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- Sick leave
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- Physically and mentally fit to perform vigorous basic skill requirements
- Vision must be correctable and within the guidelines specified in order to hold a current Nevada Driver's License
- Must be non-smoker
- Employer will perform background check



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For more information, contact LeRoy Bilal at: 702.636.2343 or lbilal@snwvc.org

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North View

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YOUR SAFETY

EMT training gives fire candidates competitive edge

Workforce Connections program offers idea about rigors of job

By Ginger Meurer
Special to View

When Jennifer Vivion was 17, she was injured in a car crash on her way from high school. The first to arrive on the scene was fire and rescue. A paramedic, the mother of a classmate, took the teen under her wing.

"She made me feel very safe and feel like everything was going to be OK," Vivion said by email. "She later took me to Fire Station 1 downtown to take me on a tour. I was inspired the moment I was in the back of that ambulance being cared for. I wanted to be that for somebody or for many."

Now, more than a decade later, Vivion is finally on her way to that dream thanks to a career training program offered through Southern Nevada Workforce Connections. The program pays for emergency medical technician training.

Clark County Fire Department Deputy Chief Roy Session said that while an EMT certification isn't currently required to test for fire department employment, it is a "resume stacker" that gives candidates a competitive edge.

"It just gives you a step up," he said. "Ninety percent of our calls in the fire service are medical calls, so when we do our testing, that can give you a good step up in the hiring process."

Sessions said that area fire departments typically take applications about every two years. When applications are open, they'll take in 4,000 or 5,000 to test. From those tested, a list of the top 200 to 400 candidates will be made. Then over the next two years, candidates will be hired from the list.

In October, Workforce Connections, in conjunction with local fire departments in Henderson, North Las Vegas, Las Vegas and Clark County, hosted a two-day Citizens Fire



Fire department hopefuls participate in a Citizens Fire Academy put on by Workforce Connections and local fire departments in October to give candidates a test of fire service. Though the fire department application process is already underway, Workforce Connections continues to pay for emergency medical technician training for qualified applicants. SPECIAL TO VIEW

Academy for more than two dozen eligible job seekers.

Session said the academy was a great way to "give them an idea of what they're getting into" prior to the application period in December and the interviewing process set for March.

Vivion was part of that Citizen's Fire Academy and is now enrolled in EMT training, which she expects to complete in June.

Kenadie Cobbin Richardson, Workforce Connections director of business engagement and communications, said the EMT training typically costs at least \$1,800. Richardson said coming up with that

SEE SAFETY, A3

SAFETY

From Page A2

money can be a barrier for many.

Vivion said the money was a barrier for her.

"I've been working two jobs on and off for the last 10 years," she said. "Having the time to go to school and getting the money to go were my two biggest issues. Sometimes you just need to take the plunge to make yourself happy and pursue your dreams."

Even with the financial help, she said pursuing education has been challenging.

"This program helped me mostly with confidence in pursuing my desired career," she said. "And the financial assistance was a huge help, as well. Also, the financial help made me want to make more time and sacrifices. I want to do everything in my power to succeed through school and the future requirements of this job."

Richardson said that even though this application cycle for the fire services is already underway, Workforce Connections continues to offer EMT training to qualified applicants 18 or older who are unemployed or underemployed.

"We're highly encouraging minorities and women because they are

underrepresented in the fire service, but anyone can take advantage of the program," she said. "Anyone at any time who is interested in becoming an EMT can do that."

She added that EMT training is useful in many fields aside from fire service and is a good first step for breaking into health care professions.

Session said there will always be a demand for people trained in emergency medical services.

"EMS is pretty much recession-proof," he said. "People are going to always get sick. There's going to be accidents. It's one of those fields that is not going to go away."

Vivion said the training has been challenging, but worth it.

"I want people to know that it's OK to be scared and overwhelmed," she said. "The process is not easy, yet very rewarding. Do what you love and love what you do. If it's to help the community and save lives, then get out there and do it."

For more information on EMT training opportunities, contact Workforce Connections' LeRoy Bilal at 702-636-2343 or lbilal@snvwc.org.

— Contact View contributing reporter Ginger Meurer at gmeurer@viewnews.com. Find her on Twitter: @gingermmm.

Executive Director's Annual Performance Report

July 12, 2016

7 Workforce Innovation and Opportunity Act (WIOA)

A Selection of WIOA Board Members

B Establish WIOA Panels

Business Panel

Youth Panel

Special Populations Panel

One-Stop Delivery System Panel

C Training for New Board Members –
State Ethics and Open Meeting Law

D Assist in Development of State Plan

E Development of Local Plan

F Establish One-Stop Affiliate Sites



Executive Director's Annual Performance Report

July 12, 2016

7 Workforce Innovation and Opportunity Act (WIOA)

A Selection of WIOA Board Members

**Workforce Connections Board Member Application Selection
Based on WIOA Criteria
LEO Approved - 23 Board Members**

**12 Members Representing Business and
Business/Trade Organizations
(Majority over 50%)

3-Year Terms**

**5 Members Representing the Workforce
(Labor/Youth/Community Based)
(at least 20%)

5 Members representing Education and Training

1 Member - Others Appointed by LEOs

2-Year Terms**

| # | Category | Name/Title | Organization | Year of Expiration |
|--|-----------------------------|--|---|--------------------|
| Large Size Businesses (More than 250 employees) | | | | |
| 01 | Business | Valerie Murzl, Sr. VP - Human Resources/Training | Station Casinos | 2018 |
| 02 | Business | Rebecca Henry, Vice President-People | Allegiant Air | 2017 |
| 03 | Business | Paul Brandt, VP - Customer Account Management Group | Solar City | 2018 |
| 04 | Business | Vacant | Vacant | Vacant |
| 05 | Business | Jerrie Merritt, Sr. Vice President | Bank of Nevada | 2018 |
| 06 | Business | Tobias Hoppe, Site Director | RDI Corporation (Customer Service/Sales) | 2017 |
| Medium Size Businesses (51 to 250 employees) | | | | |
| 07 | Business | Rob Mallery, VP of Talent | Originate | 2018 |
| 08 | Business | Mark Keller, Founder/President | Steamatic Las Vegas (Cleaning & Restoration) | 2017 |
| Small Size Businesses (0 to 50 employees) | | | | |
| 09 | Business | Charles Perry, Founder/Board Chair | NVHCA Perry Foundation | 2017 |
| 10 | Business | Leo Bleitnitsky, Exec VP of Business Development and Security | Business Continuity Technologies (Managed IT and social media marketing) | 2018 |
| Business / Trade Organizations | | | | |
| 11 | Business/Trade Organization | Kenneth C. Evans, President | Urban Chamber of Commerce | 2018 |
| 12 | Business/Trade Organization | Peter Guzman, President | Latin Chamber of Commerce | 2019 |

| # | Category | Name/Title | Organization | Year of Expiration |
|----|---|--|--|--------------------|
| 13 | Labor Organization Representative | Lou DeSalvio, Board Member and Asst. Training Director | So. NV Laborers Local #872 Training Trust | 2018 |
| 14 | Labor Organization Representative | Marvin L. Gebers, Exec Board Member and Director of Training | Plasterers & Cement Masons Joint Apprenticeship Training Committee | 2017 |
| 15 | Joint-Labor Registered Apprenticeship Program | Louis Loupias, Apprenticeship Coordinator | So. NV Operating Engineers/JATC Local #12 | 2018 |
| 16 | Youth Organization | Liberty Leavitt, Graduation Initiative Coordinator III | Clark County School District | 2017 |
| 17 | Youth Organization | Jack Martin, Director | Clark County Department of Juvenile Justice Services | 2018 |
| 18 | Adult Education (Title II) | Brad Deeds, State Administrator of Adult Education and Literacy (Title II) | State of NV, Department of Education | 2017 |
| 19 | Higher Education | Barf Patterson, President | Nevada State College | 2018 |
| 20 | Economic Development | Michael Gordon, Dir. of Public Policy | Las Vegas Global Economic Alliance (LVGEA) | 2018 |
| 21 | Wagner-Peyser (Title III) | Renee Olson, Administrator-Employment Security Division | DETR | 2018 |
| 22 | Vocational Rehabilitation (Title IV) | Janice John, Deputy Administrator | State of NV, Bureau of Vocational Rehabilitation | 2017 |
| 23 | Others Appointed by LEOs (Rural) | Tommy Rowe, Former Lincoln Co. Commissioner | Representative of Rural Nevada | 2017 |

