, allows us to align policies and programs to assure effective services across the diverse geography and local economies of the state. Specific examples of Workforce Connections' initiatives and data trends are presented in this testimony to illustrate how Workforce Investment Act initiatives are impacting Southern Nevada communities.

Nevada is suffering from the worst unemployment rates in the country (a high of 14.9% in 2010); a grim real estate outlook, both commercially and residentially; the collapse of our construction industry and severe downturn of gaming and hospitality; and the highest dropout rates in the country. If you're looking for the stark definition of the Great Recession, you can find it here. Responding to these challenges, Workforce Connections and our partners have deployed a range of efforts to aid in job creation, upgrading skills and intensive support to job seekers. The need for timely and sustainable recovery in this region has never been greater, and designing and implementing creative and customized solutions locally, where opportunities and resources are well understood, has proven to be a highly effective model for the workforce system. The performance of our regional workforce system over the last four years, in spite of the negative economic environment, has been truly impressive. Attached to our written testimony are graphs of our performance over those four years. Here is a quick extract: in the program year which ended just two months ago, our WIA formula Adult program had an entered employment rate of 72% against a goal of 63%. Our retention rate was 82% against a goal of 70%. Our average earnings were \$11,771 against a goal of \$11,500. In our Dislocated Worker program, entered employment was 76% against a goal of 70%, retention rate was 86% against a goal of 80%, and average earnings were \$14,060 against a goal of \$14,500. In our WIA formula Youth program, placement in employment or education was 78% against a goal of 40%, attainment of degree or certificate was 63% against a goal of 40%, and literacy and numeracy gains were 23% against a goal of 29%.

We look forward to a robust consideration of appropriate performance measures as part of the WIA Reauthorization discussions. I would note here that while our focus has recently, and rightfully, turned to job placement as an outcome, the importance of skills credentials, certificates and diplomas should not be minimized. In an increasingly competitive global economy, demand-driven credentials will be an important passport to career success.

Aligning Economic Development and Workforce Development at the local level

Policy and program flexibility at the local level allows successful WIBs to implement and continuously improve new programs that keep pace with the dynamic real time evolution of local and regional economies. WIA Reauthorization should include a thorough elimination of the numerous outdated and obsolete provisions and traditions that hamper the ability of local WIBs to keep pace with the needs of business and labor in the new economy, and do not improve performance accountability in any meaningful way. As local and state economic development and workforce development systems increasingly align, the timely input from businesses, labor, education and elected officials that drives successful WIBs can be a tremendous asset to intersystem alignment if WIBs are empowered to move at leadership speed with their partners. With economic and workforce development alignment, participation from private businesses, labor and education, and demand-driven industry sector strategies hitting the ground in Southern Nevada, economic recovery is moving forward along the road to long term sustainability.

Southern Nevada utilizes the resources of the Workforce Investment Board and its partners to put ideas into action. These resources include a broad spectrum of current information and experienced thinking from a wide variety of community partnerships that are:

- Coordinating training providers, educational institutions, business sectors, organized labor and a diverse group of support agencies to respond to the needs of job seekers
- Identifying market driven strategies relevant to Southern Nevada employers
- Supporting businesses with growth strategies, layoff aversion, placement of qualified applicants in new positions, or retraining existing employees for expanding opportunities
- Helping rural communities achieve successful and sustainable local niches within the regional economy
- Committed to building a community ethic that values education and preparing the future workforce for successful careers

Example: Foliot Furniture

Starting in 2009 Easter Seals of Southern Nevada, a funded partner of Workforce Connections, placed approximately 70 participants in a WIA On The Job Training Program to help Foliot Furniture, a manufacturer of green-commercial furniture, expand their business into a facility in southeast Las Vegas. The successful program not only helped workers gain employment but also created jobs in the emerging green economy sector; a sector recognized for its economic potential to diversify the local economy and provide substantive career growth opportunities.

