

	<ul style="list-style-type: none"> • Training: How long are you willing train for the skills? Training that best fits your needs <p>Job Market Research tools help answer questions like:</p> <ul style="list-style-type: none"> • What does the job market look like? Woofound, My Next Move, Occupational Outlook Handbook, O*NET OnLine • High Demand Careers: What careers have a bright outlook? Declining Employment, Fastest Growing, Largest Employment, Most New Jobs, Most Openings, Demand Occupations • High Demand Careers: What careers pay well? Highest Paying • Career Decision: What career pathway wills you chose? <p>Job Readiness Activities: Job Developers will work with youth to enhance their job readiness through role-play in work-related scenarios, “Personal Shopper” assistance for professional attire from Dress for Success, and through various workshops. Facilitators can range from community partners, employers, and staff. Workshop and ResCare Academy courses include workplace basics, employer expectations, communication, resume development, addressing cultural differences, teamwork, conflict resolution and other soft skills. Incentives are provided to those who participate and complete prescribed activities.</p> <p>Job Search / Job Placement resources include:</p> <ul style="list-style-type: none"> • ResCare Academy: Get Ready Get Hired - Effective Interviewing • ResCare Academy: Get Ready Get Hired - Building an Effective Resume • ResCare Academy: Get Ready Get Hired - Developing an Effective LinkedIn Profile • Resume Development: Resume Hero and Career Builder • Online Job Boards: Nevada Job Bank, ResCare Talent Market, the talent portal developed to match local job seekers to employers and job listings. • LinkedIn Profile: LinkedIn <p>Follow up Services: Under WIOA, the quality and quantity of follow-up has been enhanced to ensure young adults who have exited the program are continuing with employment, postsecondary education, and the pursuit of their chosen career pathway. We have adopted an “alumni” mentality. As young adults exit services they are provided with a toolkit/portfolio that includes all of our contact information, a schedule of program activities they can attend (including the hours of the day team members are available for drop-in services), a list of community resources, and copies of their resume and credentials/certificates gained. We collect from young adults all of their contact information, including information for at least two other people who will always know how to reach them. We also request signed releases to maintain contact with their employer or the postsecondary institution they are attending. Throughout the follow-up period of at least 12 months, young adults are invited and encouraged to attend program activities that will continue to enhance their success. Additionally, we engage successful past participants as role models for young adults who are still in the program. Additional follow up services will include Monthly contact, Boulder City Youth Hall of Fame, Alumni Program and Incentives.</p> <p>Flow process: See *Participant Flow outlined above.</p>
	Program Management

<p>Staffing Structure: <i>Insert staffing ratio commitment in space provided. Describe role and expectations of each program staff member, particularly Career Coaches & Job Developers. Describe how you will ensure Job Developers are interfacing with WC's Business Engagement Specialist Team</i></p>	<p>We are projecting a 27 to 1 participant to direct staff ratio. Career Coaches and Job Developers will be Life Coach certified within 6 months of program implementation. Shared with OSCC:</p> <ul style="list-style-type: none"> • Project Director – program oversight • Project Accountant – fiscal oversight • Human Resource Specialist – staffing, payroll, HR • Quality Assurance and Performance Specialist – quality and performance <p>Shared with Boulder City ADW:</p> <ul style="list-style-type: none"> • Career Coach - Career Coach has expertise in career development, career counseling techniques, administration and interpretation of assessments, career information resources, etc. and is able to explain the employment and training services as related to adult, dislocated worker, and youth populations, including special populations. Career Coach will outreach youth and lead group orientations and workshops and provide one-on-one career coaching. • Job Developer - Job Developer has expertise in creating job opportunities for adults, dislocated workers, and youth by researching, identifying, and soliciting possible sources of employment. They explain the process and practices for gainful employment related to adults, dislocated workers, and youth including special populations. Their activities are dedicated exclusively to engaging industry and coordinating work related activities for program participants. Job Developers collaborate with BEST through prescreening event referrals, job fairs, employer engagement through Chambers of Commerce, On the Job Training, Work Experience, ResCare National Employers, and by providing Supply & Demand and ResCare Talent Market job posting information for new employer engagement. Job Developers have a monthly enrollment and placement goals which will ensure they interface with BEST. Job Developers will have a shared outreach role with the Career Coach.
<p>Quality Control: <i>Describe how your program will be managed and what steps will be taken to control the quality and integrity of program components (regulatory compliance, quality of service delivery, One-Stop Delivery system co-branding, etc.). Describe your professional development plans for program staff.</i></p>	<p>Standard Operating Procedures and WC mandated policies will be provided to WC by September 30, 2016. Talent Development Manager and/or Quality Assurance Specialist reviews paper and OSOS file at the time Supportive Service or Training requests are submitted for approval by management for eligibility, documentation and data validation and consistency on a daily basis. Files and system records are reviewed a second time before they are submitted to WC each week. On a daily basis, Quality Assurance & Performance Specialist reviews paper and OSOS files for compliance including timely data entry, contacts and follow up and to capture performance outcomes. Career Coaches use standardized report templates to track transfer files and new enrollments. Weekly reports are reviewed by TDM and QAS for compliance and including status, last contact, and next steps ensure activities are documented accurately and timely. RWS conducts a 3-level monthly file review and ResCare's Best In Class® (BIC) quality improvement and measurement system assesses operational conformance federal, state, local, WC and RWS policies and procedures on a quarterly and annual basis.</p>

	<p>As the One-Stop Operator, RWS has fully implemented a cobranding strategy and ensures communications originating from RWS staff follow WC branding guidelines and branding and communication is centralized through the HR/Office Manager.</p> <p>ResCare provides over 4,000 courses for staff development. Staff will become Life Coach certified through Coach U within the first 6 months of program implementation and will benefit from knowledge and resources gathered from WIOA Youth-related forums and conferences. Staff participates in policy and procedure training and receives individual technical assistance as needed. Managers mentor to develop key competencies for future leaders.</p>
<p>Subject Matter Experts <i>Describe how you will ensure content-expert services are provided to special populations (e.g., Veterans, Youth & Adult with Disabilities, Re-Entry Youth & Adult, & Foster Youth). Describe the expected educational and/or experiential backgrounds of staff providing subject matter expertise.</i></p>	<p>RWS ensures content-expert services are provided to special populations by identifying staff members who have previous related experience providing workforce development services to special populations. RWS resources, expertise and best practices provide a foundation that ensures services are well-thought out and delivered appropriately. Knowledge and experience is gained through community involvement, partnerships with specialized agencies and organizations, and participation in volunteer opportunities directed toward special populations. Educational Background: 4 year related degree or 2 year degree and 2 years of related experience or High School equivalency and 5 years of related experience; Specialization: Credentials and related training certificates from recognized workforce development institutes such as Dynamic Work Institute and Workforce180; Experiential Background: Resume and Letter of recommendation and/or testimonial demonstrating passion to serve and first-hand experience providing services to and working for an agency, organization or employer in a related field and/or position. Ongoing staff development is provided through RWS national SME projects and leaders as well as industry-recognized training resources. Staff will become Life Coach certified through Coach U within the first 6 months of program implementation.</p>

Performance Management:
Describe your specific plan to manage and obtain successful performance outcomes, including program services and design features, specific partnerships that will facilitate outcomes and internal mechanisms to measure incremental benchmarks. Please also complete the table included in this section to communicate your plans by Quarter.