| | | |
|--|-----------|---------------|
| Representatives of Business (Majority over 50%) | 12 | 52.17% |
| Representatives of Workforce (Labor/Youth/Comm Based) (not less than 20%) | 5 | 21.74% |
| Representatives of Education and Training (5 Required) | 5 | 21.74% |
| Representatives Appointed by LEOs (Optional) | 1 | 4.35% |
| Total Number of Board Members | 23 | |

Executive Director's Annual Performance Report

July 12, 2016

7 Workforce Innovation and Opportunity Act (WIOA)

B Establish WIOA Panels

Business Panel

Youth Panel

Special Populations Panel

One-Stop Delivery System Panel

Business Engagement Panel 2015-2016

| Name | Title | Company |
|----------------------------|--|---------------------------------|
| Jeff Antaluk | Recruitment Services | 411 Locals |
| Erin McDermott | Market Manager | Accion |
| Rebecca Ahmed | Manager, Talent Acquisition & Employment Services | Allegiant Air |
| Dino Marino | President & CEO | Arius Management Group |
| Donna Criswell | Accounting | Batteriesinaflash.com |
| Mel Evans | Economic Development | City of Las Vegas |
| Leo Gobbo | Human Resources | Designs for Health |
| Karl Rostron | Regional Talent Acquisition Manager | Diamond Resorts |
| Sarah Perez | Recruiter | Diamond Resorts |
| Nichole Reeves | Employment Recruiter | Digiphoto Entertainment Imaging |
| Arielle Saadya | Administrative Assistant | GMT Care |
| Nicole Roper | Manager of Talent Acquisition | Healthcare Partners Nevada |
| Cynthia Knight | Director of Client/Caregiver Services | Homewatch Caregiver |
| Jill Riley | Department Recruiter | JT3 |
| Dee Di Giovanni | Operation & Maintenance Manager | JT3 |
| Cecil Fielder | Director of Safety, Training & Security | Keolis USA |
| Stephanie Calmy | Human Resource Analyst | Las Vegas Valley Water District |
| Cristina Lopez | Human Resource Analyst | Las Vegas Valley Water District |
| Kurt Hanson | Sales Manager | Mass Mutual Nevada |
| William Edgell | Diversity & Disability Outreach Programs Manager | MGM Resorts |
| Renee Boyce | President & CEO | My Next Career Staffing |
| Stephanie Mitchell-Anthony | Owner | Pas De Deux Children's Boutique |
| Tobias Hoppe | Site Director | RDI Corp |
| Tabitha Scarbrough | Account Executive | Robert Half Office Team |
| Tammara Williams | Director of Human Resources | RTC |
| Tina Dortch | Governmental & Public Affairs Repository | Solar City |
| Jorna Clark | Workforce Development Manager-Western Region | Solar City |
| Kristen Derasmo | HR Generalist II | Southwest Gas |
| DeJuan Taylor | Employment Recruiter | Station Casinos |
| Kelly Fisher | Employment Recruiter | Station Casinos |
| Angela Triche | Director of Programs | Sunrise Children's Foundation |
| Tiffany Alston | Family & Community Engagement Manager | Sunrise Children's Foundation |
| Dave Swanson | Regional Recruiter, Hospitality Services, West Coast | Wyndham Resorts |

Thirty-three individuals have asked to become a part of the Workforce Connections' Business Engagement Panel. The new members represent twenty-one key employers in Southern Nevada. The Business Engagement Panel exists to provide input for the Workforce Connections' Board of Directors on behalf of the business community in an effort to create a demand-driven system.

Business Engagement Specialist Team (BEST):

The Workforce Connections' Business Engagement Specialist Team (BEST) coordinates the collaboration of public and private partners working to align the publicly-funded workforce development system to regionally-based economic development efforts.

BEST drives the transformation of the workforce development system to develop talent that will ensure Southern Nevada's competitiveness in a global economy. BEST works to improve coordination, communication, collaboration and performance between the workforce development system and the business community.

Business Engagement Panel:



The Workforce Connections' Business Engagement Panel is comprised of key employers who are members of the Workforce Connections' Compact. (See attached listing).

Panel members have decision-making and hiring authority in local businesses. They deliver "real time" and locally relevant workforce intelligence.

The information is used to improve service delivery within the One-Stop Delivery System (OSDS) and to align training resources through management of the Eligible Training Provider List (ETPL).

Meetings Dates: (1) August 19, 2015; (2) October 21, 2015; (3) February 17, 2016; (4) April 20, 2016.

GOALS:

The Business Engagement Panel exists to provide input for the Workforce Connections' Board of Directors on behalf of the business community in an effort to create a demand-driven system. Our goals are to:

- 1) **Examine** major issues in the field of workforce and economic development and work to create programs, partnerships and solutions to complement policy decisions.
- 2) **Build** on the principles of transformation for workforce development: initiating proactive collaboration and partnership; connecting strategic planning to regional economies; and creating customized solutions for businesses and workers in transition.
- 3) **Drive** change within the workforce development system that aligns services to workers with benefits and resources that educate and prepare them for structural changes in the global marketplace.

Kenadie Cobbin Richardson, Director
Business Engagement & Communications

- 4) **Craft** the vision of “talent development” that reflects our local labor market needs.
- 5) **Adopt** tools, approaches and successes that overcome barriers to performance and encourage innovative practices
- 6) **Focus** on the creation of a demand-driven, integrated publicly-funded workforce development system.

THREE (3) AREAS OF IMPROVEMENT FOR THE LOCAL WORKFORCE DEVELOPMENT SYSTEM:

I. Awareness (Publicity/Communications/Technology)

- Promote depth and breadth of system – employers have a very narrow view.
- Promote that you have the full continuum of candidates – entry-level to professional.
- Publicize hiring events and the names of companies that have committed
- Buy advertisements in periodicals that employers read
- Use the latest HR recruiting technology and have an attractive and informative website
- Showcase success stories of candidates, training programs, employer testimonials, etc.
- Promote specific career pathways
- Promote that you are non-profit – employers are very wary of “free”

II. Be a Resource for Mid-Level to Upper Level Management

- We know that you have a plethora of resources for the untrained and entry-level but we *desperately* need to source educated and/or experienced talent for our mid- to upper-level positions.

III. Provide Access to Business Solutions, Business Resources and Entrepreneurial Training

- Be a resource for access to capital, marketing, human resources, etc.
- Advertise your assistance with tax incentives, on-the-job training, incumbent worker training, customized training, apprenticeships, etc.
- Certify basic skills – i.e. typing speed, excel, etc.
- Provide customer service skills training and soft skills training
- Assist with hiring candidates who are members of special populations:
 - i. **Ex-Offenders:** The Business Engagement Panel supports legislation that allow ex-offenders a fair opportunity to compete for jobs.
 - ii. **Veterans:** Help Veterans translate military earned skills into qualifying experience for jobs.
 - iii. **Adults with Disabilities:** Advertise to employers how you are able to provide support for disabled employees.
 - iv. **Youth:** Assist high school students with part-time work and/or summer work experiences. Also, generate an interest in STEM academics at the junior high school level.

