

clarification on some of the challenges of WIOA implementation. **Forum Technical Sessions** are deep-dive discussions into the major implications that WIOA has on the following areas of our work: 1) developing career pathways; 2) work-based learning opportunities; 3) business and industry engagement; and 4) meeting the needs of opportunity youth. The Forum 2016 Collaborative and Technical Sessions are further supported by **Workshops** and **Quickshops** throughout the conference, where peers, experts, and partners help attendees define tactical execution strategies and determine the groundwork needed to implement the changes required by WIOA. Our **Innovation Tool Shops** offer opportunities to learn about cutting-edge tools and services that will make your work more efficient and impactful.

On Tuesday morning, you'll hear current views from Washington and elsewhere that are shaping the political landscape during our traditional Legislative Day general session. Finally, in the 2016 **What's Next** session, we offer a facilitated session to help you identify immediate action steps towards success in your region.

NAWB'S CONTINUING WORK

Advocacy Efforts: There is little doubt that WIOA sets a high bar for our activities as workforce boards. We are called to more **efficiently** and **effectively** *lead, convene, analyze, and communicate* on behalf of our local talent systems. The goal is to ensure that our national labor market is not only the most competitive in the world, but that it is both **accessible** and **equitable** to all workers that desire

and strive to contribute to it. This message will continue to drive our advocacy and communication efforts in Washington and across the country. Over the course of the Forum you will continuously hear these thematic references and will be presented with a nation-wide framework that can be used to communicate our shared value as workforce leaders so that policy makers, businesses, and career seekers can come to better understand and recognize the collective impact we have and the millions of lives we change each and every year. Our system touches over 13 million people in their quest to be competitive in the labor market. They count on our expertise, as do the businesses that employ these workers.

Membership Services: As WIOA sets the bar higher for the work of our members, we too have set a higher bar for our work at NAWB and have renewed our commitment to delivering excellent membership services and value to our customers around the country. NAWB communicates with its members on a weekly basis through news alerts, electronic digests, podcast episodes, and webinars and has begun to host an online community of practice where our members can share information and promising practices with one another electronically. We also continue our efforts to identify and raise up the successes of our members' work through our award-winning Workforce Investment Works campaign.

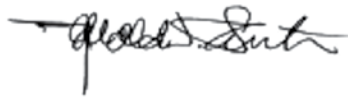
NAWB's key value to the workforce field is still The Forum, but our staff and Board is committed to providing additional value, learning, and services throughout the year and will keep the feedback loop open as we continue to look for ways to better serve our members.

Capacity Building & Technical Assistance:

We are committed to identifying needs and advancing opportunities for professional development for both workforce board members and staff. WIOA challenges all of us to grow our skills and continuously improve our operations. One of the ways this is best accomplished is by building on the strengths of our leaders and staff members and growing their skills and capacities. NAWB continues to refine its technical assistance and professional development opportunities, and has established key partnerships to advance these initiatives.

This past year has been filled with uncertainty and many challenges, though as we convene in Washington for The Forum 2016, the future seems bright and filled with new possibilities. We have an unprecedented opportunity to redefine the workforce system and to unlock the latent ingenuity of our communities by transforming the ways in which we interact with our job seekers, our businesses, and our own organizations.

Sincerely,



Ronald D. Painter
President/CEO
National Association of Workforce Boards



NAJA's 33rd Annual Conference Session Breakout Schedule Las Vegas, Nevada April 18 - 22, 2016

| Monday 18-Apr-16 | | Tuesday 19-Apr-16 | | Wednesday 20-Apr-16 | | Thursday 21-Apr-16 | | Friday 22-Apr-16 | | | | | | | |
|---------------------|---|-----------------------|--|------------------------|--|-----------------------|---|-------------------------|--|-----------------|--|-------------------|--|--|--|
| | | BREAKFAST ON YOUR OWN | | BREAKFAST ON YOUR OWN | | BREAKFAST ON YOUR OWN | | BREAKFAST ON YOUR OWN | | | | | | | |
| | | Fiscal | Program | Fiscal | Program | Fiscal | Program | General Sessions | | | | | | | |
| | | 8:00am-9:15am | TBD | 8:00am-9:15am | Work-Based Learning: Back to the Future Josh Davies | 8:00am-9:15am | Subrecipient Indirect Cost Options Art Campbell | 8:00am-9:15am | Program Monitoring | 8:00am-9:00am | WIOA Implementation: How is it Working? Keith Huddleston | 8:00am-9:00am | Program Income Macey Prince Swinson | | |
| | | 9:15am-9:30am | BREAK | | 9:15am-9:30am | BREAK | | 9:15am-9:30am | BREAK | | 9:00am-9:15am | BREAK | | | |
| 8:30am-10:45am | REGISTRATION | 9:30am-10:45am | WIOA Fiscal & Administrative Issues Steve Malliaras [invited] | 9:30am-10:45am | Apprenticeship Programs in Today's Workforce System Colleen Henry | 9:30am-10:45am | Financial Reporting Macey Prince Swinson | 9:30am-10:45am | Running an Effective WIOA Board Meeting David McCune | 9:30am-10:45am | Subrecipient Fiscal Monitoring Yazmin Escorcia [invited] | 9:15am-10:30am | WIOA Governance Issues Bob Knight | 9:15am-10:30am | Washington Update Bob Knight |
| 10:45am-11:00am | Welcome & Introductions Ed Donahue | 10:45am-11:00am | BREAK | | 10:45am-11:00am | BREAK | | 10:45am-11:00am | BREAK | | 10:30am-10:45am | BREAK | | | |
| 11:00am-12:15pm | ETA Update & Comments on Workforce Issues and Transition to WIOA Virginia Hamilton [Invited] | 11:00am-12:15pm | TBD | 11:00am-12:15pm | WIOA Youth Services John Chamberlin ?? | 11:00am-12:15pm | State Implementation of WIOA Fiscal & Administrative Requirements Kelly Taylor | 11:00am-12:15pm | Motivational Interviewing for Case Management Terry Carlile | 11:00am-12:15pm | Cost Principles & Selected Items of Cost Ed Donahue | 10:45am-12:00pm | VETS Programs & the Workforce System Doreen Owens & Jim Scheppard | 10:45am-12:00pm | Reading the Tells Jerry Balistreri |
| 12:15pm-1:45pm | LUNCH on your own | 12:15pm-1:45pm | LUNCH on your own | | 12:15pm-1:45pm | LUNCH on your own | | 12:15pm-1:45pm | LUNCH on your own | | 12:00pm-1:15pm | LUNCH on your own | | | |
| 1:45pm-3:00pm | Regional Office Topic TBD | 1:45pm-3:00pm | Indirect Rate Submissions under 2 CFR Part 200 Art Campbell | 1:45pm-3:00pm | Risk in Managing Workforce Programs Strader Taylor | 1:45pm-3:00pm | Audits & Resolution of Findings | 1:45pm-3:00pm | Programmatic Management Keith Huddleston | 1:45pm-3:00pm | TBD | 1:15pm-2:30pm | Understanding Non-Verbal Communication of Participants Jerry Balistreri | 1:15pm-2:30pm | Local Area Procurement of One-Stop Operators & Service Providers Ed Donahue |
| 3:00pm-3:15pm | NETWORKING BREAK | 3:00pm-3:15pm | NETWORKING BREAK | | 3:00pm-3:15pm | NETWORKING BREAK | | 3:00pm-3:15pm | NETWORKING BREAK | | 3:00pm-3:15pm | NETWORKING BREAK | | 2:30pm-3:00pm | Closing Remarks & Farewell Ed Donahue END OF CONFERENCE |
| | | | | | | | | | | | | | | | Disclaimer: |
| 3:15pm-4:30pm | DOL Implementation - 2 CFR Part 200 - An Overview Steve Malliaras [invited] | 3:15pm-4:30pm | Cost Allocation Practical Approaches Anieta O'Hair | 3:15pm-4:30pm | TBD | 3:15pm-4:30pm | Property Management: Tangible & Intangible Macey Prince Swinson | 3:15pm-4:30pm | What's Happening with Performance WIA to WIOA Denise Dombek [invited] | 3:15pm-4:30pm | Facilities Requirements Macey Prince Swinson | 3:15pm-4:30pm | Round Table Discussion Long-Term Unemployed Joe Carbone | NAJA reserves the right to cancel an event at any time. NAJA reserves the right to replace or cancel speakers or make any changes to the agenda without notice. All information is subject to change. Updated: 02/01/2016 | |

CIVIL RIGHTS

ECONOMY

EDUCATION

IMMIGRATION

HEALTH

VOTING

YOUTH

2016 NCLR WORKFORCE DEVELOPMENT FORUM



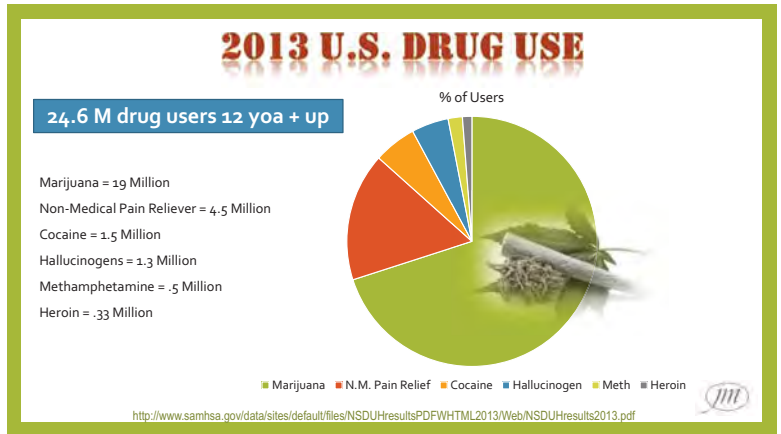
WHAT IS THE NCLR WORKFORCE DEVELOPMENT FORUM?