RWS' program services and design features ensure that Job Seekers are registered in OSOS at the time they enter the One-Stop. With each encounter, RWS staff case notes the interaction and results building an individual story. Internal mechanisms that ensure RWS meets contracted performance goals and common measures include OSOS registration records and reports, sign-in sheets, and tracking logs to develop performance reports maintained by the Project Director and Quality Assurance & Performance Specialist. Individual staff performance goals reflect contract and common measures are reviewed every 6 months. As needed, Quality Improvement and Corrective Action Plans are developed at local and corporate levels. We provide staff with performance feedback on an individual and project basis through weekly score cards. Specific goals are established for all performance measures as outlined in the contract and Scope of Work. RWS tracks actual performance by quarter and will influence outcomes by setting weekly goals and reviewing reports from Career Coaches and Job Developers with verification of date entry and outcomes documented in OSOS by TDM and Quality Assurance and Performance Specialist. To ensure positive outcomes, RWS requires frequent communication with youth at least every two weeks through any means necessary including texting and calls, and off-site engagements at school or training providers or employers. The key is to go to them rather than requiring them to come to us. If we delay, they will disappear. Because their overall goal in the ISS is their career goal, when they meet their ISS goals or are on their career pathway, we will exit them and follow-up.

PY15 Carry In Participants: __0__

Quarter	1	2	3	4
New Enrollments	5	10	7	5
Exiters	0	5	5	10

Contact Person & Information:
Include the name, title, address, phone number and email of the person who will be the main point of contact for this program.

Lynn Hoffman, Project Director, One-Stop Operator
 ResCare Workforce Services
lynnhoffman@rescare.com
 Office: 702-822-4202
 Mobile: 214-802-5889

Agenda item 12. DISCUSSION AND POSSIBLE ACTION:

Accept Programs Committee's recommendation to award and execute a no-cost extension for Nevada Partners, Inc. to ensure continuation of WIOA pre-apprenticeship activities to adults and dislocated workers. Upon approval by the WC Board and ratification by the Local Elected Officials Consortium, the current contract will be extended with a contract period of October 1, 2015 through December 31, 2016.

July 29, 2016



Ardell Galbreth, Workforce Connections
6330 W Charleston Blvd, Suite 150
Las Vegas, NV 89146

Nevada Partners Inc. (NPI) anticipates fully expending the \$400,000 award provided to deliver pre-apprenticeship programming. However, we are respectfully asking for a no cost extension, and we are asking this through 12/31/16. Here is why we are confident about spending the full amount of the grant if given a no cost extension:

1. There are currently 65 Work Experience (WEX) participants in the program. The WEX portion of the program has just achieved the capacity we were expecting.
2. There is a state licensed counselor who has been contracted with NPI, and will be starting her consulting work with this program on August 1st, 2016.
3. Items under the "Other Materials and Supplies" participant services account are in the process of being spent through the nationally recognized building trade's curriculum.
4. Now that there are 65 WEX participants, the "Clothing/Work Supports" line item will start being utilized.

Quarter 4, which is the current quarter of this original award, was anticipated as being the major source of expenses for the Building Partners – Pre-Apprenticeship program. Here is a pro forma projection of the expended money for this award with the no cost extension:

a. Expenses incurred 10/1/15 through 5/31/16:	\$111,550
b. Expenses incurred 6/1/16 through 6/30/16:	\$25,200
c. Expenses projected 7/1/16 through 7/31/16:	\$43,250
d. Expenses projected 8/1/16 through 8/31/16:	\$44,000
e. Expenses projected 9/1/16 through 9/30/16:	\$44,000
f. Expenses projected 10/1/16 through 10/31/16:	\$44,000
g. Expenses projected 11/1/16 through 11/30/16:	\$44,000
h. Expenses projected 12/1/16 through 12/31/16:	<u>\$44,000</u>
TOTALS:	\$400,000

The projected July numbers show that the program is now fully functioning. When you factor in the items listed in 1 through 4 above, it is easy to see that a no cost extension is feasible and mutually beneficial for both Workforce Connections and NPI to expend this award fully. Thank you for your consideration.

Sincerely,

Monica Ford
President/Chief Executive Officer
Nevada Partners, Inc.

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702-924-2100
www.NevadaPartners.org
710 West Lake Mead Blvd.
North Las Vegas, NV 89030



Scope of Work

Program Title	Build Nevada Pre-Apprenticeship Program
Program Year	PY 15
Agency	Nevada Partners North One Stop Affiliate
Location	710 West Lake Mead Boulevard North Las Vegas, Nevada 89030
Program Type (Youth, ADW, etc.)	ADW
Target Population	<ul style="list-style-type: none"> • Adults • Dislocated Workers
Program Dates	10/1/15 through 9/30/16
Amount Awarded	\$400,000
WIOA Enrollment	80
Program Deliverables	<p>NPI is well poised to offer a WIOA Pre-Apprenticeship Program. As a WIA service provider, NPI established a pre-apprenticeship program in 2007, titled Build Nevada. Build Nevada is a construction pre-apprenticeship program designed to prepare individuals to succeed in apprenticeship and construction employment. 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 strengthened by the program's associate membership in SNUAP. This membership affords program participants invaluable access to individual Joint Apprenticeship Training</p> <p>Councils (JATC's) coordinators. Further benefits to program participants of this direct relationship include:</p> <ul style="list-style-type: none"> ○ Introduction to Journeymen, Apprentices and Build Nevada graduates ○ JATC's site visits ○ Renewable energy and construction site visits ○ Prompt notification of JATC apprenticeship openings