Workforce Connections Panels Update

WC is in the process of convening panels that will consist of individuals with interest and expertise in various areas related to the Workforce Innovation & Opportunity Act (WIOA). The objectives of the panels are:

- Identify actionable items, services, processes and initiatives to be elevated to the Board Committees for consideration and recommendation to the Board
- Bring intelligence and critical information gathered from diverse community stakeholders with inputs to help shape the area's employment and training service delivery; and
- Work with associated agencies/organizations to assess and evaluate employment and training needs in the Southern Nevada Workforce Development Area

Special Populations Panel

- A special populations panel is currently being developed, that includes individuals with a Veterans, Re-Entry, Disabilities, Foster Youth, etc. backgrounds.
- Coordination is in work with Clark County Social Services to partner in leveraging resources and serving those clients most in need of employment and training services.
- Workforce Connections' Executive Serving on the Southern Nevada Homelessness Continuum of Care Board.
- Solidified Partnership with Regional Transportation Commission of Southern Nevada.
- Veterans' Representatives Agreed to Serve on Workforce Connections' Panel—Outreach will Continue

Youth Panel

- A youth panel is currently being developed that includes individuals from the City of Las Vegas, Department of Juvenile Justice System, Clark County School District and College of Southern Nevada.
- Panel is in process of defining a "youth living in a high-poverty area" and defining criteria for In School Youth (ISY) and Out of School Youth (OSY) that *"requires additional assistance"*.

One-Stop Delivery System Panel

- The OSDS panel is currently being developed that includes individuals from WIOA Core Partners (Title I – ADW & Youth programs; Title II – Adult Education and Family Literacy; Title III – Employment Service (Wagner- Peyser); and Title IV – Vocational Rehabilitation).
- The panel will also consist of partners from various WIOA service delivery partners/programs.




Executive Director's Annual Performance Report

July 12, 2016

7 Workforce Innovation and Opportunity Act (WIOA)

**# C Training for New Board Members –
State Ethics and Open Meeting Law**

Nevada Ethics in Government Law



Presented by:
Yvonne M. Nevarez-Goodson, Esq.
Executive Director

Nevada Commission on Ethics



What is the Nevada Commission on Ethics?

The Nevada Commission on Ethics is a blended executive/legislative commission responsible for administering and enforcing Nevada's Ethics in Government Law set forth in NRS chapter 281A.

- **The Commission**
 - The Ethics Commission consists of 8 members appointed to serve 4-year terms
 - 4 members appointed by the Governor
 - 4 members appointed by the Legislative Commission.
 - Not more than 4 members may be residents of the same county and
 - Not more than 4 members may be members of the same political party.
- **Staff**
 - The state-wide staff to the Commission consists of an Executive Director, Commission Counsel, Associate Counsel, Investigator, Paralegal and an Executive Assistant.



2015 OPEN MEETING LAW and Legislative Amendments

Presented by
ADAM PAUL LAXALT
Nevada Attorney General
2015

Legislative Declaration of Intent

- All public bodies exist to aid in the conduct of the people’s business. It is the intent of the law that their actions be taken openly and that their deliberations be conducted openly. NRS 241.010

What Is a Meeting? NRS 241.015(3)

- Quorum of members of a public body present to:
- Deliberate toward a decision OR
- Take Action, which means making a decision, commitment or promise,

Over a matter within the public body’s supervision, control, jurisdiction or advisory power.

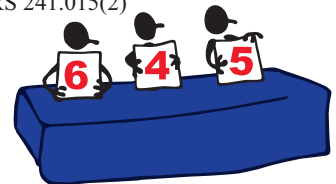
OML Critical Definitions

- **Deliberate** means: “collectively to examine, weigh and reflect upon the reasons for or against the action. The term includes, without limitation, the collective discussion, or exchange of facts preliminary to the ultimate decision.” NRS 241.015(2)

- **Action** means voting:

See AG Manual section 5.01

- includes promise or commitment
- No secret ballots or secret promises
- Action is an affirmative vote by a majority of members during a public meeting; there is a difference between elected body and appointed body requirements for action.



Are Serial Briefings a Meeting?

- No! In *Dewey*, 119 Nev. at 94, the Nevada Supreme Court stated that private briefings among staff of a public body and a non-quorum of members of a public body is not a meeting for purposes of the Open Meeting Law, and such a meeting is not prohibited by law.
- **But** stay away from “serial quorum” or “walking quorum” or “constructive quorum.” All terms are synonymous.

Constructive Quorum

Meeting includes any series of gatherings of members of a public body at which:

- less than a quorum is present at any individual gathering
- members of the public body attending one or more of the gatherings collectively constitute a quorum, and
- the series of gatherings was held with the specific intent to avoid OML.



Executive Director's Annual Performance Report

July 12, 2016

7 Workforce Innovation and Opportunity Act (WIOA)

D Assist in Development of State Plan



STATE OF NEVADA

Brian Sandoval
Governor

UNIFIED STATE PLAN

Preparing a workforce that is ready to be hired by Nevada businesses and grow with those businesses.

WORKFORCE INNOVATION AND OPPORTUNITY ACT OF 2014

July 1, 2016 – June 20, 2021



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Governor's Message



In my 2015 Inaugural Address, I recounted the unprecedented times of economic hardship and fiscal peril that Nevada has faced and fought to overcome in recent years, pledging to dedicate all the work of my remaining term as governor to Nevada's future generations and their ultimate success. I spoke about the restoration of Nevada as a center for new opportunities, and how we as a state had reclaimed our title as a national leader in economic growth, innovation, and job creation.

Today, Nevada's rate of job growth is the strongest in the country, we have cut our unemployment rate in half, and we have the second fastest growing population in America. Some of the world's most dynamic companies are relocating to Nevada and diversifying our economy. We are adding good jobs in almost every sector, with business services, manufacturing and logistics, health services, and gaming and tourism leading the way. These are encouraging trends. But, we must do better.

In my January 15, 2015 State of the State address, I proposed a vision for building what I call the "New Nevada." The foundation for that vision was a historic education reform package approved during the legislative session. Education reform was the critical first step. Our next step is to ensure that Nevada's students are college and career ready by graduation, so that they can succeed as the 21st century workforce our state will need to continue to thrive. This will include a significant expansion of Career and Technical Education, a renewed focus on Science, Technology, Engineering, and Math (STEM) education, and leveraging programs such as Jobs for America's Graduates. Nevadans must have the education and skills necessary to meet the growing demand for high-quality jobs.

Nevada's plan to develop and implement the Workforce Innovation and Opportunity Act (WIOA) gives the state the opportunity to bring together all of the elements necessary to create a workforce system that improves our economy and the lives of our citizens. We will accomplish this through aligning education, career training and workforce development services to achieve targeted objectives; reorganizing the workforce investment system in line with emerging sectors; and, continuing to promote greater educational achievement.

We are battle born and Nevada proud. Optimism is our heritage. Opportunity is our watchword. And courage is in our blood. As the great western pioneer Sarah Royce so eloquently stated, "We must venture out, embracing the sense of going forward instead of backward, or the temptation to simply stand still." That pioneering spirit of exploration, optimism and opportunity will continue to define our efforts to create the New Nevada.