This annual event brings together a range of stakeholders to learn about best practices and participate in policy discussions that will serve the Latino workforce and its future employers. The Forum provides a platform for professionals to share ideas with others working at the local, state, and national level to address the needs of immigrant workers and meet the changing dynamics of the economy.

MARIJUANA & WORKPLACE CHALLENGES



Jo McGuire
jo@jomcguire.org
Five Minutes of Courage
www.jomcguire.org



Illicit Drug Use by Employees

- 9.1% of F/T employees are illicit drug users
- 13.7% of P/T employees are illicit drug users



<http://www.samhsa.gov/data/sites/default/files/NSDUHresultsPDFWHTML2013/Web/NSDUHresults2013.pdf>

Did You Know?

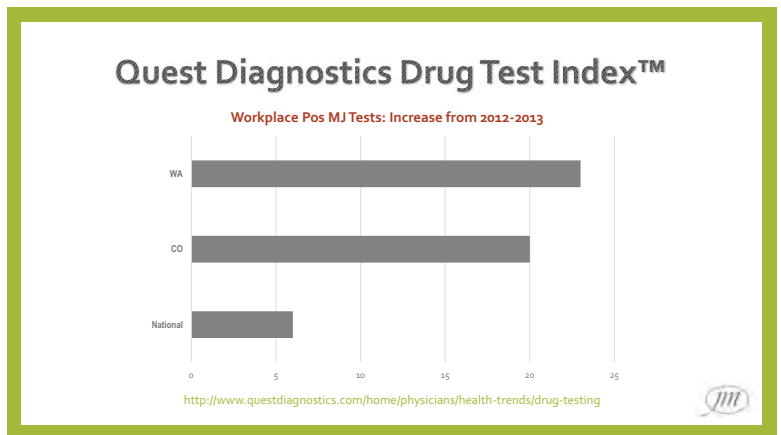
Employee drug use costs U.S. businesses over \$129 billion per year in lost revenue.

Small businesses can lose up to \$7,000/month in lost productivity, employee turnover, absenteeism and tardiness.

Perception:



Reality:



Workplace Drug Use

F/T workers age 18-49 who currently use illicit drugs, report they have:

- Worked for 3 or more employers in the past year
- Voluntarily left an employer in the past year
- Were fired by an employer in the past year

An Analysis of Worker Drug Use and Workplace Policies and Programs, SAMHSA



Workplace Drug Use

F/T workers age 18-49 who currently use illicit drugs, report they have:

- Taken an unexcused absence in the past month
- Requested early dismissal or time off
- Had absences of 8 days or longer & significantly increased work tardiness

An Analysis of Worker Drug Use and Workplace Policies and Programs, SAMHSA



Workplace Drug Use

- 44% sold drugs to other employees
- 64% admitted that drugs adversely affected their job performance
- 18% had stolen from co-workers to support their drug habit

<http://www.dol.gov/eisag/drugfree/benefits.htm>



Workplace Drug Use

- 3.6x more likely to be involved in a workplace accident
- 5x more likely to file a workers' compensation claim

*Baker, T.E. Strategic Planning for Workplace Drug Abuse Programs, p. 4. NIDA, Rockville, MD.



Employee Marijuana Use

- 55% more industrial accidents
- 85% more injuries
- 75% more absenteeism

Cites-Leon, Abbie. "Medical Use of Marijuana Is the Debate a Smoke Screen for Movement Toward Legalization?" *Journal of Legal Medicine* 19(4): 417-466. Journal



What Does Schedule 1 Controlled Substance Mean?



- There is a high potential for abuse
- Lack of any accepted medical use
- No accepted safety standards for use under medical supervision
- Unable to regulate dosing standards





TODAY'S MARIJUANA

- Higher THC than we've ever seen before
- New delivery systems that are beyond our standard thinking
- Longer lasting impairment
- Confusing lack of standards regarding how to handle private use by employees
- Edible products complicate the issue



TRENDS



EMPLOYER CHALLENGES



EMPLOYER CHALLENGES

Noon on Thursday:
6 company trucks
8 company logos on shirts



Colorado Springs
Gas & Grass Station



Job Applicants at CO Electric Company

February 2015

12 applicants in the pre-employment process

Mobile drug test collector arrives

9 applicants walk-out

3 complete pre-employment drug screen

2 pass the drug screen

1 fails (THC positive)



Looking Outside the State for Qualified Employees



“ Jim Johnson said his company has encountered so many job candidates who have failed pre-employment drug tests because of their THC use ... it is actively recruiting construction workers from other states. ”

GE Johnson

<http://gazette.com/drug-use-a-problem-for-employers/article/1548427>



Legal pot blamed for some influx of homeless in Denver 2014



Haven of Hope: 500% rise over normal in homeless in summer 2014. (50 to 300)

Salvation Army: 33% rise since 2014 compared to 2013.

Salvation Army: Survey 25% increase related to marijuana.

www.denverpost.com/news/c1_26216037/legal-pot-blamed-some-influx-homeless-this-summer



“ In February,” Leona Willener said, “more than half the applicants who came to her company looking for work failed the required drug tests because of THC use ... 1 in 3 attempted to cheat the test.” ”

Colorado Staffing Agency



<http://gazette.com/drug-use-a-problem-for-employers/article/1548427>



Do you know how to protect your business against the industry of Drug Test Cheating?



Regulating “like” alcohol



ALCOHOL

- Cost \$185 billion annually
- \$10 of loss for every \$1 spent
- #1 Reason for Addiction in the U.S.
- Breath Alcohol Tests = blood alcohol content affecting the brain through oxygen/blood exchange
- Rate of elimination from body is fairly standardized
- DUI Limits standardized

MARIJUANA



- Costs are as yet unknown
- No limits on THC
- No standardized measurement
- #2 Reason for Addiction in the U.S.
- Impairment has no measurement
- Fat soluble – highly individualized
- Impairment with stronger THC lasting for 1-3 days
- Sub-acute impairment in discovery



IMPAIRMENT

Short Term for Standard THC Doses:

- Red eyes, strong smell; problems with memory & learning
- Distorted perception, difficulty in thinking & problem-solving
- Loss of physical & mental coordination in divided attention tasks
- Difficulty shifting attention to meet the demands of changes in the environment, and in registering, processing and using information
- Perceptual functions are significantly affected
- Diminished ability to concentrate and maintain attention
- Distorted time & distance tracking
- Residual effects have been reported from days to weeks



<http://www.nhtsa.gov/people/injury/research/job82drugs/cannabis.htm>



IMPAIRMENT

Long Term for Standard THC Doses:

- Fatigue, paranoia, possible psychosis, memory problems
- Mood alterations, decreased motor coordination, lethargy, slurred speech, & dizziness
- Impaired health – lung damage, behavioral changes, reproductive, cardiovascular & immunological effects
- Respiratory problems similar to tobacco smokers, daily cough & phlegm, symptoms of chronic bronchitis. (The amount of tar inhaled and the level of carbon monoxide absorbed by marijuana smokers is 3 to 5 times greater than among tobacco smokers.)



<http://www.nhtsa.gov/people/injury/research/job82drugs/cannabis.htm>



IMPAIRMENT

Short Term for Extreme THC Doses:

- Extreme paranoia
- Hallucinations
- Delusional behavior that can turn violent
- Bursts of violence, rage
- Heart palpitations, increased risk of heart attack
- Anxiety, panic attacks
- ER Visits – currently higher than any other substance
- The “high” has been reported to last for days, as yet unknown how long impairment can last



Traffic Safety



<http://www.drugabuse.gov/news-events/news-releases/2014/06/more-colorado-drivers-in-fatal-car-crashes-testing-positive-marijuana>
<http://www.nbcnews.com/health/health-news/pot-fuels-surge-drugged-driving-deaths-n22931>



What Colorado's Amendment 64 Says

“Nothing in this section is intended to require an employer to permit or accommodate the use, consumption, possession, transfer, display, transportation, sale or growing of marijuana in the workplace or to affect the ability of employers to have policies **restricting** the use of marijuana by employees.”



“Every existing Colorado law that is not compliant with Amendment 64 should be changed because an employee’s Constitutional Right to use marijuana supersedes an employer’s right to drug test.”

– Kimberlie Ryan, Atty



What is the Discussion REALLY About?