Build Nevada is comprised of 7 major program components: (1) construction trades education, (2) individual and group counseling, (3) adult learning, (4) math instruction, (5) job placement assistance, (6) stipends, and (7) an array of certifications. The program's various components serve to prepare students for the industry's demands, as well as its unpredictable cyclical employment pattern. For the purposes of this project, NPI proposes to orientate 45 to 60 referred clients to be considered eligible for enrollment into an 11 week class of 20 participants, each quarter, for a three year period. Participants will attend a series of three orientations in which they will receive an overview of the program and its guidelines, industry expectations and the various opportunities presented by the Program Administrator, Training Coordinators, DOL & SAC Apprentice Director and contractors. Selectees for enrollment will be based on the participant's demonstrated interest, attendance and punctuality during the orientations. A panel interview consisting of the Program Administrator, and an Agency designee, and Counselor will be utilized to determine the 20 students to be enrolled. After selections, a final Agency/Family Night Orientation will be held for the selected participants to review the program, commitment and the support necessary for the students to successfully complete. Each class day starts with 2 hours of "Math for the Trades" followed by a soft skills class. Strict adherence to attendance and punctuality will be enforced. Midway through the program cycle all students will participate in a week long construction boot camp, where they will experience and demonstrate their capability to maneuver through the rigors of a construction site by digging trenches, jack hammering and working a community cleanup project. Following is an overview of Build Nevada's evidence-based program model:

Orientations – 1 week- provide a program and industry overview to participants referred from the agency

- ✓ 2 Program and Industry Orientation Overview – 4 hours
- ✓ Agency/Client Orientation
- ✓ Family/Support Team Orientation



Build Nevada Program Curriculum – 11 weeks

- ✓ Math for the Trades - 96 hours
 - o 30 hours of tutoring/homework assistance
- ✓ The Inspired Apprentice - 32 hours
 - o Construction Industry Overview
 - o Mechanical Comprehension
 - o Blueprint Reading
 - o Construction Work Readiness
- ✓ Construction Boot Camp – 40 hours
- ✓ Green Building Concepts - 10 hours
- ✓ Successful Apprenticeship Interviewing Strategies (Mock & Video) – 20 hours
- ✓ Life Skills – 30 hours
- ✓ Health and Wellness – 20 hours
- ✓ One on One Counseling Sessions – bi-weekly

- ✓ Group Counseling Sessions - biweekly
- ✓ Adult Learning Skills – 16 hours
 - o Overcoming Math Anxiety
 - o Note Taking Methods

 - o Study and Test Taking Methods

 - o Critical Reading Comprehension
- ✓ Apprenticeship Training Center Site Visits
- ✓ Renewable Energy or Construction Site Visit
- ✓ OSHA 10 certification – 10 hours
- ✓ Forklift certification – 8 hours
- ✓ CPR certification – 8 hours

In regards to ensuring participants receive services to appropriately address their barriers and result in positive outcomes, NPI has a proven system of case management, career counseling, and workforce development programming. This system includes a comprehensive intake and assessment process identifying the client's needs, barriers, and resources at the onset of programming. The process is followed by the development of an individualized employment plan detailing the goal and objectives needed to ensure a client can secure, maintain, and advance in employment. Next, progress monitoring occurs to ensure the employment plan and corresponding services are the right fit for the client's needs. As services are rendered, clients are asked to complete a customer satisfaction survey inquiring about the fit of services. As a secondary measure, individual and program performance are monitored and reported to ensure positive program and client outcomes. . This year NPI was awarded funds from Clark



	County to support a build out on campus for a regional workforce training center. NPI regional workforce development center will offer occupational skills training in STEM fields, for job seekers in interested in occupational skills training in aerospace, information technology , health and medical services, logistics and operations, tourism and gaming, film production and Pre-apprenticeship training.
WIOA Performance Measures	Entered employment Rate: Adults: 80%, DW: 80% Retention Rate after Six Months : Adults: 85%, DW: 85% Average Earnings Gain: Adults: \$15,000, DW: \$16,500 Credential Rate: 95% Training-Related employment: 75%
Additional Performance Measures	
Contact Person & Information:	Tiffany Tyler Chief Operating Officer 710 West Lake Mead North Las Vegas, Nevada 89030 (702)924-2100 (702)924-1602 ttyler@nevadapartners.org

Agenda item 13. DISCUSSION AND POSSIBLE ACTION:

Accept Programs Committee's recommendation to award and execute a no-cost extension to Nevada Partners, Inc. to ensure continuation of WIOA pre-entry youth services at Department of Juvenile Justice System's Spring Mountain Youth Camp. Upon approval by the WC Board and ratification by the Local Elected Officials Consortium, the current contract will be extended with a contract period of October 1, 2015 through December 31, 2016.



July 29, 2016

Ardell Galbreth, Workforce Connections
6330 W Charleston Blvd, Suite 150
Las Vegas, NV 89146

Nevada Partners Inc. (NPI) anticipates fully expending the \$650,000 award provided to deliver pre-entry programming. However, we are asking for a no cost extension, and we are asking this through 12/31/16.

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710 West Lake Mead Blvd.
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This award is broken down into two areas. There is an area of Participant Services Costs, which is a Workforce Connection direct pay for Occupational Skills training and On the Job Training. This amount is \$95,200. The second portion of the program is the NPI expense incurred portion, which totals \$554,800.

Given the nature of the program, early spending is limited by the location of the participants, which is the Spring Mountain facility. The participants are not allowed to leave the Spring Mountain facility until the summer, which is the 4th quarter of this award. This process has begun, and the July expenditures are reflecting this. Many of the participants are currently in the Work Experience (WEX) program, and we are now incurring these expenses directly.