Nevada's Opportunity to Innovate

The Recession

By the time Governor Brian Sandoval took office in January of 2011, the so-called “Great Recession” of 2008 and the ensuing economic downturn that gripped the nation had hit the state of Nevada harder than perhaps any other state in America. When the governor was sworn in, Nevada led the nation in unemployment, bankruptcies and foreclosures. The housing market in Nevada was the worst in the country. Tens of thousands of Nevadans had lost their jobs, their homes and in many cases both. The unemployment rate had reached a high of more than 14 percent, and businesses across the state were forced to close their doors.

The recession hit Nevada families and workers especially hard in part because of the state economy's significant reliance upon the gaming and tourism industries, which are driven primarily by consumer spending of disposable income. As the nation's economy contracted, the number of travelers to Nevada declined, as did the amounts spent on gaming, restaurants and entertainment, which are so critical to the travel and tourism sectors. The explosive growth of the previous decade that had propelled an unprecedented expansion of housing developments and commercial projects, particularly in southern Nevada, came to a screeching halt.

The recession also severely affected Nevada's state government infrastructure. Upon entering office, Governor Sandoval's administration had no alternative but to implement austerity measures as part of a strategic triage response to an unprecedented economic crisis. The governor immediately froze all new regulations on businesses and ordered the systematic review of all existing regulations to identify those that unnecessarily obstructed economic growth. He implemented nearly \$500 million in budget cuts, and required state employees to take unpaid furlough days.

In the midst of this dramatic downturn that disproportionately impacted minority-owned businesses, communities and families, the nation was also fighting two wars overseas and Nevada saw hundreds of young patriots answering the call of duty. As those conflicts scaled down, more and more Nevada veterans returned from overseas facing an economy that offered little in the way of job opportunities, and as a result, joblessness and homelessness among Nevada's veteran population rose in the same way unemployment increased among minority communities across the state.

What became undeniably clear during this period of economic turbulence and uncertainty was that the time had long passed for Nevada's economy to meaningfully diversify. A 21st century global economy necessitated a more diverse economic landscape, and while discussions about diversification had been ongoing for years prior to the recession, the need for such diversification in Nevada had never been more acute, and was as apparent as it had ever been.

The Recovery

While the governor took immediate steps to mitigate the severe effects of the Great Recession, he also began to implement long-term strategies that would begin the process of economic development and diversification across the state of Nevada. He created the Governor's Office of Economic Development (GOED) and charged the agency with attracting and recruiting businesses to the Silver State. He placed

GOED in charge of funds that would be used to assist small businesses and innovators with start-up investment dollars. And, he charged GOED with exploring opportunities to cultivate new and emerging industries such as healthcare, energy development, aerospace and defense, and information technology, while strengthening Nevada's legacy industries such as gaming and tourism, agriculture, and mining.

GOED's role in executing the governor's economic development strategy and driving what continues to be a historic economic recovery can hardly be overstated. In December of 2013, as a result of GOED's efforts, Nevada was selected by the Federal Aviation Administration as one of six test sites for Unmanned Aerial Vehicles (UAV) technology, paving the way for Nevada to lead on an international level as a center for innovation within a 21st century emerging industry. In September of 2014, as unemployment continued to decline and Nevada's steady but fragile recovery progressed, Tesla Motors, after extensive negotiations with GOED, committed to construct its lithium ion "Gigafactory" in northern Nevada, a project that meant tens of thousands of direct and indirect jobs and billions of dollars to the state over the coming years. And, in December of 2015, Nevada's economy experienced another milestone event when electric car manufacturer Faraday Future announced it would build a \$1 billion auto manufacturing plant just outside of North Las Vegas, a city that arguably suffered some of the most severe effects of the recession.

These and other historic economic development achievements coincided with steady job growth, solid improvements in the housing market and other gradual but deliberate steps toward economic recovery. By the beginning of the governor's second term, Nevada once again was on a clear path toward economic prosperity. Funding for state programs was restored, and long-term stabilization of the state's revenue system was implemented in order to fund improvements to education. The decades-old conversation about the diversification of the state's economic base had begun to be realized. Traditional sectors recovered as well, pushing Nevada's unemployment rate to an eight-year low of 6.4 percent by early 2016.

The Realization

Both the Great Recession as well as Nevada's recovery from it have made clear that diversification of the state's economy is essential to its continued and future success. The foundation for that long-term effort has been laid and continues to be reinforced by the continued attraction and recruitment of dynamic industries and companies relocating to Nevada. Premier brands such as Tesla Motors, Faraday Future, Switch Technologies, Amazon, EBay, Panasonic, and many others are rapidly and significantly changing the economic landscape of the state, and emerging technologies are being developed by innovators, entrepreneurs, and start-ups that are increasingly coming to Nevada in greater numbers. There is no question that the first prong of the state's economic development strategy – attracting new businesses – is being successfully executed.

With the realization that Nevada must develop new commercial and economic bases has come the realization that Nevada's workforce, too, must adapt to the needs and realities of a 21st century economy. It is not enough to simply attract new business and import skilled workers to meet the demands of new employers. What is required is an effective pipeline and system of career pathways that prepares Nevadans for the job opportunities available to them in these new and emerging industries.

As the state continues to cultivate vibrant, modern economic sectors such as advanced manufacturing, information technology, data storage, aerospace and defense, healthcare delivery, as well as others, it

must also focus equally on developing and preparing a workforce that can sustain and support these industries. Economic development and workforce development are both essential to Nevada’s long-term prosperity. This is perhaps best illustrated by the example of the Faraday Future’s project, which required not only legislative solutions addressing infrastructure and taxation issues, but also a legislative mechanism for ensuring that the state could support efforts to train and prepare employees in Nevada for the high-tech jobs that would be available as a result of the project. Governor Sandoval has already led substantial investment in the K-12 public education system, coupled with reforms to modernize that delivery and hold schools accountable. He is laying the groundwork for postsecondary revitalization as well, all with an eye toward building on five years of success and with the goal of preventing such a dramatic downturn from impacting the Nevada family so adversely in the future.

In short, it can be said that no other state has experienced the dramatic need for workforce development to the extent that Nevada has. An unprecedented economic downturn, coupled with a recovery that relied heavily on recruiting 21st century industries has led to the compelling realization that Nevada’s workforce development efforts must be aligned, enhanced and reformed to create a statewide system that effectively prepares students, as well as displaced workers, for 21st century jobs that require 21st century skills.

Nevada’s Unified State Plan is an expression of the state’s realization that workforce development is a top priority. Further, it is a manifestation of the state’s intent to meaningfully align and improve existing programs in order to achieve this outcome, and create new programs and solutions necessary to ensure this outcome continues to be achieved for years to come. The future of the state’s economy rests upon a deliberate, strategic effort to develop a skilled and ready workforce that can sustain the dynamic growth Nevada continues to experience. Only through a fervent, united, statewide effort to align programs, effectively utilize and interpret data, and reduce barriers to education, literacy, and training can Nevada continue to move forward on the path to historic economic growth and prosperity. This plan addresses the needs of those hardest to serve, tackles both unemployment and underemployment, and serves as a cornerstone of a true Workforce Development System that reaches beyond tradition federal core programs to bring to bear the resources of other state, local, private, and nonprofit entities.

| | |
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| | |

Figure 1: *Target Populations - TBD*

Executive Director's Annual Performance Report

July 12, 2016

7 Workforce Innovation and Opportunity Act (WIOA)

E Development of Local Plan

WORKFORCE CONNECTIONS'
FOUR-YEAR LOCAL PLAN
FOR
SOUTHERN NEVADA'S WORKFORCE
DEVELOPMENT AREA
EFFECTIVE JULY 1, 2016 – JUNE 30, 2020