Workforce Connections: shoulder to shoulder with business and labor on the front lines of a changing economy

Local workforce systems have the information and service networks to respond immediately to local employment shifts. The most dramatic loss of jobs and business in Southern Nevada has occurred in the construction and gaming/hospitality industries. In 2010, over 30% of construction jobs in Nevada disappeared. The completion of major projects like City Center and the Hoover Dam Bypass dovetailed with the cancellation of planned undertakings such as the Echelon and Fontainebleau resorts and the lack of funding for other needed infrastructure projects to decimate the construction trades. At the same time, traditional visitors from across the country lost personal income, resulting in layoffs throughout the hospitality and retail sectors. To offset the loss of these and other jobs, Workforce Connections has deployed industry sector strategies to transition workers into emerging markets that can better diversify the regional economy while building career pathways for its workers.

Example: Rapid response efforts at the Sahara Hotel and Casino - 1,000 workers terminated at once

Workforce Connections conducted three Employment Edge workshops for the Sahara Hotel and Casino employees being laid off with the closing of the property in May of 2011. Thirty days prior to the closing, three-hour workshops were held covering career self assessment, resume writing, online job search, interviewing techniques and a number of other topics

related to securing new employment. In addition, staff from Workforce Connections, DETR/One Stop Center, Nevada Partners Inc., AFL-CIO, AARP, NV Energy, and several other agencies were present to connect the employees to additional services and training, with the goal of easing and speeding their transitions to new jobs, in a classic example of the kind of crisis performance that local WIBs have been carrying out across the country for years, out of the limelight but right where the action is in the process of economic renewal.

Let me return briefly to the issue of infrastructure investment. There is a golden opportunity for a high ROI (Return on Investment) infrastructure strategy in the Intermountain Southwest, a region of which Southern Nevada is the hub. It has been said that Las Vegas used to be in the middle of nowhere, and now it is in the middle of everywhere. Projections are that the Southwest will continue to have relatively high population growth rates for the foreseeable future, but the infrastructure to support critical transportation, energy development and transmission, and water resource management is not keeping pace. We previously mentioned the completion of the Hoover Dam Bypass Bridge, and we hope you have the opportunity to take the short trip out just past Boulder City to see this latest wonder of American engineering and construction. But it is a 21st century bridge shackled by a mid-20th century highway. Las Vegas and Phoenix remain the largest adjacent American cities not connected by an interstate highway. In the other direction, nearly half of the goods imported into this country now come through the ports of Southern California. Much of that cargo is transported across the Southwest, destined to be increasingly bottlenecked by insufficient highways and railroads. Anyone who has driven Interstate 15 between Los Angeles and Las Vegas is amazed at the lack of passenger rail service in that corridor. As alternative energy sources are developed in the Southwest, transmission infrastructure is about to become a key consideration. And the movement of water to meet the growing needs of cities, industries and agriculture in the Southwest will continue to require new capacity for storage and distribution.

That's an impressive list of infrastructure needs, and the construction collapse in the Southwest has left in place a highly skilled workforce in the construction trades and building related professions. A portfolio of infrastructure projects across the Southwest could benefit from and help sustain a highly skilled workforce, and build a foundation for prosperity across a region that some demographers are referring to as the New American Heartland.

Strategic efforts to develop Southern Nevada's Health Care Sector

As in many parts of the United States, the health care sector is and will remain a strong segment of local economies. The sector will continue to provide many family wage jobs, as well as the career ladders and lattices that make those jobs accessible to many workers in a system with well-designed, relevant training programs. The Nevada Health Care Sector Council was established in response to Nevada Senate Bill 239. This legislation required industry sector councils to convene for the purpose of identifying needs and practices that best meet regional economic development goals. Working closely with the State Workforce Investment Board, the council identifies and supports job training and education programs, and is charged with informing the State WIB of health care organizations that have the greatest likelihood of meeting regional workforce development and economic goals.

To do this, the council is engaged with health care industry leaders in defining and addressing their workforce challenges and with that input, developing programs to align worker skills with industry needs. Council participants are representative of Nevada's health care, labor, education, business and government sectors. By promoting collaboration and encouraging the private sector to take ownership and investment in industry growth, the council is helping to ensure the long-term competitiveness of the health care sector in providing care to local communities and contributing to Nevada's economic health.