- ❑ The right to Drug-Free vs. the right to Drug-Use
- ❑ Safety vs. Liability
- ❑ Responsibility vs. Culpability
- ❑ Productivity vs. Loss/Risk Control



Employer's Rights

Know Your State Laws

- Employer's Rights
- Unemployment Laws
- Worker's Compensation Act
- Provisions in States Where Marijuana is Legal in Some Form



Drug Testing Ins & Outs

- Since marijuana is stored in the body's fat cells, it can be detected for up to 30 days
- **15 ng/mL** cut-off level is standard for a positive drug test result
 - Before you consider increasing the cut-off level for your company, remember that **5 ng/mL** is a DUI in the State of Colorado

TYPES OF TESTS

- Oral Swab
 - Shorter detection time after use
 - Less problems with cheating
 - Lab-based confirmation needed
- Urinalysis
 - Longer detection time after use
 - Lab-based confirmation needed
- Hair Test
 - Detection window is very long. Must wait 7-10 days to detect recent use
 - Lab-based results only



Employer's Rights

Have a sound drug policy in place

- Zero-tolerance is absolutely Allowable & enforceable

Communicate the policy & expectations with all staff & employees

Consistently enforce policies with clarity



Employer's Rights



Pre-Employment, Post-Accident, Random & Reasonable-Cause

All supervisors should be trained in detecting signs & symptoms

Never call a Reasonable Cause test a "random"



Employer Responsibilities

Safe and Drug-Free Workplace

Protect employees, customers, work-environment and the public

Get involved in Protecting Employer's Rights





Executive Director's Annual Performance Report

July 12, 2016


3 Techniques and Methods Employed to Assist Service Providers

B Secured and Provided RFP 101 Training for Potential and Existing Service Providers



■ Welcome to RFP 101

■ Please Sign In




Request For Proposals

- What will be covered
 - Summary of the WC Request for Proposals and award process
 - Solicitation process
 - Technical review
 - Review, recommendation, approval, due diligence by WC and Execution of the award
 - Monitoring and other requirements
 - Overview of Requirements (Federal, state, and local)



Purpose Of The Request for Proposals (RFP)

- WC is looking for quality innovative approaches to serve the targeted population in the Workforce Development Area


Purpose of the Proposal

- To solicit high quality, innovative proposals to meet the needs of the targeted population in the Workforce Development Area within a specified timeframe
- These proposals should assist eligible participants of WIOA adult, dislocated worker and youth services to develop a career pathway, obtain training and obtain/retain a job



Where to Look for Funding Opportunities

- Where to look for WC funding opportunities
 - Local Newspapers
 - WC website



WC Solicitation List – contained in proposals

- Purpose – high quality, innovative
- Target population
- Geographic location of the work:
 - Workforce Development Area
- Start/End Date
- Type of Contract: e.g., cost reimbursable
- Option to Extend, if necessary



Executive Director's Annual Performance Report

July 12, 2016

3 Techniques and Methods Employed to Assist Service Providers

**# C Met or Exceeded All Established Performance Measures
(WIOA Formula Funds, AARP and Youthbuild)**

workforce CONNECTIONS Local COMMON MEASURES Performance(CUMULATIVE/QUARTERLY)

| | | | |
|---|----------------------------------|--------------------|------|
| 2ND QUARTER PY2015 | Total Participants Served | Adults: | 2967 |
| | | Dislocated Worker: | 1022 |
| | | Older Youth: | 597 |
| | | Younger Youth: | 1625 |
| Green Indicates Exceeding Performance | | | |
| Yellow Highlight indicates Meeting Performance | Total Exiters | Adults: | 1742 |
| | | Dislocated Worker: | 597 |
| | | Older Youth: | 305 |
| | | Younger Youth: | 1162 |
| Bold Red indicates Failing Performance | | | |

Adult and Dislocated Worker

| Reported Information | Performance Levels ----> | Negotiated | Actual | Num/Den |
|--|------------------------------------|-------------------|-----------------|----------------|
| Entered Employment Rates | Adults | 75.5% | 75.2% | 1493/1986 |
| | Dislocated Workers | 77.0% | 80.2% | 568/708 |
| Retention Rates | Adults | 82.4% | 83.9% | 1606/1914 |
| | Dislocated Workers | 84.5% | 88.7% | 547-617 |
| Average Earnings (Adult/DW) Six Months Earnings Increase | Adults | \$14,500 | \$15,311 | 24543291/1603 |
| | Dislocated Workers | \$15,922 | \$15,255 | 8313910/545 |

Youth

| | | | | |
|--------------------------------------|---------------|-----|--------------|----------|
| Placement in Employment or Education | Youth (14-21) | 69% | 64.4% | 922/1431 |
| Attainment of Degree or Certificate | Youth (14-21) | 61% | 65.2% | 723/1109 |
| Literacy and Numeracy Gains | Youth (14-21) | 43% | 49.0% | 195/398 |



Please review the report in its entirety on this page. NOTE: The report cannot be submitted until ALL required fields are completed and required documents are attached. Any changes should be made on the appropriate tab.

| | | | |
|---|---|---------------|------------------------|
| Organization | Workforce Connections | Status | Submitted for Approval |
| Project Title | Workforce Connections - Back To Work 50+ at Workforce Connections' One Stop Career Center | | |
| Timeframe | | | |
| Due Date | 4/30/2016 | | |
| Contact | | | |
| Report Contact | Norma Fernandez | | |
| Contact Title | One-Stop Career Center Liaison | | |
| Narrative Section | | | |
| <p>We hosted our AARP Foundation Back-to-Work 50+ Info Sessions on January 4th, February 1st, and March 7th, 2016. We had 112 individuals registered through the Foundation call center, of which 66 came to the event.</p> <p>During the sessions, the attendees heard from and were able to interact with Byron Goynes, Business Engagement and Community Director of Workforce Connections. Topics of discussion ranged from what each organization was looking for in a job candidate, how individuals over 50 could highlight their past experiences to make them stand out from the crowd of other job seekers. Byron explained what they were looking for in a candidate, in addition to skills and abilities, such as energy and passion, enthusiasm, positive attitude and an open mind to constant technological changes. It was noted that applicants without these qualities often turned employers off. This could be mistaken by some as not being hired because of their age. Byron Goynes Business Engagement and Community Director of Workforce Connections, also gave attendees valuable information, on the Business Engagements process of applying for a jobs posted on the One-Stop Career Centers website to the screening and selection process.</p> <p>The second portion of the event was highlighted by an abbreviated, "sneak peek" version of the 12-week personal coaching program with Joy Huntsman, for which the individuals were encouraged to apply. It focused on promoting the self-image of the session attendees, many of whom admitted to feeling dejected by the job searching process and for being out of work for so long. During the session, participants are also made aware of the array of services available, for example, an added component for those individuals not interested in the 50+BTW program, a Talent Development Specialist will speak to what their role is and how the One-Stop assists everyone over 18 years of age. The representative is employed with (Rescare) the One-Stop Operator. She will include a brief orientation video of their program and services. Many local employment and training opportunities are expressed during the information session. Participants are provided with an information packet which includes, social services assistance, affiliate partners located through Las Vegas Valley, a coaching form, with a brief summary of available services.</p> <p>WE are cognizant that there might be participants that are unable to work due to physical disabilities, we ensure that everyone is made aware that there is an agency working on their behalf to ensure they get the individualized case management with Vocational Rehabilitation.</p> <p>Our most recent cohort consisted of (13) thirteen participants. Workforce Connections hosted a graduation for all participants that completed the Back to Work 50+ Program on March 18th, 2016. Thirteen participants were enrolled in the cohort program. Six participants have attained employment and two participants were inspired to continue to open doors for the 50+ population by creating a senior networking program with the goal of aligning senior services and evolving it into a profitable business. Each participant was enrolled with a WIOA Talent Development Specialist to leverage funding and ensure participants have access to case management, support and additional services up to one year after graduation.</p> <p>After speaking with AARP Foundation staff, we have made them aware that the Info Sessions for , April 4th, May 2nd and June 6th, would have started their cohort in July 2016. Due to the current uncertainty of extending the program year, we created an accelerated 6-week 50+BTW program to ensure no one is left behind. The participants that are attending the information sessions during these months are given the opportunity to be a part of the accelerated program and introduced to the array of professional services located at the One-Stop and our affiliate partnerships throughout Southern Nevada Workforce Development.</p> <p>Goals for this group have been achieved. Remaining participants not yet hired have interviews and or prospects, some were hired after the March report was completed. Our final quarterly report will reflect that Workforce Connections has achieved and or exceeded expected goals.</p> <p>Our program runs a quarter behind due to our start date and our program runs for a quarter before we begin to see the results.</p> | | | |
| Describe Accomplishments and Outcomes | | | |
| Reason Goals Were Not Achieved | <p>Were Volunteers Involved in the Project?</p> <p>Yes</p> | | |
| How Were They Engaged? | <p>Through partnerships that had been established prior to our involvement in the BTW 50+ program, we were able to obtain commitments from Wells Fargo to facilitate our Finances 50+ workshops. Rescare the new One-Stop Operator conducts all of the professional workshops free of charge. Dress for Success, (DFS) also conducted a professional workshop and offered services for individuals in need of an interview suit and if hired DFS provides a weeks' worth of professional attire. Each of those organizations has committed at least one individual to volunteer their services and provide the workshops exclusively to the BTW 50+ cohort free-of-charge. That involvement included attending multiple planning meetings with Workforce Connections staff prior to the initial Info Session and launch of the program.</p> | | |
| # of Vols. Involved During This Period | 4 | | |
| Concerns, Challenges and/or Issues | <p>A continuing issue that was consistent during each information session, was the no-show rate. Each session was booked close to capacity and the no show ratio was extremely high each month. Reminder e-mails were sent and phone calls were made a few days prior to each information session.</p> <p>Additional challenges included increased attendees and limited cohort slots. Each quarter there are more attendees interested in the coaching program than available slots. We have somewhat alleviated this concern with offering participants not selected for the cohort</p> | | |

program to attend a two day coaching workshop with Joy Hunstman. The participants are then given the opportunity to take computer basics, resume pro, interviewing skill at the One-Stop center, free of charge. Women are automatically referred to Dress for Success if the need is communicated.