Also related to the release of the participants is the Occupational Skills training and the On the Job training. These participants are now available to utilize this funding. Here is the pro forma projections for this WC paid portion for the Participant Service costs:

1. Expenses for Participant Training (PT), Quarters 1 & 2:	\$0
2. Expenses for PT, April through June:	\$13,300
3. Expenses projected for PT, July:	\$15,200
4. Expenses projected for PT, August:	\$13,340
5. Expenses projected for PT, September:	\$13,340
6. Expenses projected for PT, October:	\$13,340
7. Expenses projected for PT, November:	\$13,340
8. Expenses projected for PT, December:	<u>\$13,340</u>
Totals:	\$95,200

Quarter 4, which is the current quarter of this original award, was anticipated as being the major source of expenses for the Pre-Entry program. Here is a pro forma projection of the expended money for this award with the no cost extension for the provider paid portion:

a. Expenses incurred 10/1/15 through 5/31/16:	\$211,550
b. Expenses incurred 6/1/16 through 6/30/16:	\$30,000
c. Expenses Projected 7/1/16 through 7/31/16:	\$35,450
d. Expenses projected 8/1/16 through 8/31/16:	\$55,560
e. Expenses projected 9/1/16 through 9/30/16:	\$55,560
f. Expenses projected 10/1/16 through 10/31/16:	\$55,560
g. Expenses projected 11/1/16 through 11/30/16:	\$55,560
h. Expenses projected 12/1/16 through 12/31/16:	\$55,560
TOTALS:	\$554,800

The increase in the number of the participants from the Spring Mountain facility is the major driving factor for the increase in future expenses. A no cost extension is feasible and mutually beneficial for both Workforce Connections and NPI to expend this award fully. Thank you for your consideration.

Sincerely,



Monica Ford
President/Chief Executive Officer
Nevada Partners, Inc.

CC: Jeffrey McMahon, Director of Finance, NPI. Marlon Dumont, Pre-Entry Program Director, NPI. Ricardo Villalobos, Workforce Connections, Jeannie Kuennen, Workforce Connections, Kelly Ford, Workforce Connections



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Youth Program
Scope of Work
Pre-Entry youth Program

Program Year:	PY 2015
Program/Agency Name:	Nevada Partners, Inc.
Location:	710 West Lake Mead Blvd., North Las Vegas, NV 89030
Program Type:	W.I.A./W.I.O.A
Program Dates:	October 1, 2015 to June 30, 2016
Amount Awarded:	\$650,000
Number to be Served:	100
Target Population:	<p>Out-of-School Youth (OSY)</p> <p>For the purposes of this program an <u>Out-of-School Youth</u> is defined as an individual between the ages of 16 to 19 low-income, <u>not attending school</u>, and facing one or more barriers as defined</p> <p>Specialized Population: Adjudicated out-of-school youth</p> <p>The following adjudicated youth will be served through the Pre-entry program in partnership with the Department of Juvenile Justice System (DJJS) and with the stipulations as noted:</p> <ol style="list-style-type: none"> 1. Youth are adjudicated and out-of-school and between the age of 16 and 19, will be enrolled in the Pre-entry youth program with the approval of DJJS in writing. 2. Youth are currently detained at Spring Mountain Youth Camp and are <u>determined out-of-school youth</u>, with a letter to Nevada Partners in writing on official letter head by the Director of Spring Mountain Youth Camp, will be enrolled in the program. 3. Youth from JJS evening reporting centers and the Probation Center who are adjudicated youth and are out-of-school and are between the age of 16-19, will be enrolled; with documentation from the Director of each center stating that they are out-of-school.



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	<p>Statement of Need: The Pre-Entry Workforce Development Program in collaboration with DJJS will serve low-income individual's ages 16–19 years old that are adjudicated <u>out-of-school youth</u>.</p> <p>According to Clark County, Nevada Department of Juvenile Justice Services Statistical Report for 2013, Clark County has an estimated 277,955 youth ages 8-18.</p> <p>The program is designed to provide vocational training techniques, where youth learn soft skills (social skills, communication, empathy, self-management, team work, etc.) and marketable hard skills (typing, writing, math, etc.) which can assist youth in securing employment or other vocational experience.</p> <p>To address the needs of these youth, NPI will organize and deliver some or all of the following education, counseling, employment services and training to the youth in the Pre-Entry Workforce system.</p> <p>The ISS should include a targeted career pathway in at least one of the industry sectors identified in the Governor's Economic Development Plan:</p> <ul style="list-style-type: none"> • Aerospace and defense • Agriculture • Business information technology ecosystems • Clean energy • Health and medical services • Logistics and operations • Mining • Manufacturing • Tourism, gaming and entertainment <p>The program must provide services to youth in accordance to the fourteen (14) WIOA youth program elements.</p> <ul style="list-style-type: none"> • On-the-Job Training (OJT) • Internships and Work Experience • Supportive Services • Follow-Up Services • Re-engagement into secondary education; • Work-based learning activities; • Family counseling; if applicable • Mentoring • Computer training
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	<ul style="list-style-type: none"> • Social skills classes • Conflict management classes • Drug/alcohol program • Psychological counselling through DJJS Clinical Services Division • Occupational Training Opportunities, including full range of secondary and post-secondary options; • Career Pathways grounded in Employer Partnerships; • Unsubsidized employment • Maintain administrative and program obligations associated with receipt of WIOA funds. 	
STEM Initiatives: <ul style="list-style-type: none"> • <i>When will you introduce the WIA qualified youth to STEM initiatives as noted in your proposal?</i> • <i>In what specific ways will you incorporate STEM initiatives in your program?</i> • <i>How will you measure your STEM outcomes?</i> 	<p>STEM initiatives will begin with youth programming on a quarterly basis exposing approximately 38 youth per quarter to STEM programs. STEM programming will be integrated within the following activities:</p> <ol style="list-style-type: none"> 1. Career Exposure 2. Employability 3. Health and Wellness 4. STEM specific programs and workshops geared toward STEM related career fields. <p>Nevada Partners youth program will utilize local oriented commerce who specialize in the areas of STEM. Example may consist of, but not limited to UNLV, CSN, Solar City, Water District, Parks and Recreations, MGM Resorts International, and others.</p> <p>STEM outcomes will be measured by the number of youth in STEM workshop/activity attendance. Nevada Partners will expose 75% of new enrolled youth to STEM activities and programs. All youth who successfully complete STEM programs will receive a certificate of completion in STEM programs.</p>	
	OUT OF SCHOOL YOUTH MEASURES	
Required Performance Measures:	1. <i>Placement in Education/Employment</i>	75%
	2. <i>Attainment of Degree/Certificate</i>	65%
	3. <i>Literacy/Numeracy Gain</i>	50%
	4. <i>Average Wage</i>	\$9.25 per hour
Program Description:	<p>The flow begins with the recruitment process whereby eligible youth are recruited for services through partner agreements or court referrals.</p> <ul style="list-style-type: none"> • After recruitment, prospective participants will be given an orientation with an overview of the Workforce 	