Example: Work Session with Health and Human Services

Members of the Nevada Health Care Sector Council recently met with Herb Shultz, Regional Director of the U.S. Department of Health and Human Services to discuss Nevada's determinant statistics. Dr. John Packham, from the University of Nevada Reno, presented health care minimum data sets for key professionals in Nevada. Holly Balmer and Dr. Hyla Winter, from the Nevada System of Higher Education, highlighted a survey sent to public and private institutions of higher education. Mr. Shultz shared information regarding health care reform and offered suggestions as to how the Council could benefit from upcoming funding opportunities and training programs for long-term unemployed health care professionals.

Green Economy Sector Strategy

In support of statewide energy sector strategies, state energy policies and the Governor's overall workforce vision, Workforce Connections has an integrated team dedicated to developing Southern Nevada's energy efficiency and renewable resource workforce. Strategic alignment with Nevada's economic development agencies provides partnership possibilities with new employers requiring workers equipped with green skill sets that lead to job opportunities for Nevada's dislocated workers. The existing WIA funded partners network plays a key role in identifying adult participants seeking green job training.

Youth participants in local WIA programs are taking part in the Nevada State Energy Sector Partnership (SESP) pre-apprenticeship green curriculum intended to expose them to green career pathways. Designed with an accessible "plain English" approach, the curriculum covers principles of renewable energy, energy efficiency, energy generation and conservation, recycling, food supply chains, water conservation, and other sustainable practices.

Example: Ganix Bio-Technologies

The Latin Chamber of Commerce is currently running an On The Job Training program with the innovative aquaculture company, Ganix Bio-Technologies that has built a 30,000-square-foot shrimp farm just 30 miles north of the Las Vegas strip. Participants in the program are being exposed to the cutting-edge sustainable farming concepts in a unique example of how Southern Nevada can supplant job losses by supplying the skilled workforce needed to fulfill capacity in the green economy sector.

Youth Development efforts to build our future workforce

With a focus on preparing the future workforce, Workforce Connections coordinates many efforts to motivate and support youth in Southern Nevada toward educational success and career readiness. The primary goals of this effort are to increase Nevada's high school graduation rate and encourage a community ethic that values education.

Workforce Connections is proudly working with the Nevada Public Education Foundation and partners across the state to align youth development programs with the research-based Ready for Life / Shared Youth Vision policy framework, including recently reorganizing our several WIB youth programs to be consistent with that framework. With the strong support of Governor Sandoval and community leaders throughout Nevada, the Ready for Life movement is uniting the business and education communities in a common effort that recognizes the necessity of education and workforce training as the foundation of our future economy.

Workforce Connections is currently building a partnership with the new leadership of the Clark County School District (CCSD), one of the largest and most challenged school districts in the nation, as they launch a major initiative to increase the high school graduation rate. Their plans to improve the performance of Southern Nevada students involve individual assessment plans to define and overcome deficiencies, regular connection with adults to track progress and provide guidance, and participation from the community in mentoring students towards post-secondary success. Toward this last element, Workforce Connections is actively convening the business community as well as community service organizations specializing in youth development in meeting the demand for meaningful connections to the workplace.

Example: Project 5000 Kids Job Shadow Day, February 2, 2011

Nevada's high school graduation rate ranks last in the country. Project 5000 Kids (P5K) aspired to make Nevada first in something positive by participating in National Job Shadow Day. On February 2, 2010 P5K paired **3,127 students with 90 Southern Nevada business locations** and succeeded in hosting **the largest Job Shadow Day effort in the nation**.

Participating companies included the City of Henderson, the Southern Nevada Water Authority, Las Vegas Review Journal, Desert View Hospital in Pahrump, Station Casinos, MGM Resorts International, and Caesars Entertainment. Students from 49 schools from Panaca to Pahrump got behind-the-scenes exposure to career opportunities available to them if they stay in school.