Also, once individuals are selected for the cohort, through coaching and finances 50+, participants discover that they can make personal changes to not only survive financially but they soon realize that they don't have to work part time or not at all. This becomes a challenge, due to limited cohort capacity, these participants take the place of someone who has more immediate needs to work a full time job.

In the future, we would like to create a two day workshop to decipher which participants can benefit from the coaching program along with the Finances 50+ workshop to ensure that the 50+BTW program is the best fit.

This concern also address upcoming plans below.

Participants come with different needs, some have very serious immediate needs. We are finding that some would benefit from finding their purpose volunteering while others only need or can work part time due to physical limitations and others with serious financial issues might benefit from the coaching and realize their potential, to continue to gain the skills to compete in today's market. With this new approach, we can better refer participants that are in danger of having their utilities turned off, find themselves with a 5-day notice, lack the transportation, and have limited resources for basic survival.

Since most of our cohort participants are now co-enrolled with WIOA, they will have the opportunity to continue to work in reaching their individualized employment goals.

A Job Club was created specifically for current, and past AARP 50+ BTW participants. It gives them an opportunity to continue to network, stay motivated and meet employers. The Job Club is ongoing and topics will change to better serve the audience.

Also, The One-Stop Career Center held a Hiring event on April 26, specifically for participants in their case load, including the 50+BTW participants.

Workforce Connections is well known in Southern Nevada, currently we are working on a "universal referral system", where participants, can and will be referred to different agencies/partnerships such as Housing Authority, for housing issues, and HELP of Southern Nevada for Emergency utility assistance.

If we approach the 50+ population with a "Humanistic Approach" we are acknowledging their basic human immediate needs. These are the types of needs that need to be addressed before they are able to get back to work. Once those "needs" have been addressed they can complete the coaching program and focus on getting back to work.

List Upcoming Period's Plans

YouthBuild Las Vegas
Quarterly Narrative Progress Report
YBLV 2015 Grant
Quarter 3: January – March, 2016
Program Year: 2015

1. **Accomplished Objectives:** *What goals did the project successfully achieve as related to plans for the last quarter?*
 - a. **Progress:** *Describe the progress that the project made in accomplishing objectives for the last quarter.*
 1. **Enrollment:**
 - Recruited participants during the months of July-August.
 - YouthBuild Challenge September 16th – October 2nd.
 - Enrolled 30 participants on October 5th.
 - 100% Enrollment
 2. **Placement in Employment or Education:**
 - N/A
 3. **Attainment of Degree or Certificate:**
 - 14 participants have earned their HiSET.
 - 29 participants earned their Forklift Certificate
 4. **Literacy &/or Numeracy Gains:**
 - We are at 36% with literacy and/or numeracy gains
 5. **Retention Rate:**
 - N/A
 6. **Recidivism Rate:**
 - N/A
 - b. **Challenges and Concerns:** *Describe challenges and concerns that the project has encountered while attempting to achieve planned objectives.*
 1. **Enrollment:** The two-week challenge can be difficult because the staff has to choose 30 out of 50 participants that are vying for a spot in YouthBuild.
 2. **Placement in Employment or Education:**
 - N/A
 3. **Attainment of Degree or Certificate:**
 - Encouraging students to continue with their education if they have not already received their HiSET and/or GED.
 4. **Literacy &/or Numeracy Gains:**
 - N/A

5. **Retention Rate:**

- N/A

6. **Recidivism Rate:**

- N/A

c. **Items to be Resolved:** *Explain any remaining challenges and concerns that the project needs to address.*

- N/A

2. **Other Accomplishments:** *What additional progress or achievements has the project accomplished in the last quarter?*

- 14 participants earned their HiSET in the first three months of the program.
- 100% of the participants are half way done in completing their 450 AmeriCorps hours. This means that they already qualify for a partial award.
- All participants were CPR/First Aid Certified
- All participants were OSHA 10 Certified
- 29 out of 30 participants earned their Forklift License which is Nationally recognized
- 22 participants went through an Hour of Code course that taught them the basics in computer coding.
- 20 participants went through a STEM course where they learned to operate artificial intelligence as well as renewable energy.
- YBLV has participated in 4 outside community events: Three Square (local food bank), HalloVeen – Opportunity Village (Helping the disabled), Magical Forest-Opportunity Village (Helping the disabled), and Clean the World. This totaled 20 hours of outside community hours.
- All 30 participants participated and passed the exam for “What it Means to be Green” curriculum.
- All students went through a financial literacy course.
- All students went through a two day sex education course.
- 90% of participants passed their initial drug test and the other 10% went through drug counseling where they eventually also passed the drug screening.

a. **Challenges and Concerns:** *Describe challenges and concerns that the project has encountered while attempting to achieve additional accomplishments. Explain how these challenges and concerns were overcome.*

- Making sure that the participants are completing the necessary certifications in a timely manner such as the OSHA, Forklift etc., and if they miss a day that they are going on their own time to make up the lost hours.

b. **Items to be Resolved:** *Explain any remaining matters that the project needs to address.*

- N/A

3. **Projected Objectives:** *What objectives does the project plan to accomplish during in the next quarter?*

a. **Implementation:** *Describe the next steps that the project will take in order to accomplish its planned objectives.*

1. **Enrollment:**
 - Making sure that all participants stay on track and attend their school and work days.
 2. **Placement in Employment or Education:**
 - Once participants are done with their education and AmeriCorps hours the Placement & Retention coordinator will look into either placing that student in employment or post-secondary education and in some cases both.
 3. **Attainment of Degree or Certificate:**
 - Continuing to provide educational assistance to help participants attain their HiSET/HSD.
 - Making sure all active students whom have not passed their HiSET sign back up to retake the exam.
 - Making sure all participants test for their HiSET by the end of January.
 - We hope to have at least 50% of the participants done with their education component come March.
 - Half of the participants should either be done with their 450 AmeriCorps hours or close to it.
 4. **Literacy &/or Numeracy Gains:**
 - All participants will be post-tested in the CASAS at least once by the end of March.
 5. **Retention Rate:**
 - N/A
 6. **Recidivism Rate:**
 - N/A
- b. **Challenges and Concerns:** *Explain the challenges and concerns that the project may encounter as it works towards planned objectives.*
1. **Enrollment:**
 - Making sure all participants stay on track to graduate from the program. Keeping them excited and motivated to complete the program.
 2. **Placement in Employment or Education:**
 - Participants must be done with their education as well as their 450 AmeriCorps hours before the Placement and Retention Coordinator helps place a participant in employment and/or post-secondary education.
 3. **Attainment of Degree or Certificate:**
 - Encouraging those who failed the first time to retake their HiSET and or proficiencies until they pass. Often the participants feel discouraged and need that extra support.
 4. **Literacy &/or Numeracy Gains:**
 - Making sure that the participants are post-tested in the CASAS until they make the necessary gain.

5. **Retention Rate:**

- N/A

6. **Recidivism Rate:**

- N/A

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4 Project Development

- # A Youthbuild 2015 Grant
(\$1,100,000) – Grant Re-Awarded
- # B Youthbuild USA AmeriCorps 2015-2016 Grant
(\$42,328) – Grant Re-Awarded
- # C NSHE/DETR Future of Nursing: Campaign for Action
(\$129,285) – Grant Re-awarded
- # D AARP Back to Work 50+ Program
(\$50,000) – Grant Re-Awarded
- # E Pre-Apprenticeship Build Nevada Program – New
Program
- # F Woofound Assessment Tool

Executive Director's Annual Performance Report

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4 Project Development

A Youthbuild 2015 Grant
(\$1,100,000) – Grant Re-Awarded

U.S. DEPARTMENT OF LABOR
EMPLOYMENT AND TRAINING
ADMINISTRATION (DOL/ETA)

NOTICE OF
AWARD (NOA)

Under the authority of the *Workforce Innovation and Opportunity Act, P.L. 113-28*, this grant or agreement is entered into between the above named *Grantor Agency* and the following named *Awardee*, for a project entitled - *YouthBuild*.

Name & Address of Awardee:
WORKFORCE CONNECTIONS - SOUTHERN NEVADA'S
WIB
6330 W. CHARLESTON BLVD.
SUITE 150
LAS VEGAS, NEVADA 89146-1142

Federal Award Id. No. (FAIN): YB-27808-15-60-A-32
CFDA #: 17.274- YouthBuild
Amount: \$1,100,000.00
EIN: 880467645
DUNS #: 362083263

Accounting Code: 1630-2015-0501741516BD201501740005155YB000A0000AOWI00AOWI00-A90200-410023---

The Period of Performance shall be from **October 01, 2015 thru January 31, 2019**.
Total Government's Financial Obligation is **\$1,100,000.00** (unless other wise amended).