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	<p>Investment Act/Workforce Innovation and Opportunity Act (WIOA), the Act's intent, the types of and nature of WIOA services, the goals of the program, the benefits of participation, program flow, and the client's rights and responsibilities.</p> <ul style="list-style-type: none"> • The orientation is followed by enrollment; CASAS testing to determine math and reading levels, as required by Department of Labor, a comprehensive intake process comprised of a program suitability assessment, a battery of career and skills assessments, an intensive interview, an eligibility determination, and the development of an individual employment plan. This enrollment process also includes a review of the client's needs in the areas of housing, health, education, and finances. • After enrollment, clients are afforded reengagement opportunities back into secondary education, vocational training, or employment services. As needed, a client may also receive supportive services. During the program clients will receive the attainment of a degree/certificate, OJT, Occupational skills training and/or Job placement.. • Upon job placement, clients receive job coaching and ongoing support for 12 months to ensure they maintain employment. NPI will provide open access to all Spring Mountain Youth Camp (SMYC) participants meeting qualifying barriers; specifically, Clark County Juvenile Justice Services. • Upon approval from DJJS, community court youth who are adjudicated and out-of-school, will be included in the Pre-entry program. <p>Youth Transferred to the Pre-Entry Program from a previous WC Re-entry program will be served in this program until completion of their goals and performance.</p>
<p>Unique & Exemplary Attributes:</p>	<p>Nevada Partners, Inc. utilizes evidenced based practices and strategies for youth who are at-risk, experience significant barriers, and in need of direction for self-sufficiency and long-term success. For over 22 years, Nevada Partners has support youth in achieving either a high school diploma and/or GED then providing leadership development so each youth may enter employment or post-secondary/training opportunities. For the last three years, Nevada Partners youth program has served the community through the Graduate Advocate Initiative program in partnership with the Clark County School District by assisting at-risk youth who experienced defined barriers that otherwise, would have prevented these youth from graduating. Nevada Partners has successfully administered this program for PY 2013, 2014 and 2015 with a greater graduation rate than districts 70.9% graduation rate.</p>



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	<p>Additionally, the youth program administered \$1.13 million in support services including credit retrieval, summer school, work experiences, post-secondary/training fees and other supportive services as needed to over 900 active and follow up youth.</p> <p>As part of programmatic support, Nevada Partners offers our youth onsite services through Adult Education, VESOL training for ELL learners entering the workforce, Citizenship Project for youth and adults gaining citizenship, and an onsite culinary training facility with a focus on hospitality training.</p> <p>As part of our evidence based training, all youth participate in a 10 week life skills training courses approved through Substance Abuse and Mental Health Services Administration. Additionally, all youth and adult case managers at Nevada Partners are certified under the Mental Health First Aid through PACT and CARE Coalitions to aid in effective case management and program needs.</p>
The number of Youth files Transferred from YAP	<p>Workforce Connections proposes to transfer 83 OSY files and 78 ISY files (Total Files 161) to Nevada Partners.</p> <p>These youth are not included in the total number of youth NPI will serve in the Pre-Entry Program.</p> <p>Note: At this time NPI is not sure how many of these files will be in the Pre-Entry Program. NPI is reviewing files for suitability.</p>
Funds received:	No funds have been awarded to NPI at this time to serve these youth.
Strategy to serve:	<p>Our strategy to serve our youth is to provide a meaningful and sustainable participation which is our main key factor in attaining positive outcomes. We want to offer leadership, and community service activities, recreate stronger relationships between case managers and youth participants. We want to foster a sense of community by offering significant opportunities for youth to interact with their peers by creating a sense of community, shared norms, and safety. We will utilize Batteries Included and redevelop our youth council.</p> <p>By talking with the staff, our department will target activities and support of services towards the needs of our participants that provide opportunities for them to build skills in areas that deliver personal interest to them. This includes schooling, career driven employment and occupational trainings. Case Managers will ensure that current follow up participants have all the necessary tools to become and stay successful.</p>
Contact Person & Information:	<p>Dr. Tiffany Tyler Chief Operating Officer 702-924-2139 Marlon Dumont Program Manager Youth Pre-Entry 702-942-2100 710 West Lake Mead Blvd, North Las Vegas, NV 89030 ttyler@nevadapartners.org</p>

Agenda item 14. DISCUSSION AND POSSIBLE ACTION:

Accept Programs Committee's recommendation to award and execute a no-cost extension for St. Jude's Ranch for Children to ensure continuation of WIOA youth services in Boulder City and Laughlin, Nevada. Upon approval by the WC Board and ratification by the Local Elected Officials Consortium, the current contract will be extended with a contract period of July 1, 2015 through December 31, 2016.



July 19, 2016

Ricardo Villalobos, Director
Workforce Development Programs WC
Workforce Connection
6330 W. Charleston Blvd.
Suite 150
Las Vegas, NV 89146

RE: Letter of Extension October 1, 2016 – December 31, 2016

Dear Ricardo,

Thank you for allowing us to serve the youth of Boulder City and Laughlin through the Workforce Innovation and Opportunity Act program. Please accept this letter as St. Jude's Ranch for Children's official request for a No-Cost Extension of our existing contract. The time extension will be from October 1, 2016 through December 31, 2016. I have instructed my staff to work with Workforce Connections Financial Department on a revised budget.

To date we are currently serving 23 youth from both cities. In the past six (6) months we have seen our participants complete their education, enroll in work experiences and attain vocational certifications. With the Board's approval of the No-Cost Extension, we will be able to continue to deliver a high level of service to the participants. In addition, the extension will allow us to maintain employer partnerships allowing for continued youth opportunities.

We appreciate the continued help of Workforce Connections and helping meet the needs of both these communities. If you have any questions, please feel free to contact me at 702-294-7101 or at myeshaw@stjudesranch.org.