Dr. Lisa A. Edler, Community Partnership Coordinator for East Career and Technical Academy noted, "The gratitude is still brimming over today and the messages of 'stay in school' and 'go to college' were equally emphasized by each employer. It was the most successful event I have seen teachers and students attend in CCSD." As a direct result of the event, a number of students have applied for internships at the businesses they visited. Southwest Career and Technical Academy connected with representatives from Mandalay Bay and has invited them to serve on an advisory board for their Culinary and Hospitality programs. Business executives too were inspired by the caliber of students they got to meet and have a new confidence in our future workforce. "We don't always get to see the best of young people today, as negative attention tends to dominate the media," Said Rachel Kryder of BEC Environmental, Inc., "It made me feel very optimistic to be reminded of all the hard working and enthusiastic students out there that too often are overshadowed."

Example: The Green Monster Truck

In a fine example of local program collaboration and strategic alignment, YouthBuild Las Vegas and the Nevada SESP team have piloted a unique green energy training program for youth know as the Green Monster Truck. Being launched into full service for program year 2011, the Green Monster Truck is a mobile classroom powered by the sun. Equipped with solar arrays and batteries that power on-board training systems, the truck is a hands-on experience that teaches renewable wind and solar energy generation, electrical wiring and residential energy auditing concepts using the very same tools and techniques used by professional energy auditors in the field.

Local leadership from business, labor and education

Another key strength of the WIA system is the strong role of local business, labor and education leaders and organizations in developing relevant, demand-driven strategies and training programs, as well as providing experienced and skilled oversight of the investments and business processes of local WIBs. In addition to the majority business leadership on the Board of Directors, Workforce Connections works continuously with local chambers of commerce and professional development organizations to gather real-time information on the workforce issues affecting day-to-day business while promoting programs that support job growth and retention to employers.

Our continuous business outreach efforts include current partnerships with:

- Las Vegas Chamber of Commerce, Board of Trustees and several committees
- North Las Vegas Chamber of Commerce, Board of Directors
- Henderson Chamber of Commerce, organized Business Roundtable summit
- Boulder City Chamber of Commerce
- Mesquite Chamber of Commerce
- Las Vegas Latin Chamber of Commerce
- Las Vegas Asian Chamber of Commerce
- Urban Chamber of Commerce
- Women's Chamber of Commerce of Nevada
- Nevada Development Authority

- Nevada Restaurant Association
- Nevada Staffing Association
- Southern Nevada Human Resource Association

Example: Business Roundtables

In a grassroots economic development effort Workforce Connections has convened a nine-part series of business roundtable discussions for business owners, managers and professionals. Partnered with local chambers of commerce, the roundtables host a panel of economic and business experts who share information on the current state of affairs and future economic outlook of Southern Nevada followed by a dialogue with attendees to develop actionable projects intended to provide positive and enterprising benefits to local businesses. The series expects to host 1,000 attendees by the end of 2011.

In conclusion

Chairman Kline and Ranking Member Miller, we will conclude by offering you our continued cooperation and support as you chart the future of the federal workforce system. In Southern Nevada, we know that it works. While we have had the nation's highest unemployment rate for some time, we now also have the most rapidly declining unemployment rate. The resources of the WIA system and the local partnerships it supports have been a successful part of that progress. The timely infusion of additional formula funds and new ARRA funding was absolutely critical to our region's ability to expand and improve vital workforce services at the most critical moment in decades. Local flexibility is a key strength of the system, and should be reflected in the rethinking of everything from WIB membership requirements to outdated funding silos to the percentage of system funding that reaches the local level, where the information and action is. Another key strength of WIA is its reach into the future workforce. Again, the ability to customize strategies at the community, school district and neighborhood levels is paramount, and the importance of strong summer youth employment programs in linking educational success and workforce readiness is evident nationwide.