Payments will be made under the Payments Management System, and can be automatically drawn down by the awardee on an as needed basis covering a forty-eight (48) hour period.

In performing its responsibilities under this grant agreement, the awardee hereby certifies and assures that it will fully comply with all applicable Statute(s), and the following regulations and cost principles, including any subsequent amendments:

Uniform Administrative Requirements, Cost Principles, and Audit Requirements:

2 CFR Part 200; Uniform Administrative Requirements, Cost Principles, and Audit Requirements; Final Rule 2 CFR Part 2900; DOL Exceptions to 2 CFR Part 200;

Other Requirements (Included within this NOA):

Condition(s) of Award (if applicable)
Federal Award Terms, including attachments

90-Day Temporary ICR

Contact Information

The Federal Project Officer (FPO) assigned to this grant is Rodney Hamlet. Rodney Hamlet will serve as your first line point of contact and can be contacted via e-mail - hamlet.rodney@dol.gov. If your FPO is not available, please call your Regional Office at 415-625-7900 for assistance.

The awardee's signature below certifies full compliance with all terms and conditions as well as all applicable Statutes(s), grant regulations, guidance, and certifications.

Signature of Approving Official - **AWARDEE**

Signature of Approving Official - **DOL / ETA**

See SF-424 for Signature
No Additional Signature Required



MELISSA ABDULLAH, September 27, 2015
Grant Officer

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4 Project Development

**# B Youthbuild USA AmeriCorps 2015-2016 Grant
(\$42,328) – Grant Re-Awarded**

YOUTHBUILD USA AMERICORPS 2015-16 GRANT TERM

Acceptance of Subgrant Award and Special Conditions and Reporting Requirements

SUBGRANTEE: WorkforceCONNECTIONS

SUBGRANTEE'S AMERICORPS ID NUMBER: 13NDHMA0010033

| | | | |
|--|---|---|---|
| <u>ENROLLMENT PERIOD*:</u> 08/15/2015-08/14/2016 | <u>SUBGRANT AMOUNT:</u> \$42,328 | <u>MATCH AMOUNT:</u> \$42,328 | <u>NUMBER & TYPE OF MEMBERS:</u> 0 FT, 0 HT, 0 RHT, 32 QT, 0 MT |
| <u>GRANT START DATE:</u> 08/15/2015 | | | |
| <u>YOUTH OPPORTUNITY GRANT START DATE:</u> 8/15/2015 | <u>YOUTH OPPORTUNITY CORPS AMOUNT:</u> \$ 0 | <u>YOUTH OPPORTUNITY MATCH AMOUNT:</u> \$ 0 | <u>NUMBER & TYPE OF YOUTH OPPORTUNITY MEMBERS:</u> 0 HT, 0 QT, 0 MT |

**See Period of Expenditures section.*

WorkforceCONNECTIONS accepts the offer of this subgrant as made in the enclosed agreement, subject to the terms, conditions and assurances associated with such subgrant, and agrees, as a condition precedent to accepting such subgrant award, to comply with such terms, conditions and assurances.

I have read the aforementioned Special Conditions and Reporting Requirements and understand that the subgrant will be subject to these terms, conditions and requirements. I certify that WorkforceCONNECTIONS will comply with these special grant conditions and reporting requirements.

Authorized Representative of Subgrantee
(the Subgrantee)

Director of Subgrantee YouthBuild Program

(If one program under a Subgrantee, acknowledging that he or she has read and understand the terms and conditions of this Agreement, otherwise please write "NA")

Ricardo Villalobos
Print Name
[Signature]
Signature
10/21/15
Date

Print Name

Signature

Date



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4 Project Development



C NSHE/DETR Future of Nursing: Campaign for Action
(\$129,285) – Grant Re-awarded

Nevada System of Higher Education Subaward Agreement

| | |
|--|--|
| Institution/Organization ("Prime Recipient") Name: <input type="text" value="Board of Regents, obo, Nevada System of Higher Education"/> Prime Award No.: <input type="text" value="FY-16-CEP-NSHE-Johnson"/> FAIN: <input type="text"/> Awarding Agency: <input type="text" value="DETR"/> Function/Activity Code: <input type="text" value="2000-Research"/> | Institution/Organization ("Subrecipient") Name: <input type="text" value="Workforce Connections"/> Subaward No.: <input type="text" value="16-77"/> CFDA #: <input type="text" value="N/A"/> Amount Funded This Action: <input type="text" value="\$65,270.00"/> Est. Total (if incrementally funded): <input type="text"/> CFDA Title: <input type="text" value="N/A"/> |
| Subaward Period of Performance: Budget Period: From: <input type="text" value="02/09/2016"/> Through: <input type="text" value="06/30/2016"/> | Estimated Project Period (if incrementally funded): From: <input type="text"/> Through: <input type="text"/> |
| Project Title: <input type="text" value="State Implementation Program - DETR"/> | |
| Reporting Requirements (Check here if applicable): <input checked="" type="checkbox"/> See Attachment 4) <input type="checkbox"/> FFATA (Attachment 3B) Cost Sharing Requirement: \$ <input type="text"/> | |

Terms & Conditions

- 1) Prime Recipient hereby awards a cost reimbursable subaward, as described above, to Subrecipient. The statement of work and budget for this subaward are (check one): As specified in Subrecipient's proposal dated ; or as shown in Attachment 5. In its performance of the subaward work, Subrecipient shall be an independent entity and not an employee or agent of Prime Recipient.
- 2) Prime Recipient Shall reimburse Subrecipient not more often than monthly for allowable costs. All invoices shall be submitted using Subrecipient's standard invoice, but at a minimum shall include current and cumulative costs (including cost sharing), subaward number, and certification as to truth and accuracy of invoice. *Invoices that do not reference Prime Recipient's Subaward Number shall be returned to Subrecipient.* Invoices and questions concerning invoice receipt or payments should be directed to the appropriate party's Contact as shown in Attachments 3A & 3B.
- 3) A final statement of cumulative costs incurred, including cost sharing, marked "FINAL" must be submitted to Prime Recipient's Contact, as shown in Attachments 3A and 3B, NOT LATER THAN sixty (60) days after subaward end date. The final statement of costs shall constitute Subrecipient's final financial report.
- 4) All payments shall be considered provisional and subject to adjustment within the total estimated cost in the event such adjustment is necessary as a result of an adverse audit finding against the Subrecipient. Prime Recipient reserves the right to reject an invoice.
- 5) Matters concerning the technical performance of this subaward should be directed to the appropriate party's Principal Investigator, as shown in Attachments 3A and 3B. Technical reports are required as shown above, "Reporting Requirements".
- 6) Matters concerning the request or negotiation of any changes in the terms, conditions, or amounts cited in this subaward agreement, and any changes requiring prior approval, should be directed to the appropriate party's Contact, as shown in Attachments 3A & 3B. Substantive changes made to this subaward agreement require the written approval of each party's Authorized Official as shown in Attachments 3A & 3B. The Prime Recipient may issue non-substantive changes to the Period of Performance and budget (check one): Unilaterally Bilaterally. Unilateral modifications shall be considered valid 14 days after receipt unless otherwise indicated by Subrecipient.
- 7) Each party shall be responsible for its negligent acts or omissions and the negligent acts or omissions of its employees, officers, or director's, to the extent allowed by law.
- 8) Either party may terminate this subaward with thirty days written notice to the appropriate party's Contact as shown in Attachments 3A & 3B. Prime Recipient shall pay Subrecipient for termination costs as allowable under OMB Circular A-21 or A-122 or 45 CFR Part 74 Appendix E, "Principles for Determining Costs Applicable to Research and Development under Grants and Contracts with Hospitals" as applicable.
- 9) No-cost extensions require the approval of the Prime Recipient. Any requests for a no-cost extension should be addressed to and received by the Contact, as shown in Attachments 3A & 3B, not less than thirty (30) days prior to the desired effective date of the requested change.
- 10) The Subaward is subject to the terms and conditions of the Prime Award and other special terms and conditions, as identified in Attachment 2.
- 11) By signing below Subrecipient makes the certifications and assurances shown in Attachments 1 and 2. Subrecipient also assures that it will comply with applicable statutory and regulatory requirements specified in the Research Terms & Conditions Appendix C found at http://nsf.gov/bfa/dias/policy/rtr/appc_june11.pdf.

| | |
|--|--|
| By an Authorized Official of Prime Recipient  NSHE System Sponsored Programs & EPSCoR Date: <input type="text" value="3/8/2016"/> | By an Authorized Official of Subrecipient  Date: <input type="text" value="03/03/2016"/> |
|--|--|