OUTLINE OF FOUR-YEAR LOCAL PLAN

I. EXECUTIVE SUMMARY

II. PLAN CONTENT

1. Strategic Planning Elements including Targeting Special Populations
2. Local Area Workforce Development System
3. Core Program Partners
4. Business-Driven Services
5. Economic Development Alignment
6. Continuous Improvement, Access and Compliance with the Americans with Disabilities Act (ADA)
7. Adult & Dislocated Worker Services
8. Coordination of Statewide Rapid Response Activities
9. Youth Services
10. Coordination of Secondary and Post-Secondary Education Programs
11. Provision of Transportation and Other Supportive Services
12. Coordination of Wagner-Peyser Services WIOA Title III
13. Coordination of Adult Education and Literacy Services WIOA Title II
14. Coordination of Vocational Rehabilitation Services WIOA Title IV
15. Designation of Southern Nevada's Local Workforce Development Board
16. Competitive Process for Award of WIOA Title I contracts
17. Local Levels of Performance
18. Actions to Remain a High-Performance Board
19. Training Services
20. Process for Public Comment into the Development of the Four-Year Local Plan
21. Transition to an Integrated Management Information System

III. ATTACHMENTS

- ATTACHMENT A – Assurances Checklist
- ATTACHMENT B – State-Required Certification
- ATTACHMENT C – Public Comment
- ATTACHMENT D – Designation Letter from the Governor
- ATTACHMENT E – Workforce Connections Strategic Work Plan Goals Matrix
- ATTACHMENT F – Draft Memorandum of Understanding
- ATTACHMENT G – Draft Resource Sharing Agreement

I. EXECUTIVE SUMMARY

This four-year local plan reflects Workforce Connections' (WC) goals and strategies to comply with the requirements of the Workforce Innovation and Opportunity Act (WIOA). It aligns WC's resources with the goals of the Governor's Workforce Development Board in alignment with the Governor's vision for a "New Nevada". This plan ensures alignment of education, career training and workforce development services to achieve targeted objectives. WC's vision of integrating the local area workforce development system in support of Nevada's key industry sectors is highlighted throughout this document. This proposed four-year local plan covers the period of July 1, 2016 through June 30, 2020.



Nevada's Designated Workforce Development Areas
 (Southern Nevada Workforce Development Area is highlighted in light green)

This plan contains all elements requested by the State in the memorandum dated March 21, 2016, including:

- A. A vision for the local area workforce development system
- B. Goals, objectives and strategies to increase skill levels, employment, earnings, customer satisfaction and return on workforce development investments
- C. A blueprint to utilize the area's strategic workforce assets to meet the requirements of the changing economy
- D. A planning process, managed by the local boards, that ensures meaningful opportunities for business, labor, local chief elected officials, program operators, Nevada JobConnect, partner agencies, and others, to communicate their needs. This plan offers perspectives and expertise that allows sub recipients to participate in the process. The review and comment process for developing the local workforce plan is transparent and dynamic and allows interested parties to comment as the plan is developed
- E. A plan that is focused on the unique needs and resources of the local area and is consistent with the Nevada 2016-2020 Unified State Plan submitted to the U.S. Department of Labor (DOL) on March 3, 2016

F. Goals, objectives and strategies that:

- Represent the priorities of the Local Board and its partners
- Reflect stakeholder input
- Offer guidance and proposes approaches that benefit customers of the workforce development system (employers, job seekers, workers, students and out-of-school youth)
- Are supported by current and specific economic and demographic data and needs assessment
- Take into account existing workforce development programs and services
- Are demonstrated by program performance

G. The local area's WIOA Title I operational plans

H. Assurances checklist documenting WIOA compliance

DRAFT



Executive Director's Annual Performance Report

July 12, 2016

7 Workforce Innovation and Opportunity Act (WIOA)

F Establish One-Stop Affiliate Sites

Program Year 2016 Request for Proposals

Workforce Connections' vision is "Full Employment for All Southern Nevadans." To accomplish this vision, staff announced the following Request for Proposals:

Geographic Areas:

- East Las Vegas Adult/Youth One-Stop Affiliate Site – \$1,800,000
- Mesquite Adult/Youth One-Stop Affiliate Site – \$360,000
- Boulder City and/or Laughlin Adult/Youth One-Stop Affiliate Site – \$360,000

Special Initiatives:

- Clark County Detention Center Pre- & Post-Release Workforce Development Program – \$600,000
- Clothing Services – Not to exceed \$200,000

Request for Proposals Timeline:

- RFPs Released February 26, 2016
- Mandatory Bidder's Conference March 3, 2016
- Proposals Due March 30, 2016
- Evaluations & Panel Interviews April 4-22, 2016
- Recommendations to Programs Committee May 11, 2016
- Programs Commence July 1, 2016

**PY2016 One-Stop Career Center
and
Affiliate Sites**

**(Awards Approved by LEOs
June 14, 2016)**

ResCare Workforce Services (One-Stop Operator)
6330 West Charleston, Suite 190
Las Vegas, Nevada 89146

Foundation for an Independent Tomorrow (Adult Re-Entry)
1931 Stella Lake Dr.
Las Vegas, Nevada 89106

HELP of Southern Nevada (ADW One-Stop Affiliate Site – South and Youth Drop Out Recovery)
1640 E. Flamingo Rd., Suite 100
Las Vegas, Nevada 89119

Hope for Prisoners (ADW Pre-/Post-Release Reentry Services)
3430 E. Flamingo Rd., Suite 350
Las Vegas, Nevada 89121

Lincoln County Grant Administration (ADW and Youth One-Stop Affiliate Site)
360 Lincoln St.
Caliente, Nevada 89008

Nevada Partners, Inc. (ADW and Youth One-Stop Affiliate Site – North and Adult Pre-apprenticeship)
710 W. Lake Mead Blvd.
Las Vegas, Nevada 89030

NyE Communities Coalition (ADW and Youth One-Stop Affiliate Site – Nye and Esmeralda)
1020 E Wilson Rd
Pahrump, Nevada 89048