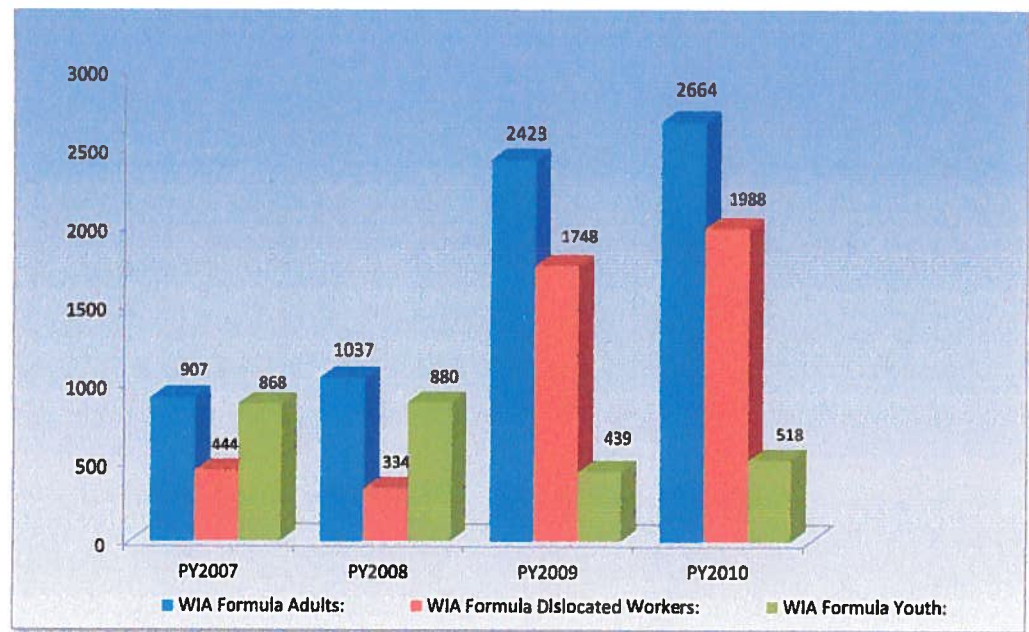
Thank you again for the opportunity to testify. Enjoy your visit in Southern Nevada, and Godspeed on your journey home.

Measurement of performance

The following pages include graphical information representing Program Years 2007-2010 historical Common Measures Performance for people served by Workforce Connections.