Nevada System of Higher Education Subaward Agreement Amendment

| Prime Recipient | Subrecipient | |
|--|---|---|
| Institution/Organization ("Prime Recipient") Name: <input style="width: 90%;" type="text" value="Board of Regents, Nevada System of Higher Education"/> Address: <input style="width: 90%;" type="text" value="5550 W. Flamingo Road, Ste. A2"/> <input style="width: 90%;" type="text" value="Las Vegas, NV 89103"/> | Institution/Organization ("Subrecipient") Name: <input style="width: 90%;" type="text" value="Workforce Connections"/> Address: <input style="width: 90%;" type="text" value="6330 W. Charleston Blvd., Ste. 150"/> <input style="width: 90%;" type="text" value="Las Vegas, NV 89146"/> | |
| Prime Award No.: <input style="width: 90%;" type="text" value="73104"/> | Subaward No.: <input style="width: 90%;" type="text" value="16-54"/> | Principal Investigator: <input style="width: 90%;" type="text" value="Collins"/> |
| Effective Date of Amendment: <input style="width: 90%;" type="text" value="02/22/2016"/> | Amendment No.: <input style="width: 90%;" type="text" value="01"/> | |


Amendment(s) to Original Terms and Conditions

Mod 01: Extend end date to 10/31/2017

Original award: \$64,015

Total amount awarded: \$64,015

All other terms and conditions of this Subaward Agreement remain in full force and effect.

| | |
|---|--|
| By an Authorized Official of Prime Recipient  <hr style="width: 80%; margin-left: 0;"/> NSHE System Sponsored Programs & EPSCoR | By an Authorized Official of Subrecipient Physical signature not required. By receipt and/or use of these funds, Subrecipient agrees to be bound by all terms and conditions as set forth above. |
| <input style="width: 80%;" type="text" value="2/22/2016"/> Date | |



Executive Director's Annual Performance Report

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4 Project Development

D AARP Back to Work 50+ Program
(\$50,000) – Grant Re-Awarded

BACK TO WORK 50+ Continuation 2016

Awarded additional \$50,000 and extension to December 31, 2016

Summary:

Grantee will continue implementation of a BTW50+ program whose target audience is unemployed and underemployed women between the ages of 50-64 who are seeking fulltime employment.

Program Deliverables:

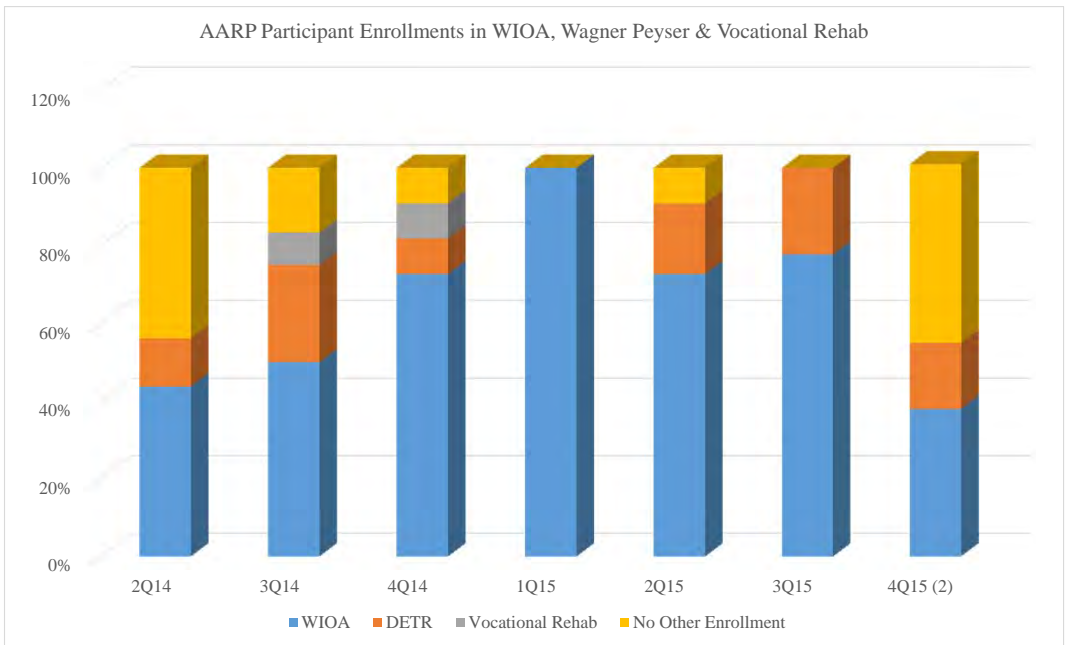
- Design and implement a BTW50+ program relevant to the target audience and that incorporates program core services and adheres to best practices and general guidelines outlined in the BACK TO WORK 50+ 2016 Playbook.
- Conduct targeted outreach and marketing to build community awareness of BTW50+ activities and encourage low-income 50+ primarily women seeking fulltime employment to participate in the program. Leverage AARP Foundation brand and purchased media to drive outreach.
- Host a series of 7 *Smart Strategies for 50+ Jobseekers* Workshops (information sessions) designed primarily for 50-64 year-old female job candidates where participants will learn how to utilize AARP Foundation's guide *7 Smart Strategies for 50+ Job Seekers* in their own communities. An updated 7 Smart Strategies (7SS) PowerPoint deck must be submitted to AARP Foundation for approval at least one week prior to the first July 2016 7SS Workshop.
- Provide needs assessments and referrals to supportive services in collaboration with other programs designed to help 50-64 year-old primarily female workers, including Workforce Investment Act (WIA and WIOA) programs, SNAP, housing assistance, SCSEP, and mail information resources to job candidates.
- Provide a set of integrated core services designed for 50-64 year-old primarily female job seekers, which will include:
 - a. Employer access – activities that connect job candidates to employers through informational interviews, employer presentations, work and learn opportunities, or volunteer positions
 - b. Community building – group activities that build a sense of community for the group of job candidates who are accepted into a BTW50+ coaching program in a cohort time period
 - c. Individual and group coaching – targeted job search coaching on topics found in *7 Smart Strategies for 50+ Job Seekers*, including personal advising, current job search strategies that is informed by local labor market information, and input from local employers and training partners
 - d. Computer skills assessment and training to upgrade skills
 - e. Coaching for job skills training – advising on how to access short-term training and credentialing for locally in-demand jobs

- f. Financial capability building – integrated financial capability building workshops and referrals to local resources that can help build emergency savings and reduce debt using or based on AARP Foundation’s Finances 50+ curriculum
- Provide support designed for 50-64 year-old primarily female job candidates as they transition from coaching to job skill-specific training courses, continued supported job hunting, or employment.
 - Program Manager and coaches must use AARP Foundation’s Foundation Impact System (FIS) to track activities of individual job candidates from participation in 7 Smart Strategies Workshops (information sessions) through hire. Program Manager should conduct data quality checks on no less than a monthly basis.
 - Participate in BTW50+ meetings and trainings, including relaunch webinar (Date: TBD), Basecamp online learning community, bi-monthly BTW50+ network virtual meetings, and monthly 1:1 virtual meetings as scheduled.
 - Participate in grantee community learning activities, including sharing learnings, challenges and best practices with AARP Foundation and other BTW50+ grantees. Grantee should regularly collect stories from program graduates and stakeholders that demonstrate the impact of the initiative in their community and share in quarterly reports, virtual meetings, and the like.

The AARP grant successfully leverages funding through co-enrollment with partners at the One-Stop Career Center

Workforce Connections AARP 50+ Co-enrollment Report As of May 20, 2016

| Enrollments in WIOA, Wagner Peyser & Vocational Rehabilitation ⁽¹⁾ | | | | |
|---|------|------|------------------|---------------------|
| Period | WIOA | DETR | Vocational Rehab | No Other Enrollment |
| 2Q14 | 44% | 13% | 0% | 44% |
| 3Q14 | 50% | 25% | 8% | 17% |
| 4Q14 | 73% | 9% | 9% | 9% |
| 1Q15 | 100% | 0% | 0% | 0% |
| 2Q15 | 73% | 18% | 0% | 9% |
| 3Q15 | 78% | 22% | 0% | 0% |
| 4Q15 ⁽²⁾ | 38% | 17% | 0% | 46% |



Notes:

- 1) Reflects AARP participants who had any activity with either WIOA, Wagner Peyser or Vocational Rehabilitation
- 2) The current cohort reflected in 4Q15 is currently enrolling into WIOA