Sincerely,

Myesha Wilson
Executive Director

Youth Program *Scope of Work*

Program Year:	2015
Program/Agency Name:	St. Jude's Ranch for Children – Nevada Region
Location:	200 Wilson Cr., Boulder City, NV 89005
Program Type:	WIA/WIO Youth
Program Dates:	July 1, 2015 – December 31, 2016
Amount Awarded:	\$275,000
Number to be Served:	40 (Out-of-School-Youth 24 & In-School-Youth 16)
Target Population:	Out-of-school & In-school youth living in Boulder City and Laughlin. Note: 10 Youth will be served from the town of Laughlin (4 In-school and 6 Out-of-School)
STEM Initiatives: <ul style="list-style-type: none"> • <i>When will you introduce the WIA qualified youth to STEM initiatives as noted in your proposal?</i> • <i>In what specific ways will you incorporate STEM initiatives in your program?</i> • <i>How will you measure your STEM outcomes?</i> 	<ol style="list-style-type: none"> 1. All participants upon entering into “Pathways to Careers” will be provided with a STEM Development Binder, this STEM Binder will provide extensive opportunities connected to the STEM environment, participants will maintain progress of their stages in STEM development and awareness. 2. STEM will provide access to a variety of career choices, participants will associate STEM to each and every job option explored during the preliminary training phase of “Pathways to Careers.” A special all day 9 industry sector city-wide bus tour will discuss the relevant STEM industries in southern Nevada. All college and technical institute tours will be connected to the STEM environment and the opportunities within the STEM industries. Participants will complete “What it Means to be Green” and participate in STEM conferences. 3. Each participant will be provided with a STEM Development Binder. The binder shall consist of a pre and post evaluation of their level of knowledge of the STEM industries. Participants will be provided with STEM evaluations throughout their learning process in “Pathways to Careers.” There shall also be an evaluation of STEM professions. All field trips will have STEM learning modules as a part of the curriculum and lessons learned will be pre and post evaluated.
Required Performance Measures:	Pathways to Careers will meet each of the following performance measures: <ul style="list-style-type: none"> • Placement in Employment, Education, or Training – 75% • Attainment of Degree or Certificate – 65% • Literacy/Numeracy – 50% • Average Wage Gain – \$9.25
Program Description:	<p>St. Jude's Ranch for Children's (SJRC) primary focus is to improve the quality of life for youth 17-24 years of age, who reside in Boulder City and Laughlin, Nevada. Through the implementation of strategies related to employment, education and training services, participants will learn self-sufficiency. SJRC will focus on strengthening the educational and employment opportunities for the population served who reside in the designated rural communities of Southern Nevada.</p> <p>Throughout the fiscal year, SJRC shall implement the identified strategies for the specified populations related to soft skills, academics, work experience on-the-job training, employment opportunities and the development of employers related to STEM careers. Careers will be complimented by “What it Means to be Green.” Youth shall also complete “Money Smart” helping to expand their financial literacy.</p>

	<p>Youth will complete “Entrepreneurial Pathways” which provides entrepreneurial skills training.</p> <p>34% of all participants shall be required to participate in one of the following, OJT, work experience (WEX), internship job shadowing and/or pre-apprenticeship programs.</p> <p>SJRC shall provide trainings related to employment and life skills, traditional and STEM careers, site visits to secured and projected employment sites (employers) and technical institutes, academic career paths for post secondary activities, positive youth development for low-income and at-risk youth through the participants development of employment skills, positive peer relationships and exposure to anticipatory career opportunities that will enhance the suitability of their identified career path.</p> <p>Our strategies will produce measurable outcomes within the following ten elements:</p> <ol style="list-style-type: none"> 1. Drop-out prevention strategies, tutoring, study skills training and instruction leading to academic completion. 2. Alternative secondary school offerings. 3. Employment opportunities directly linked to academic and occupational learning inclusive of but no limited to STEM 4. Paid and unpaid work experience including internships and job shadowing. 5. Occupational skills training. 6. Leadership development opportunities, inclusive of but not limited to community service and peer-centered activities that encourage personal responsibility and other positive social behaviors. 7. Supportive services related to employment and education. 8. Adult mentoring during and at the conclusion of program participation. 9. Follow-up services 10. Comprehensive guidance and academic counseling, as well as referrals for treatment/counseling related to substance abuse or behavioral health as appropriate to the needs of the individual. <p>Youth participants will experience an increased awareness of their potential employability opportunities through the attainment of higher learning and education. Employment training, hands-on accelerated skills programs, and connecting them to in-demand professions and careers in STEM. We are committed to introducing our youth participants to innovative programs which contribute to occupational development, upward mobility, development of career paths and opportunities for non-traditional employment.</p>
Unique & Exemplary Attributes:	<p>SJRC has served the greater Southern Nevada community for over 45 years. We provide direct supportive services that transform the lives of our families and youth. A transformation that promotes and teaches self-sufficiency. SJRC provides assistance to youth 17-24 years of age with the elimination of employment and educational barriers as a mechanism of assisting them in their selection of careers/professions of choice.</p> <p>Programs offered to the community include: Therapeutic Residential Foster Care, Pregnant and Parenting Teen, Transitional Living, and Temporary and Permanent Housing for homeless youth.</p> <p>Annually SJRC serves approximately 300 children and youth. The individuals we serve range in age from infancy to 24 years old.</p>

	Programs follow the Therapeutic Behavioral Relational Intervention (TBRI) program. TBRI was developed as an evidenced-based approach to working with children that have experiences abuse, neglect and abandonment.
Contact Person & Information:	Jed Blake, Grants Manager 702-294-7109 jblake@stjudesranch.org St. Jude's Ranch For Children 200 Wilson Cr. Boulder City, NV 89005

Agenda item 15. DISCUSSION AND POSSIBLE ACTION:

Accept Programs Committee's recommendation to release the following Request for Proposals (RFP) to deliver WIOA youth services for the following populations:

- a. WIOA Youth Services to Foster Care and Former Foster Care Youth with an amount not to exceed \$500,000
- b. WIOA Youth Services Pilot in partnership with the Nevada Department of Employment, Training and Rehabilitation with an amount not to exceed \$200,000

Foster Youth Request for Proposal Summary

Target Population:	WIOA Eligible Foster Youth (80% Out-of-School and 20% In-School)
Geographic Area:	WIOA eligible youth residing in Southern Nevada Workforce Development Area.
Start Date:	March 1, 2017
End Date:	June 30, 2018
Type of Sub-Award:	Cost-Reimbursement Sub-Award
Option to Extend (if applicable):	Sixteen (16) month initial term with the option to extend up to three (3) additional one year terms.
Estimated Total Funding Available for this RFP:	An amount not to exceed \$500,000 for the first sixteen (16) month period.
Estimated Number of Sub-Awards:	One (1) Sub-Recipient

Background

WIOA make key investments under the new legislation to target disadvantaged youth, including those in the foster care system or those who have aged-out. WIOA also places more emphasis to reengage older youth who currently is not in the workforce or in post-secondary education; however, in-school youth are still served under the Act.