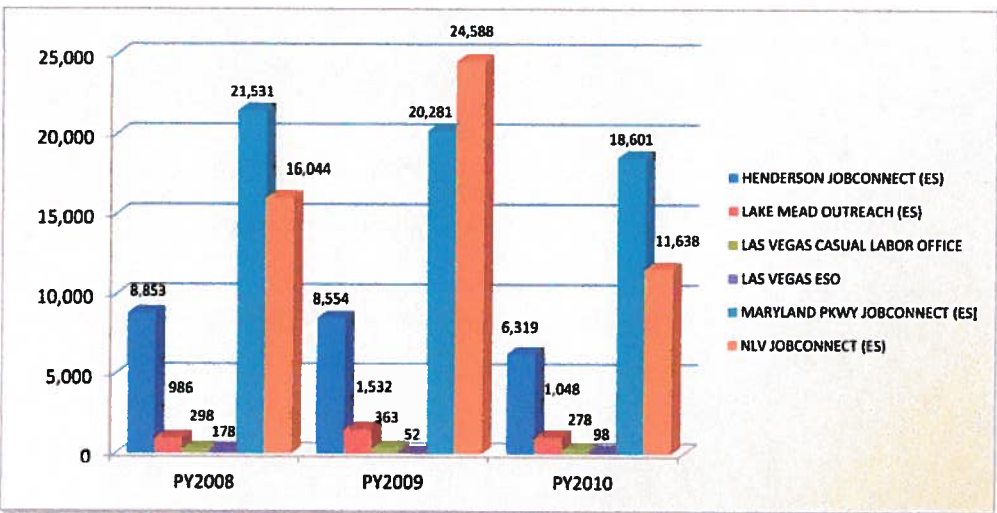
Clients Served

WIA Clients Served



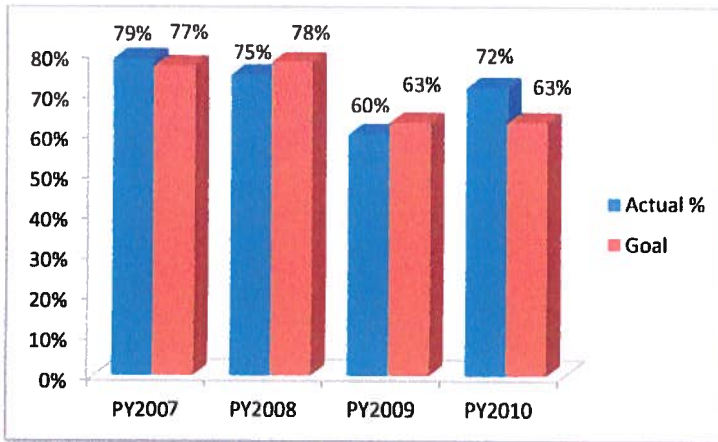
Note: Program years 2009/2010 includes ARRA Stimulus clients as well.

One-stop Center Clients Served

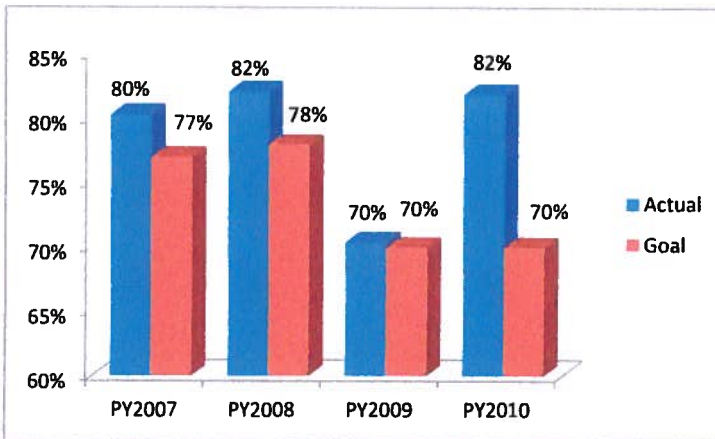


WIA Formula Adult Program (Program Years 2007-2010)

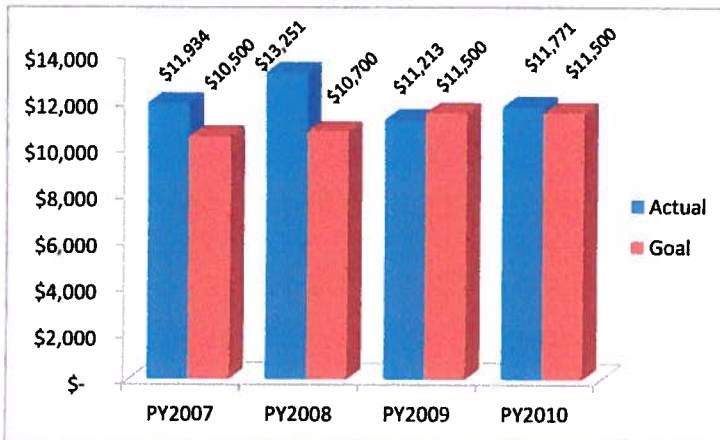
Entered Employment



Retention Rate

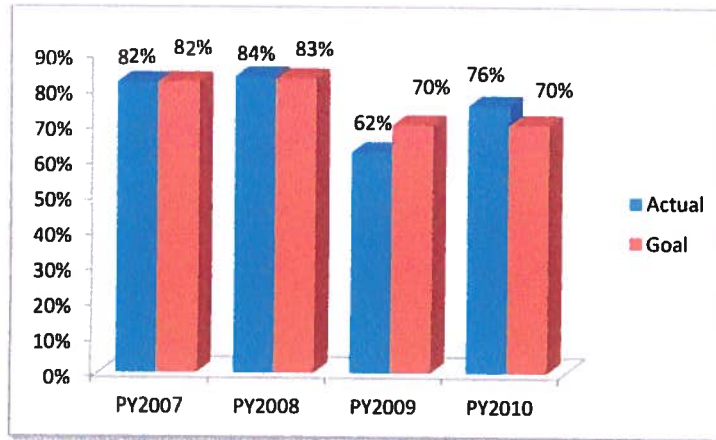


Average Earnings (6 months)