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4 Project Development

E Pre-Apprenticeship Build Nevada Program – New Program

Agenda Item #7

| | |
|---|--|
| Program Name: | Nevada Partners, Inc. |
| Location: | 710 W. Lake Mead Blvd. North Las Vegas, NV 89030 |
| Program Type: <i>(Please note the funding stream)</i> | WIOA Adult & Dislocated Workers Building Trades Pre-Apprenticeship Workforce Development Program |
| Program Dates: | October 1, 2015 – September 30, 2016 |
| Amount Recommended: | An Amount not to exceed \$500,000 |
| Program Description: | <p>In July 2014, Nevada Partners, Incorporated (NPI) was recognized as a model workforce development program by the White House. To date, NPI has administered over \$27,794,348 in workforce development programming, while exceeding federal performance measures. This experience includes administering a federally funded pre-apprenticeship program, Build Nevada. Build Nevada prepares individuals to succeed in apprenticeships and construction employment. Utilizing Build Nevada as a foundation, NPI will link individuals to over a dozen building trades, including Asbestos Workers, Bricklayers and Tile Setter, Carpenters, Cement Masons and Plasterers, Electricians, Floor Coverers and Painters, Iron Workers, Laborers, Operating Engineers, Plumbers and Pipe Fitter, Roofers, Sheet Metal, Stationary Operating Engineers, and Teamsters. The program's partnership with the building trade's Southern Nevada Union Apprenticeship Programs (SNUAP) is a direct relationship shared by less than 5% of construction pre-apprenticeship programs nationwide. This relationship is strengthened by Build Nevada's associate membership in SNUAP, a membership providing program participants invaluable access to individual Joint Apprenticeship Training Councils (JATC's) coordinators. Program participants also have the benefit of meeting journeymen and apprentices, JATC site visits, construction site visits and prompt notification of apprenticeship openings. An independent evaluation of Build Nevada participants' progress, utilizing pre and post assessment scores, found participant scores increased an average of 11% with a high of 30%. In an apprentice selection process by the Roofer's and Sheet Metal Worker's Apprenticeship trades, Build Nevada graduates placed 1st, 2nd, and 6th from a pool of 146 applicants, during the interviewing portion of the Roofers process. Build Nevada graduates also placed in the top ten of the apprenticeship application process with the highly skilled Sheet Metal Workers apprenticeship. Although 95% of participants entered into Build Nevada unemployed, 40% of those graduating participants were indentured and/or employed on a construction project during the Great Recession and 30% found alternative stop gap employment. Moreover, in July</p> |

| | |
|--|--|
| | 2008, the entire inaugural Build Nevada class of was hired by a local Glazier fabrication shop. NPI welcomes the opportunity to support the local workforce investment by offering Build Nevada! |
| Contact Person & Information: | Dr. Tiffany Tyler (702) 924-2139 ttyler@nevadapartners.org |



Executive Director's Annual Performance Report

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4 Project Development

F Woofound Assessment Tool



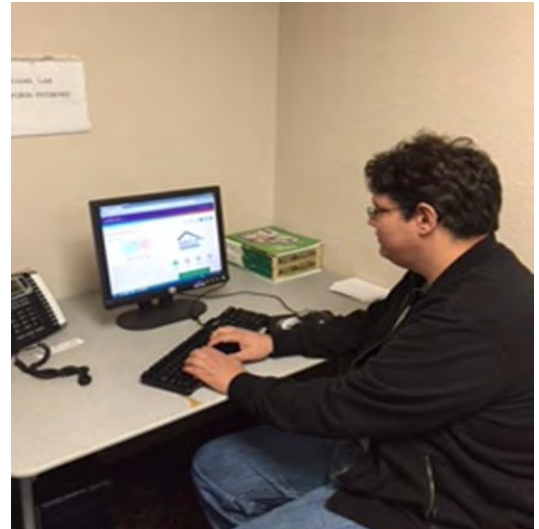
“With minimal upfront time investment, the assessment gives our clients valuable Labor Market Information before their meeting with the Career Coach. It helps the Career Coaches better understand their client and initiates a productive Career Pathway conversation. Together they can quickly focus on the specific training and/or employment needs of the client.”

Paula McDonald
Program Director
HELP of Southern Nevada



“I found Woofound very user friendly. The assessment tool uses both pictures and words. My preference were the words because I tend to be very analytical, detailed and word oriented. The assessment accurately reflected my interest and skill sets in the fields of science and technology. The Career Coach and I found the results very useful during the first individual session. It provided spot-on career guidance and helped us establish my Individual Employment Plan.”

WIOA Services Client
HELP of Southern Nevada



“I love the medical field, problem solving and helping people. When I took the Woofound assessment it was fun and interesting. I took the results along with me to my first meeting with my Career Coach. We discussed my career plans and we developed a personalized plan for training in order to achieve my goal to be a Phlebotomist. I am currently attending classes and looking forward to applying my new skills in the medical field of Phlebotomy.”

WIOA Services Client
HELP of Southern Nevada



Executive Director's Annual Performance Report

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5 Fiscal Management and Accountability

- # A Staff Operation Budget in Line with Federal, State and Local Area Requirements and Expectations
- # B Significantly Reduced Agency's Auditing Findings and Deficiencies
- # C Implementation of Revised Dislocated Worker Allocation



Executive Director's Annual Performance Report

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5 Fiscal Management and Accountability

**# A Staff Operation Budget in Line with Federal, State and
Local Area Requirements and Expectations**

Workforce Connections

PY2011 through PY2016 Budget Comparison

| Revenue by Funding Stream | Approved Budget PY2011 | Approved Budget PY2012 | Approved Budget PY2013 | Approved Budget PY2014 | Approved Budget PY2015 | Approved Budget PY2016 |
|---|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| Adult | 5,660,975 | 9,740,615 | 10,665,753 | 9,663,005 | 7,375,010 | 8,979,339 |
| Dislocated Worker | 6,637,823 | 3,424,026 | 4,140,823 | 3,806,078 | 4,448,425 | 2,992,325 |
| Dislocated Worker - Addl. DETR Allocation | | 2,707,512 | 1,870,101 | | | |
| Youth | 5,760,743 | 6,337,899 | 6,564,523 | 5,927,060 | 5,973,728 | 5,985,581 |
| Adult Carry Forward | 2,433,862 | 3,576,575 | 4,568,885 | 4,135,939 | 4,462,428 | 1,500,000 |
| Dislocated Worker Carry Forward | 443,620 | 1,316,464 | 231,085 | 1,772,125 | 976,651 | 2,000,000 |
| Youth Carry Forward | 2,905,927 | 4,252,714 | 3,695,991 | 3,989,850 | 3,310,325 | 3,300,000 |
| Other Revenues | 1,250 | 25 | 25 | 60,025 | 60,025 | 60,025 |
| Governor's Reserve | 75,000 | | | | | |
| Total Revenue by Funding Stream | \$ 23,919,200 | \$ 31,355,830 | \$ 31,737,186 | \$ 29,354,082 | \$ 26,606,592 | \$ 24,817,270 |

| Community Resource Operations | Approved Budget PY2011 | Approved Budget PY2012 | Approved Budget PY2013 | Approved Budget PY2014 | Approved Budget PY2015 | Approved Budget PY2015 |
|--|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| Adult Services | 5,990,179 | 11,169,066 | 11,961,107 | 10,215,417 | 8,948,685 | 7,889,504 |
| Dislocated Worker Services | 5,240,268 | 6,157,586 | 4,898,147 | 4,344,729 | 4,092,969 | 3,774,243 |
| Youth Services | 6,413,336 | 8,472,491 | 8,231,996 | 7,687,247 | 7,040,621 | 6,964,186 |
| Subtotal Community Resource Allocations | \$ 17,643,783 | \$ 25,799,143 | \$ 25,091,250 | \$ 22,247,393 | \$ 20,082,275 | \$ 18,627,933 |
| | 73.8% | 82.3% | 79.1% | 75.8% | 75.5% | 75.1% |

| Workforce Connections Board Operations | Approved Budget PY2011 | Approved Budget PY2012 | Approved Budget PY2013 | Approved Budget PY2014 | Approved Budget PY2015 | Approved Budget PY2015 |
|--|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| Subtotal Operating Expenditures | 6,275,417 | 5,556,687 | 6,645,936 | 7,106,689 | 6,524,317 | 6,189,337 |
| | 26.2% | 17.7% | 20.9% | 24.2% | 24.5% | 24.9% |

| | | | | | | |
|---------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Total Expenditures | \$ 23,919,200 | \$ 31,355,830 | \$ 31,737,186 | \$ 29,354,082 | \$ 26,606,592 | \$ 24,817,270 |
|---------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|

| | | | | | | |
|---------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Fund Balance | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - |
|---------------------|-------------|-------------|-------------|-------------|-------------|-------------|