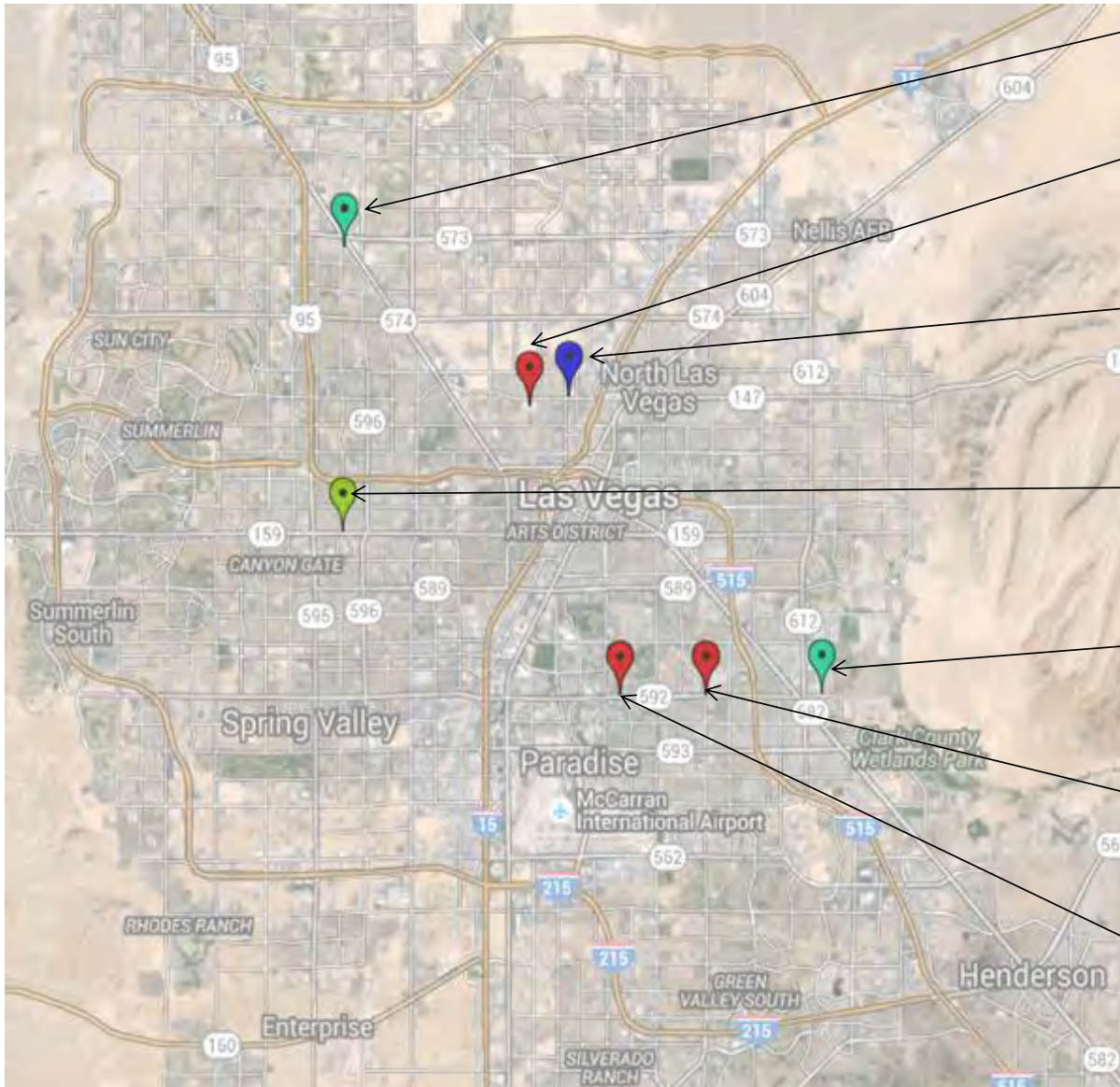
Olive Crest (Foster Care Youth)
4285 North Rancho Drive, Suite 160
Las Vegas, Nevada 89130

So. NV Regional Housing Authority (Youth One-Stop Affiliate Site - East)
5390 East Flamingo Road
Las Vegas, Nevada 89122

St. Jude's Ranch for Children (Youth – Boulder City and Laughlin)
100 St. Jude's Street
Boulder City, NV 89005

Note: Several awards pending including One-Stop Affiliate Site – East, Mesquite, Boulder City/Laughlin

One-Stop Career Center and Affiliate Sites - Las Vegas Valley



Olive Crest (Foster Care Youth)
4285 North Rancho Drive, Suite 160
Las Vegas, Nevada 89130

Foundation for an Independent Tomorrow
(Adult Re-Entry)
1931 Stella Lake Dr.
Las Vegas, Nevada 89106

Nevada Partners, Inc.
(ADW and Youth One-Stop Affiliate Site – North
and Adult Pre-apprenticeship)
710 W. Lake Mead Blvd.
Las Vegas, Nevada 89030

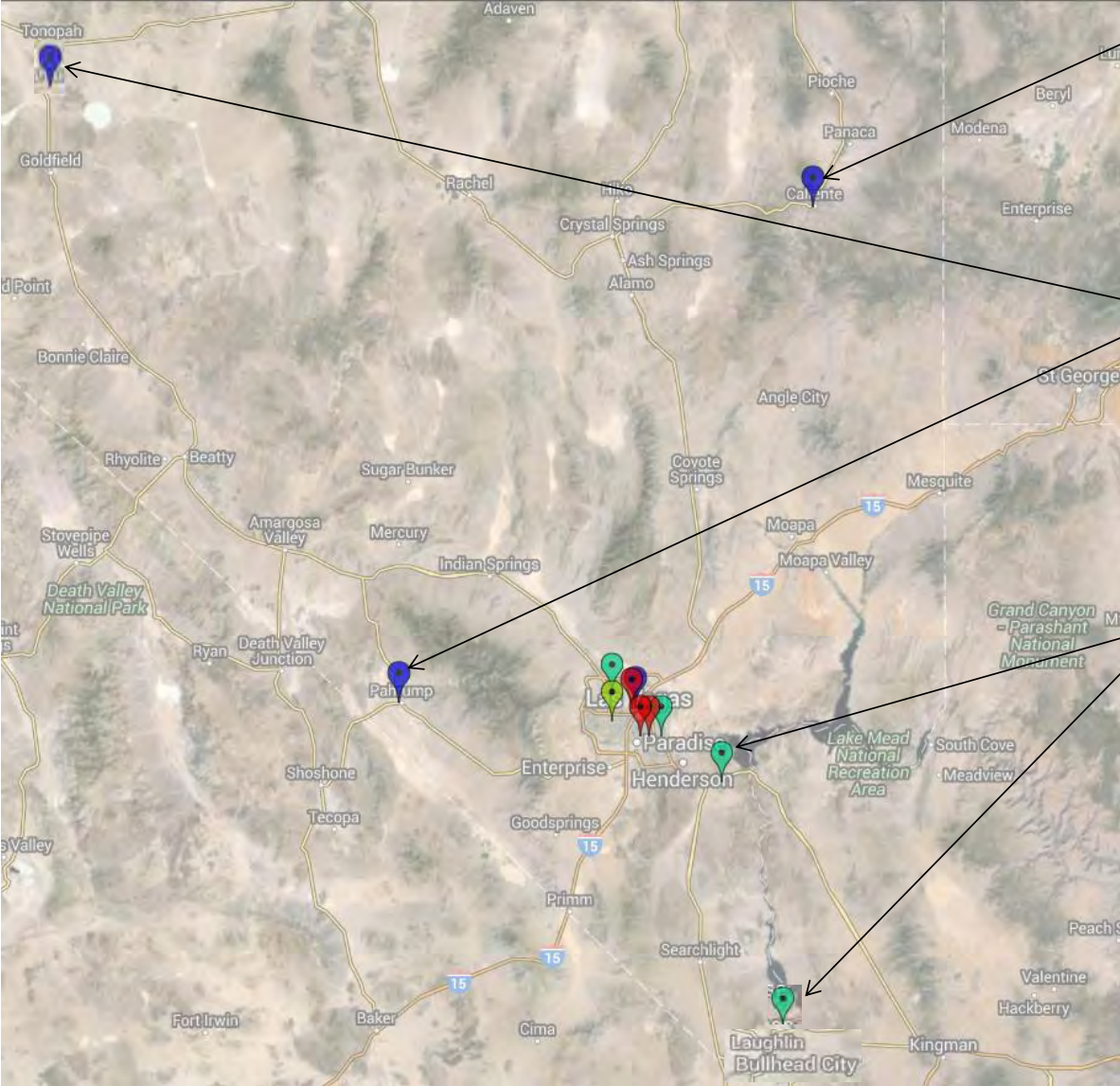
ResCare Workforce Services
(One-Stop Career Center Operator)
6330 West Charleston, Suite 190
Las Vegas, Nevada 89146

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(Youth One-Stop Affiliate Site - East)
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Las Vegas, Nevada 89122

Hope for Prisoners
(ADW Pre-/Post-Release Reentry Services)
3430 E. Flamingo Rd., Suite 350
Las Vegas, Nevada 89121

HELP of Southern Nevada
(ADW One-Stop Affiliate Site – South and
Youth Drop Out Recovery)
1640 E. Flamingo Rd., Suite 100
Las Vegas, Nevada 89119