WC's goal is to address some of the critical challenges foster youth face as they transition into adulthood. Below is the current statistical data that highlights the negative outcomes of youth who have transitioned out of foster care:

- Approximately 12-30% of former foster youth become homeless
- Approximately 41% of former foster youth reported spending at least one night in jail.
- Approximately 50% of youth left foster care without a high school diploma.
- Approximately 55% of former foster youth reported no type of health insurance after leaving foster care (Youth After Foster Care-Child Welfare League of America, Updated 9-2012).

WC in alignment with WIOA, mandates the following components through this RFP which supports the objective goals of successful educational achievement and employment:

- At least 80 percent of youth formula funds must be used to reengage and serve OSY.
- At least 30 percent of youth formula funds must be used to provide work-based learning activities such as work experiences, internships, on-the-job training (OJT), job shadowing, and pre-apprenticeships.
- Foster youth must be served in a comprehensive manner with appropriate partnerships and subject matter expertise which supports successful transition into adulthood and self-sufficient employment.

Statement of Need

WC is soliciting competitive proposals to provide WIOA program services for eligible Foster Care Youth, both out-of-school (OSY) and in-school (ISY). The intent of this RFP is to procure a qualified organization that possess the experience, knowledge, and expertise in providing workforce development services to youth in the foster care system, or those who have-aged out of the foster care system, facing significant challenges and barriers to educational achievement and employment.

Respondents are required to provide comprehensive career coaching and case management that provides clear career guidance, address barriers, and assist in the attainment of the objectives and goals outlined in each unique individual service strategy.

Respondents must identify and address educational needs first for youth who have dropped out of school or at-risk of dropping out of school. Respondents must demonstrate an understanding of how to intervene and provide support to youth involved in the foster care system that have disengaged from secondary education. Program models must include engagement strategies and partnerships with local secondary educational entities to address these issues. Respondents must also provide assistance to enter post-secondary education and access to occupational skills training.

Respondents must also incorporate proven evidence-based models in integrating educational needs with comprehensive career exploration and work-based learning activities, critical to career readiness and the development of viable career pathway opportunities. The integration of a career pathways approach will help youth navigate and simplify difficult educational or vocational systems, making credentialing programs easier to identify and more accessible.

Sector initiatives and career pathways within the program model should be supported by local labor market information (LMI) and identified as high growth, high demand industry occupations within Nevada's nine identified industry sectors which includes: Aerospace and Defense; Agriculture; Clean Energy; Healthcare and Medical Services; Information Technology; Logistics and Operations; Manufacturing; Mining and Materials; and, Tourism, Gaming and Entertainment.

Program models should also have a strong emphasis on Science, Technology, Engineering, and Math (STEM) learning and career-based activities designed to engage and spark interest for occupations deemed critical for the future. Approximately 80% of all future occupations will require STEM knowledge and skills.

In addition to providing career exploration and work-based learning activities, respondents must intertwine critical youth development components within their program models that incorporates life activities such as life skills and job readiness training, mentorship, leadership development, and financial literacy. These components will give youth keys transitional life skills, additional layers of support, polished soft skills, enhanced decision making abilities, leadership skills, and financial knowledge needed to be successful as a young adult.

Innovative approaches to leveraging WIOA program funds and the utilization of other community-based programs who serve or support foster youth are essential to a successful program model. Innovative strategies including the use of technology should be woven throughout the program model. Strong employer partnerships are also very essential to the success of placing youth in career exploration activities and unsubsidized employment.

Youth Pilot Request for Proposal Summary	
Target Population:	WIOA Eligible Out-of-School Youth
Geographic Area:	WIOA eligible youth residing in Southern Nevada Workforce Development Area.
Start Date:	March 1, 2017
End Date:	June 30, 2018
Type of Sub-Award:	Cost-Reimbursement Sub-Award
Option to Extend (if applicable):	Sixteen (16) month initial term with the option to extend up to three (3) additional one year terms.
Estimated Total Funding Available for this RFP:	An amount not to exceed \$200,000 for the first sixteen (16) month period.
Estimated Number of Sub-Awards:	One (1) Sub-Recipient

Background

On an annual basis over one million American young adults are disengaged from the systems that are designed to prepare them for their futures (Corcoran, Steinberg, & Tallant, 2012). It is estimated that of the nation's 38.9 million youth 16-24 years old, at least 6.7 million (17%) are neither enrolled in education nor participating in the labor market (Belfield, Levin, & Rosen, 2012). Consequently, these millions of young adults who are out-of-school and out of work are not obtaining the educational and occupational skills that are necessary for economic survival in today's economy. (Fernandes & Gabe, 2009)

Findings derived from various national surveys calculated a \$1.6 trillion aggregate taxpayer burden and \$4.75 trillion aggregate social burden for a cohort of 6.7 million disconnected youth, which included lost earnings, lower economic growth, lower tax revenues and higher government spending associated with out-of-school and unemployed youth (Belfield, Levin, & Rosen, 2012). Their disengagement represents a significant loss of economic opportunity for themselves and the nation.

Nevada's high school graduation rate continues to be among the worst in the nation and also ranks last in graduating African Americans. In school year 2013-2014 Nevada's overall graduation rate

was 70%. Nationally only New Mexico and the District of Columbia had lower graduation rates than Nevada. (Las Vegas Sun, December 2015)

Under WIOA, key investments are made under the new legislation to target and reengage out-of-school youth. In-School youth are still served under the Act; however, more emphasis is to get older youth engaged and entered into the workforce. WC, in alignment with WIOA, mandates the following components which supports successful educational achievement and employment:

- At least 30 percent of youth formula funds must be used to provide work-based learning activities such as work experiences, internships, on-the-job training (OJT), job shadowing, and pre-apprenticeships.
- Youth with Disabilities and Foster Youth must be served in a comprehensive manner allowing for successful transition into adulthood and self-sufficient employment.

Statement of Need

WC is seeking a provider to implement a pilot employment training program for out-of-school youth, specifically the most at-risk population. The goal of this RFP is to engage a provider who will create or utilize an innovative program design that will lead to the completion of a HiSET, or high school equivalency, and a skilled-trades training program with a certification that would lead to self-sufficient employment. The respondent must discuss in detail how many participants would be served during the one-year contract period, per participant cost and other details including:

- Recruitment – The respondent must explain how youth you will locate and recruit at-risk youth who would be successful in such a program and who would likely complete it the program in its entirety.
- Education – The respondent must describe how they will facilitate the education portion of the program and what type of high school diploma you will offer through the program, (i.e., GED, High School Equivalency etc.).
- Certificate Training – Describe in detail employment skills you, or a training partner, will offer that will lead to a certificate for employment in high demand fields.
- Challenges – Explain what challenges you anticipate and how you would mitigate those challenges, such as participant transportation, educational deficits, scheduling if participants are already employed, and childcare if participants have children.