Workforce Connections

| Funding Source / Program | April 1, 2012 | | July 1, 2012 | | July 1, 2013 | | July 1, 2014 | | July 1, 2015 | | July 1, 2016 | |
|---|---------------|------------------|----------------|--------------------|----------------|--------------------|----------------|--------------------|----------------|--------------------|----------------|--------------------|
| | FTE | Salaries | FTE | Salaries | FTE | Salaries | FTE | Salaries | FTE | Salaries | FTE | Salaries |
| WIOA Funded Positions - Operations | 41.03 | 3,229,806 | 27.88 | 2,259,247 | 33.18 | 2,692,533 | 33.18 | 2,692,533 | 33.18 | 2,692,533 | 27.57 | 2,400,000 |
| WIOA Funded Positions - Internal Programs | 17.00 | 833,118 | - | - | - | - | - | - | - | - | - | - |
| WIOA Funded Positions - One-Stop Center | - | - | - | - | 2.00 | 88,526 | 3.95 | 267,361 | 3.90 | 267,361 | 0.90 | 54,000 |
| WIOA Funded Positions - One-Stop System | - | - | - | - | 4.00 | 263,358 | 10.08 | 655,204 | 10.13 | 655,204 | 8.38 | 615,000 |
| Total WIOA Funded | 58.03 | 4,062,924 | 27.88 | 2,259,247 | 39.18 | 3,044,417 | 47.21 | 3,615,098 | 47.21 | 3,615,098 | 36.85 | 3,069,000 |
| Direct Grants | | | | | | | | | | | | |
| YouthBuild / Americorps | 7.00 | 308,547 | 3.50 | 197,624 | 4.20 | 223,896 | 4.20 | 237,723 | 4.20 | 237,723 | 4.00 | 234,771 |
| SESP | 5.00 | 361,682 | 4.00 | 248,107 | - | - | - | - | - | - | - | - |
| Layoff Aversion | 2.00 | 152,907 | 2.00 | 156,507 | - | - | - | - | - | - | - | - |
| Total Direct Grant Funded | 14.00 | 823,136 | 9.50 | 602,238 | 4.20 | 223,896 | 4.20 | 237,723 | 4.20 | 237,723 | 4.00 | 234,771 |
| Workforce Connections Total | 72.03 | 4,886,060 | 37.38 | 2,861,485 | 43.38 | 3,268,313 | 51.41 | 3,852,821 | 51.41 | 3,852,821 | 40.85 | 3,303,771 |
| Accumulated Impact | | | | | | | | | | | | |
| WIA Operations Decrease | | | (30.15) | (1,803,677) | (18.85) | (1,018,507) | (10.82) | (447,826) | (10.82) | (447,826) | (21.18) | (993,924) |
| Direct Grant Decrease | | | (4.50) | (220,898) | (9.80) | (599,240) | (9.80) | (585,413) | (9.80) | (585,413) | (10.00) | (588,365) |
| Total Workforce Connections Decrease | | | (34.65) | (2,024,575) | (28.65) | (1,617,747) | (20.62) | (1,033,239) | (20.62) | (1,033,239) | (31.18) | (1,582,289) |
| Percentage Decrease | | | -48.1% | -41.4% | -39.8% | -33.1% | -28.6% | -21.1% | -28.6% | -21.1% | -43.3% | -32.4% |



Executive Director's Annual Performance Report

July 12, 2016

5 Fiscal Management and Accountability

B Significantly Reduced Agency's Auditing Findings and Deficiencies

WORKFORCE CONNECTIONS

**Audit Findings for PY2014
(Year Ended June 30, 2015)**

June 2016

| Finding | Type | Description | Target Date |
|---------|----------------|--|---------------|
| 15-1 | Federal Grants | <p>Governmental subrecipients of States will use the same State policies and procedures used for procurements from non-Federal funds.</p> <p>Action: February 2016 - WC agreed to 1) obtain DETR approval for all consultant contracts; 2) obtain approval for all sole source contracts; and 3) ensure all participants receiving services are enrolled. WC awaiting notification of close of finding.</p> | February 2016 |

Department of Employment, Training and Rehabilitation (DETR)

**Findings for On-site Review from November 17, 2014 to December 13, 2014
(Report Dated March 31, 2015)**

Workforce Connections June 2016

| Finding | Description | Target Date |
|---------|--|-------------|
| #1 | <p>Problems continue with the NVTRAC/NJCOS interface. High error rates continue to be identified in low income determination for youth, dislocation dates, and documentation of literacy/numeracy gains. (Repeat Finding)</p> <p>Required Corrective Action: USDOL has informed DETR that continued occurrence may result in sanctioning at both the state and board level. WC must provide and adhere to a corrective action plan that will address the issue.</p> <p>WC's Response: May 2015 - WC, Nevadaworks and DETR remain committed to implementing a new integrated statewide system, thereby eliminating the dual-platform system of NVTrak and NJCOS which will eliminate the differences mentioned in this finding. Also, WC remains committed to the agreed upon corrective action and will continue to closely monitor and correct system errors and provide weekly updates on the status of the differences between the systems.</p> <p>WC Update: July 2015 - As of July 1, 2015, all of WC's workforce systems were transitioned onto the NJCOS system with no duplication of data entry or work-around, using any other workforce data system other than NJCOS.</p> <p>DETR's Response: August 2015 - Since WC began using NJCOS completely effective July 1, 2015, the transfer of data is no longer an issue. DETR/WISS will continue to perform desk top monitoring to ensure that the service providers are capturing the accurate data and NJCOS is reflective of this data entry. This finding will be closed.</p> | July 2015 |
| #2 | <p>DETR believes the MOUs issued to the Las Vegas Clark County Urban League and Academy of Human Development are an apparent violation of State Compliance Policy 3.9 (Procurement) and are ineligible program costs. (Repeat Finding)</p> <p>Required Corrective Action: USDOL has informed DETR that continued occurrence may result in sanctioning at both the state and board level. DOL indicated specific citations in support of the finding regarding procurement, competition, clarity of services solicited, non-competitive procurement requirements, contract provisions, and WIA clauses, conditions, and prohibitions. These costs are ineligible and must be repaid from non-WIA funds.</p> | April 2016 |

Department of Employment, Training and Rehabilitation (DETR)

**Findings for On-site Review from November 17, 2014 to December 13, 2014
(Report Dated March 31, 2015)**

Workforce Connections June 2016

| Finding | Description | Target Date |
|-----------------|--|-------------|
| #2 Continued | WC's Response: May 2015 - The corrective action relating to the MOUs was completed last year when first recognized. The related MOUs and contracts were rescinded. Also, to ensure sanctions are avoided, prior to awarding sole source contracts, it is Workforce Connections' practice and policy to secure approval from the State of Nevada, i.e., DETR. | April 2016 |
| | DETR's Response: August 2015 - DETR forwarded information to DOL for their review. DETR requests that WC provide any documentation including written or electronic approval, approval process narrative or timeline summaries for DETR to provide to DOL staff for their review. | |
| | WC's Response: August 2015 - WC provided 1270 pages of documentation for the two computer centers including summaries of the number of clients served; the economic characteristics of the surrounding 89101 and 89106 zip codes; contracts and MOUs; notifications rescinding contracts; and daily sign in sheets for each computer center. | |
| | DETR's Response: February 2016 - After consultation with DOL, DETR determined that WC must adhere to practice receiving DETR/WISS written approval on all procurement activities; cannot enter into any contractual agreement using the sole source exception, without prior approval from DETR/WISS; and each service provider must ensure that all participants that are receiving funding are enrolled in the State NCJOS system. If WC is unwilling to meet the requirements, the questioned costs will have to be reimbursed. | |
| | WC's Response: February 2016 - WC agreed to 1) obtain DETR approval for all consultant contracts, service provider contracts are approved by the Board and ratified by the LEOs; 2) obtain approval for all sole source contracts; and 3) ensure all participants receiving services are enrolled by service providers. | |
| | WC's Response: April 2016 - Considered closed since the finding did not repeat on the recent Aug 2015 monitoring report from DETR dated Apr 2016. | |

Department of Employment, Training and Rehabilitation (DETR)

**Findings for On-site Review from November 17, 2014 to December 13, 2014
(Report Dated March 31, 2015)**

Workforce Connections June 2016

| Finding | Description | Target Date |
|---------|--|-------------|
| #3 | <p>Job orders taken by WC Business Services staff and employment information from hiring events was being kept in paper form and not entered into the NJCOS system. WC has improved procedures in this area however there appears to be issues relating to closing dates, information on job requirements, and duplication of job orders. (Repeat Finding)</p> <p>Required Corrective Action: USDOL has informed DETR that continued occurrence may result in sanctioning at both the state and board level. WC must ensure that if the local area is maintaining a separate job bank, all jobs must be included in the State's labor exchange system. Please provide a written action plan for when this will be accomplished.</p> <p>WC's Response: May 2015 - In an effort to be a good partner, all job orders are currently being recorded into the NJCOS as closed job orders. However, the citations that support Finding #3 regarding Workforce Connections Business Engagement staff do not provide any information or direction relating to this finding. Please assist us in addressing your concerns as the noted citations do not appear to support the finding.</p> <p>DETR's Response: August 2015 - There was a typographical error in the original report (252.210 should be 20 CFR 652.210). The citations are meant to support the requirement to make labor market information (including job orders) available to all clients including UI, Wagner-Peyser and WIA program participants. DETR will review these and other citations to see if there are more appropriate or clearer references. Based on WC's actions this item will be tested in this year's monitoring process before closure of the finding.</p> <p>WC's Response: April 2016 - Considered closed since the finding did not repeat on the recent Aug 2015 monitoring report from DETR.</p> | April 2016 |

Department of Employment, Training and Rehabilitation (DETR)

**Findings for On-site Review from November 17, 2014 to December 13, 2014
(Report Dated March 31, 2015)**

Workforce Connections June 2016

| Finding | Description | Target Date |
|---------|--|----------------|
| #4 | Client files from several service providers were missing required documentation. | September 2015 |
| | Required Corrective Action: WC should instruct service providers to place necessary items in client files and provide documentation to DETR/WISS that each has been completed. | |
| | WC's Response: May 2015 - WC provided documentation that service providers have placed in the files. WC implemented a new standard form that is required for all Dislocated Workers enrolled by WIA service providers, ensuring that the dislocation date is provided and appropriate data element validation is universally collected. Service providers will continue to make every effort to collect outstanding validation of dislocation dates. Two files were incorrectly identified so they could not be corrected. | |
| | DETR's Response: August 2015 - DETR appreciates the prompt action by WC in correcting the client records. The two typographical errors in the original report were corrected resulting in two more client files that need to have corrective action. Once WC makes any necessary corrections, this finding will close. | |
| | WC's Response: September 2015 - WC provided documentation of corrective action for the final two client files. | |