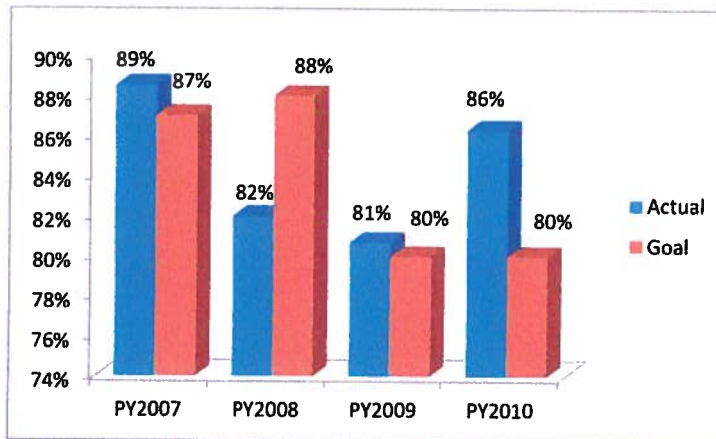


WIA Formula Dislocated Worker Program (Program Years 2007-2010)

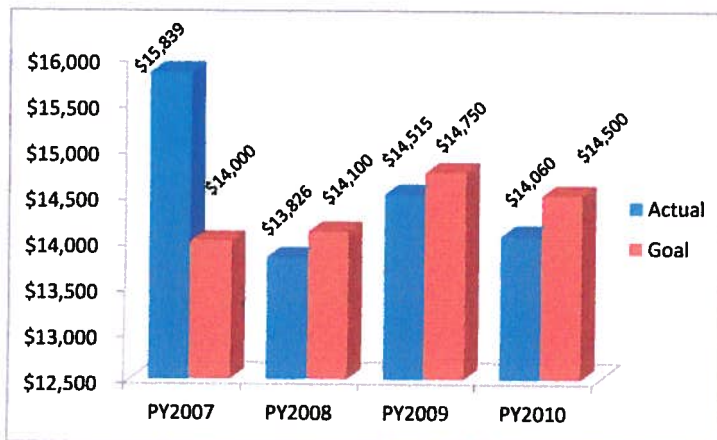
Entered Employment



Retention Rate

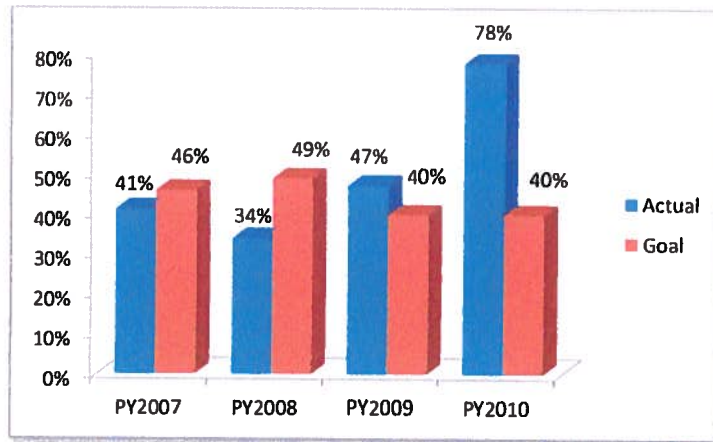


Average Earnings

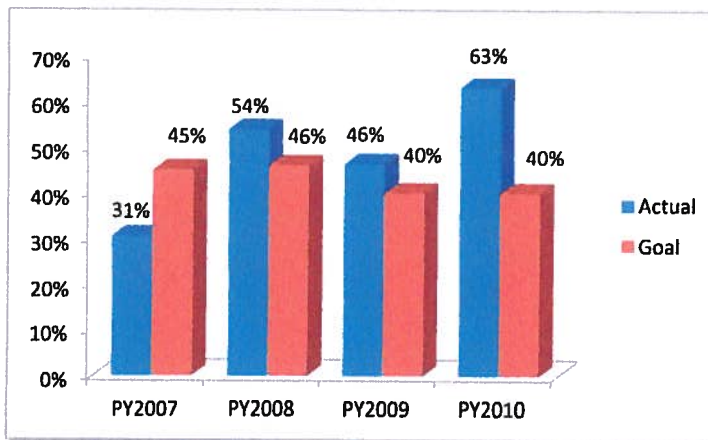


WIA Formula Year-round Youth Program (Program Years 2007-2010)

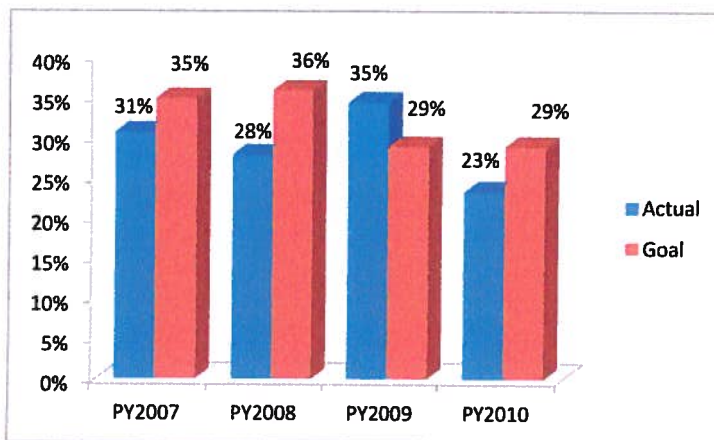
Placement in Employment or Education



Attainment of Degree or Certificate



Literacy and Numeracy Gains



Workforce Connections Historical Common Measures Performance for Program Years 2007 - 2010

Common Measures		2007			2008			2009			2010		
	Goal	Actual	Nem/Den	Goal	Actual	Nem/Den	Goal	Actual	Nem/Den	Goal	Actual	Nem/Den	
Adult	Entered Employment	77.0%	78.8%	575	78.0%	74.8%	480	63.0%	60.1%	454	71.7%	1156	
	Retention Rate	77.0%	80.3%	686	78.0%	82.1%	508	70.0%	70.4%	375	81.9%	629	
	Average Earnings	\$ 10,500	\$ 11,934	8186920	\$ 10,700	\$ 13,251	6731254	\$ 11,500	\$ 11,213	4193528	\$ 11,771	7368600	
			686			508			374			626	
Dislocated worker	Entered Employment	82.0%	81.9%	587	83.0%	83.5%	243	70.0%	62.3%	137	75.5%	868	