One-Stop Affiliate Sites - Rural Southern NV Area



Lincoln County Grant Administration
 (ADW and Youth One-Stop Affiliate Site)
 360 Lincoln St.
 Caliente, Nevada 89008

NyE Communities Coalition
 (ADW and Youth One-Stop Affiliate Site –
 Nye and Esmeralda Counties)
 1020 E Wilson Rd
 Pahrump, Nevada 89048

St. Jude's Ranch for Children
 (Youth – Boulder City and Laughlin)
 100 St. Jude's Street
 Boulder City, NV 89005

Executive Director's Annual Performance Report

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8 Rural One-Stop System Delivery and Hiring Events

A Lincoln County –

Explore the Jobs of the Future – March 2016

Internship Program – April 2016

B St Jude's Youth Program - Boulder City/Laughlin

C Nye Communities Coalition – Nye/Esmeralda

Holiday Inn Hiring – July 2015

Big 5 Hiring – August 2015

Spring Mountain Resort Hiring Event – April 2016

Job and Volunteer Fair – May 2016



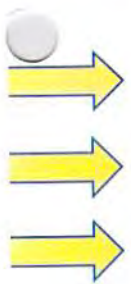
Executive Director's Annual Performance Report

July 12, 2016

8 Rural One-Stop System Delivery and Hiring Events

A Lincoln County –

Explore the Jobs of the Future – March 2016
Internship Program – April 2016



LINCOLN COUNTY WORKFORCE PRESENTS:

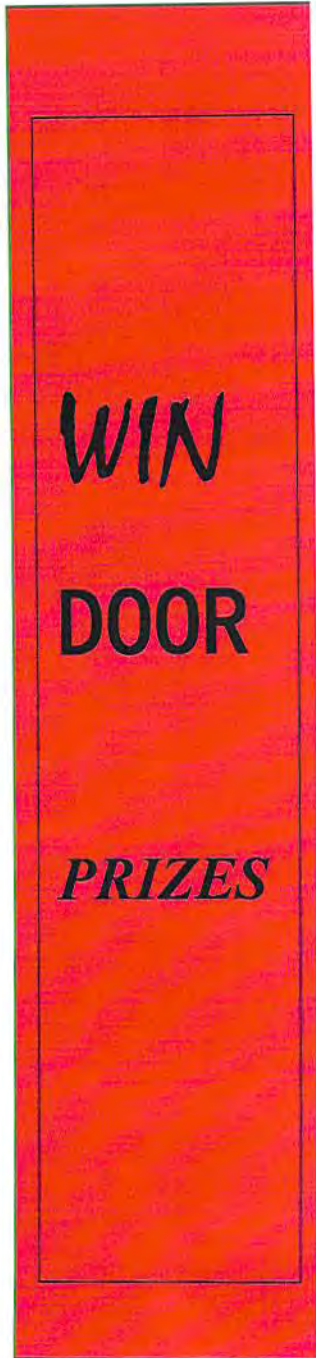
EXPLORE THE JOBS OF THE FUTURE....

MARCH 17TH 4:00-6:00 pm
Workforce Office
320 Lincoln St.
Caliente, NV



GUEST SPEAKERS:

- DAVE LATREL- LINCOLN COUNTY POWER
- KYLE DONAHUE- LINCOLN COUNTY POWER
- BRENDAN DALLEY- DIXIE APPLIED TECH COLLEGE
- CORY LYTTLE- NRCS
- NICOLE ROWE- LINCOLN COUNTY HEALTH NURSE





New internship program approved

April 5, 2016 By [Marie Mason](#)

A possible internship program for the City of Caliente was discussed at the City Council's regular meeting March 19.

City foreman Jerry Carter has been playing with the idea for the past year. The internship would allow young people to train in city jobs in the water and sewer departments. Carter has talked with Lincoln County Workforce, which provides job training and employment assistance to local residents. The Workforce representatives are excited about the potential internship program. The plan would be for someone from the Las Vegas Workforce office to come and train the interns. This would be a paid internship, but details on what other benefits would be included still need to be ironed out.

The program would provide an opportunity for young people to gain training for a possible career in water and sewer utilities and allow them to obtain a first level license in the field. Carter stated even if the interns where to move outside of Lincoln County, this is a career they could pursue anywhere in Nevada. The development of the internship program was approved and Carter will meet with Workforce in Las Vegas to customize and plan the internship process and a timeline for when the program will launch.



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July 12, 2016

8 Rural One-Stop System Delivery and Hiring Events

B St Jude's Youth Program - Boulder City/Laughlin

St. Jude's Ranch Youth Career Services Workforce Innovation and Opportunity Act



What We Do

- * **Career Exploration**
- * Dropout Recovery
- * **Leadership Development**
- * **Tutoring & Study Skills Training**
- * **Work Experiences & Occupational Training**
- * Mentoring & Counseling
- * **Supportive Services and Much More**



Eligibility

- * **Youth Ages 17-24**
- * **Low Income**
- * **School Dropout**
- * **Homeless or Runaway**
- * **Subject to Justice System**
- * **Individual with a Disability**
- * **Pregnant/Parenting Teens**
- * **In/Aged out of Foster Care**

Serving Boulder City and Laughlin
Stephanie Collinworth, Program Manager

702-294-7143 / 702-308-3826

scollinworth@stjudesranch.org

Jessica Saccomanno, Case Manager

702-294-7143/702-308-3012

jsaccomanno@stjudesrandch.org



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Pathways to Careers puts participants on right track

BC [bouldercityreview.com /sections/news/pathways-careers-puts-participants-right-track.html](https://bouldercityreview.com/sections/news/pathways-careers-puts-participants-right-track.html)

St. Jude's Ranch is in the opening stages of its "Pathways to Careers" program, an experience that helps Boulder City and Laughlin residents aged 17 to 21 gain insight and education into the professional world.

Thanks to a \$400,000 state grant, St. Jude's employees have spent the past six months creating a program that offers those from low-income families a chance to broaden their professional horizons.

City Councilwoman Peggy Leavitt serves on the Workforce Connections board and was instrumental in obtaining the grant. Since Boulder City is a smaller community, she said, it tends to get overlooked by the bigger cities in Southern Nevada.

And since Boulder City had no previous contracts through Workforce Connections, getting the funding was difficult, she said.

"Getting this moving has been a process because it was really starting from scratch. Having the St. Jude's campus here helped make this a good fit," she said.

According to Myesha Wilson, executive director at the ranch, St. Jude's is hoping to find about 100 participants from Boulder City and Laughlin for the program. Applicants do not have to be residents of the ranch, but they must live in the two towns.

All applicants must take an assessment test to determine their levels of reading, writing and math. From there, each applicant will have a sit down with a career specialist to find out what they want to accomplish during the program. Each experience is individualized so participants get a more one-on-one experience.

"We want to find out what they want," Wilson said. "Is their goal just to get a job? Or do they want to continue going to school?"

St. Jude's is in the process of getting Boulder City businesses to jump on board, but job opportunities are not limited to only Boulder City and Laughlin. Once an applicant finds a job that's suitable, St. Jude's will pay the employer for their services. Applicants are not paid, but Wilson said they will be given gift cards and other prizes for meeting certain criteria.

"We have built-in incentives to keep them wanting to come back," she said.

The goal, she said, is for the employers to bring on the participants permanently.

"A part of this grant is for training, so if they're learning a skill set, that's going to benefit them when they work anywhere," Leavitt said.

Wilson said St. Jude's will cover any expenses needed for the job, including bus passes, work clothes, and day care services. Career specialists at the ranch will also help participants improve their interviewing skills, teach them to write resumes and cover letters, and conduct mock interviews to help them polish their skills.

"We just don't want them to get a job, we want to set them up for a career," Wilson said.