	Retention Rate	87.0%	88.5%	453	88.0%	82.0%	301	80.0%	80.7%	117	86.3%	283	
	Average Earnings	\$ 14,000	\$ 15,839	7175062	\$ 14,100	\$ 13,826	4161704	\$ 14,750	\$ 14,515	1698240	\$ 14,060	3950867	
			453			301			117			281	
Youth	Placement in Employment or Education	46.0%	41.3%	138	49.0%	33.9%	102	40.0%	47.3%	98	78.0%	64	
	Attainment of Degree or Certificate	45.0%	30.6%	88	46.0%	5.4%	10	40.0%	46.4%	58	63.2%	36	
	Literacy or Numeracy	35.0%	30.8%	41	36.0%	28.0%	30	29.0%	34.5%	29	23.4%	11	
	Gains			133			107			84		47	
No fill indicates failing within 20% of achieving the goal. (considered achieved by DOL standards)													
Green indicates Exceeding the Goal.													
Red Indicates Failing the Goal.													
Program Years													
Clients Served	2007	2008	2009*	2010*									
WIA Formula Adults:	907	1037	2423	2664									
WIA Formula Dislocated Workers:	444	334	1748	1988									
WIA Formula Youth:	868	880	439	518									
* For Adult and DW; Includes ARRA participants as well													

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

17. Adjournment