Since her three years on the board, Leavitt said she has seen participants of similar programs work at restaurants, office jobs, beauty schools, and even solar companies.

Each work experience is expected to last a couple of months, but participants must check in with a case manager at

St. Jude's up to one year upon completing their jobs as part of the agreement.

For those interested in pursuing higher education, Wilson said they plan on holding college tours in California and Nevada in the spring. St. Jude's will pay for a charter bus, lodging, and all of the other expenses accrued from the trip.

She's hopeful that getting them to see the colleges will give them an extra incentive to want to take the next step.

"Sometimes they just see it on TV and they don't really know what a college campus looks like," she said. "This will help them open their eyes and say, 'Wow. This is something I want to do.' "

Since the program is geared toward people from lower-income families, or those in danger of failing high school, getting to see a college campus can make all the difference in the world, according to Leavitt.

"We want to give them a vision of what can be possible. Most of the recipients of these programs don't really picture themselves getting an education," she said. "I think it has made a huge difference in the lives of some of these kids who maybe didn't think they had a future at all."

For more information, visit to www.stjudesranch.org.

Contact reporter Steven Slivka at sslivka@bouldercityreview.com. Follow him on Twitter [@StevenSlivka](https://twitter.com/StevenSlivka).



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July 12, 2016

8 Rural One-Stop System Delivery and Hiring Events

C Nye Communities Coalition – Nye/Esmeralda

Holiday Inn Hiring – July 2015

Big 5 Hiring – August 2015

Spring Mountain Resort Hiring Event – April 2016

Job and Volunteer Fair – May 2016

Hiring for Holiday Inn Express Underway

PVT pvtimes.com/news/hiring-holiday-inn-express-underway.html



Mick Akers / Pahrump Valley Times

By Mick Akers

Pahrump Valley Times

makers@pvtimes.com

With the Holiday Inn Express construction inching toward completion, the positions required to run the hotel are in the process of being filled.

In conjunction with the NyE Communities Coalition, Safari Hospitality, the property management company heading the Holiday Inn, located at 861 S. Highway 160, is looking to fill around 20 positions at the site.

There will be no job fair to fill the positions, but interested applicants are urged to go to the NyE Community Coalition, located at 1020 E. Wilson, to apply.

Since there is no job fair to advertise the jobs, the coalition has been relying on the Internet and people around town to inform job seekers that the hiring process is taking place.

“The positions are posted on the job board here at the coalition and at the library,” said Tammi Odegard, Workforce Director at the coalition. “They are on the state job bank, so people can see the jobs that are listed” and I think it’s been a lot of word of mouth.”

All of those that have already applied for the jobs have been Pahrump residents as far as Odegard is aware.

Odegard said three of the positions have been filled, including the general manager position, who is actively assisting with the hiring process of the other available positions.

Since posting the jobs earlier this month the showing by those applying for the various positions, ranging from breakfast attendant to housekeeping manager, has been strong.

It's been a good turnout," Odegard said. "We've had some real good quality applicants, and it's been going really well."

The hotel was originally planned to be completed in late Spring, but saw some delays and now appears near complete, although no timetable is set for the hotel's opening date.

The 60,000-square-foot, three-story facility will feature 103 hotel rooms and will have an outdoor pool and spa and a fitness center.

Anyone interested in applying must be registered on the State of Nevada's job board, then stop by the coalition to fill out the paper application that will be sent to the employer.

With jobs at a premium in town, the addition of these positions to the area is important according to Odegard.

It's a big deal," she said. "A lot of lives are going to be impacted by these jobs."

Big 5 Sporting Goods will hold hiring event at NyECC

[PVT pvtimes.com /news/big-5-sporting-goods-will-hold-hiring-event-nyecc.html](http://pvtimes.com/news/big-5-sporting-goods-will-hold-hiring-event-nyecc.html)



Horace Langford Jr. / Pahrump Valley Times - The finishing touches are being added to the new Big 5 Sporting Goods store on Loop Road. The human resources department is holding a hiring event Aug. 12 at NyE Communities Coalition. Job seekers must fill out an online application to be considered.



Horace Langford Jr. / Pahrump Valley Times - The finishing touches are being added to the new Big 5 Sporting Goods store on Loop Road. The human resources department is holding a hiring event Aug. 12 at NyE Communities Coalition. Job seekers must fill out an online application to be considered.

By Charlene Dean
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The new Big 5 Sporting Goods store on Loop Road, across from Saddle West Hotel & Casino, is getting ready to start hiring employees. Its managers are working with NyE Communities Coalition Career Connections as part of the hiring process and are planning a hiring event for Aug. 12.

The retailer's property sits on the former location of Team Sports and Nick Moore said the property was put under contract by Worth Williams Properties in anticipation of improvements for the Big 5 Sporting Goods store in November. It took a little over six months to close.

Williams said he would be turning the building over to Big 5 in August.

According to NyECC One Stop Manager, Tim Wigchers, "The process to apply for one of about 25 full and part-time openings is a two-part process."

"First, the job seeker must apply online at www.big5sportinggoods.com/careers, go to 'Find Jobs and Apply Online,' and then select #480 Pahrump, NV as the location."

The second step is for job-seekers to either stop by or Call NyECC Career Connections at 775-727-9970 and sign up for an interview session at the Aug. 12 hiring event.

Wigchers said Big 5 hiring managers will conduct interviews from 9 a.m. to noon and again from 1 p.m. to 4 p.m. at the NyECC Campus, 1020 E. Wilson Road.

"There are only a certain number of slots available. "Big 5 is bringing a number of its human resources people here to conduct the interviews."

Wigchers said those serious about the jobs absolutely must fill out an online application. "They won't be considered if they haven't."

He said there is a computer lab on the NyECC campus and those without Internet access are welcome to use the lab computers. "That is something human resources will verify before they even interview anyone."

He said NyECC would be checking back with those who have signed up just before the interview sessions are scheduled to be sure there is still an interest in being interviewed.

"This hiring event will be different than most of our job fairs. People will most likely find out quickly if they have a job or not.

Appointments are not necessary, but those who have signed up will be seen first.

Applicants must be 18 or older and be able to successfully pass a comprehensive criminal background check.

Big 5 is hiring for both store set-up and other positions.

During store set-up, employees could be scheduled Monday to Friday from approximately 7:30 a.m. to 4:30 p.m., although schedules may vary.

Work will involve unloading trucks, lifting heavy boxes, building racks and shelving, pricing merchandise, setting up departments per a layout plan, and organizing merchandise and clothing racks.

Once the store opens for business work will involve customer service, sales, cashiering and maintaining

the appearance of the store.

After the store set-up, positions will become part-time and hours scheduled may vary between 10-25 hours per week. Retail hours involve mornings, afternoons, nights, weekends and holidays.

Not all employees hired will be kept as team members once the store opens for business.

Big 5 Sporting Goods is one of America's top retailers of name-brand sporting goods and accessories and has over 420 locations spread throughout 12 western states.

The 11,000-square-foot sales floor will offer a full line of products including athletic shoes, apparel and accessories, as well as a broad selection of outdoor and athletic equipment for team sports, fitness, camping, hunting, fishing, tennis, golf, snowboarding and in-line skating.

Part-time retail positions offer flexible scheduling, product discounts, discounts at major ski areas and a "terrific work environment," according to the company's press release.

Available openings are generally filled by enthusiastic, energetic, sports-minded people. Customer service experience is a definite plus.

Earnings are determined on prior experience and current sporting goods knowledge and/or skills base. Training will be available.

According to Big 5 Human Resource officials, "The ideal candidate for the position of retail salesperson and cashier will be: enthusiastic, energetic, hard working, detail oriented and a team player."