Respondents are required to provide comprehensive career coaching and case management that provides clear career guidance, address barriers, and assist in the attainment of the objectives and goals agreed upon in the individual service strategy.

Respondents must first identify and address educational needs for youth who have dropped out of school. Respondents must demonstrate an understanding of how to intervene and provide support

to youth with these challenges. Program models must include engagement efforts and partnerships with local educational entities to address these issues.

Respondents must also incorporate proven evidence-based models in integrating educational needs with comprehensive career exploration and work-based learning activities, critical to career readiness and the development of viable career pathway opportunities. The integration of a career pathways approach will help youth navigate and simplify difficult educational or vocational systems, making credentialing programs easier to identify and more accessible.

Program models should be supported by local labor market information (LMI) and identified as high growth, high demand industry occupations within Nevada's nine identified industry sectors which includes: Aerospace and Defense; Agriculture; Clean Energy; Healthcare and Medical Services; Information Technology; Logistics and Operations; Manufacturing; Mining and Materials; and, Tourism, Gaming and Entertainment.

Program models should also have a strong emphasis on Science, Technology, Engineering, and Math (STEM) learning and career-based activities designed to engage and spark interest for occupations deemed critical for the future. Approximately 80% of all future occupations will require STEM knowledge and skills.

Agenda item 16. INFORMATION:

Director's Report ~ *Ricardo Villalobos, Director, Workforce
Development Programs*

- a. WIOA Youth Services in the One-Stop Career Center
- b. WIOA Youth Services in Henderson with work-based training focus

Youth Services in the One-Stop Career Center Request for Proposal Summary	
Target Population:	WIOA Eligible Youth (80% Out-of-School and 20% In-School) 15% of total served must be Youth with Disabilities
Geographic Area:	WIOA eligible youth residing in Southern Nevada Workforce Development Area.
Start Date:	January 1, 2017
End Date:	June 30, 2018
Type of Sub-Award:	Cost-Reimbursement Sub-Award
Option to Extend (if applicable):	Eighteen (18) month initial term with the option to extend up to three (3) additional one year terms.
Estimated Total Funding Available for this RFP:	An amount not to exceed \$1,000,000 for the first Eighteen (18) month period.
Estimated Number of Sub-Awards:	One (1) Sub-Recipient

Background

On an annual basis over one million American young adults are disengage from the systems that are designed to prepare them for their futures (Corcoran, Steinberg, & Tallant, 2012). It is estimated that of the nation's 38.9 million youth 16-24 years old, at least 6.7 million (17%) are neither enrolled in education nor participating in the labor market (Belfield, Levin, & Rosen, 2012). Consequently, these millions of young adults who are out of school and out of work are not obtaining the educational and occupational skills that are necessary for economic survival in today's economy (Fernandes & Gabe, 2009)

Findings derived from various national surveys calculated a \$1.6 trillion aggregate taxpayer burden and \$4.75 trillion aggregate social burden for a cohort of 6.7 million disconnected youth, which included lost earnings, lower economic growth, lower tax revenues and higher government spending associated with out-of-school and unemployed youth (Belfield, Levin, & Rosen, 2012). Their disengagement evidently represents a significant loss of economic opportunity for themselves and the nation.

WIOA make key investments under the new legislation to target and reengage out-of-school youth. In-School youth are still served under the Act; however, more emphasis is to get older youth engaged and entered into the workforce. WC in alignment with WIOA, mandates the following components which supports successful educational achievement and employment:

- At least 80 percent of youth formula funds must be used to serve OSY.
- At least 30 percent of youth formula funds must be used to provide work-based learning activities such as work experiences, internships, on-the-job training (OJT), job shadowing, and pre-apprenticeships.
- Youth with disabilities must be served in a comprehensive manner allowing for successful transition into adulthood and self-sufficient employment.

Statement of Need

WC is soliciting competitive proposals to fund WIOA programs services for eligible out-of-school (OSY) and in-school (ISY) youth in the One-Stop Career Center. The intent of this RFP is to procure a qualified organization that possess the experience and knowledge in providing workforce development services to opportunity youth facing significant challenges and barriers to educational achievement and employment. Respondents must also have extensive knowledge and established partnerships in providing comprehensive services to youth with disabilities and youth.

Respondents are required to provide comprehensive career coaching and case management that provides clear career guidance, address barriers, and assist in the attainment of the objectives and goals in each unique individual service strategy.

Respondents must identify and address educational needs first for youth who have dropped out of school or at-risk of dropping out school. Respondents must demonstrate an understanding of how to intervene and provide support to youth with these challenges. Program models must include engagement efforts and partnerships with local educational entities to address these issues.

Respondents must also incorporate proven evidence-based models in integrating educational needs with comprehensive career exploration and work-based learning activities, critical to career readiness and the development of viable career pathway opportunities. The integration of a career pathways approach will help youth navigate and simplify difficult educational or vocational systems, making credentialing programs easier to identify and more accessible.

Program models should be supported by local labor market information (LMI) and identified as high-growth, high-demand industry occupations within Nevada's nine identified industry sectors which includes: Aerospace and Defense; Agriculture; Clean Energy; Healthcare and Medical Services; Information Technology; Logistics and Operations; Manufacturing; Mining and Materials; and, Tourism, Gaming and Entertainment.

Program models should also have a strong emphasis on Science, Technology, Engineering, and Math (STEM) learning and career-based activities designed to engage and spark interest for occupations deemed critical for the future. Approximately 80% of all future occupations will require STEM knowledge and skills.

In addition to providing career exploration and work-based learning activities, respondents must intertwine critical youth development components within their program models that incorporates youth elements such as mentorship, leadership development, and financial literacy. These three components will give youth an additional layer of support, polished soft skills, enhanced decision making abilities, skills to lead, and financial knowledge needed to be successful as a young adult.

Innovative approaches to leveraging WIOA program funds and the utilization of other community-based programs are essential to a successful program model. Innovative strategies including the use of technology should be woven throughout the program model. Strong employer partnerships are also very essential to the success of placing youth in career exploration activities and unsubsidized employment.

WIOA Work-based Learning Pilot Request for Proposal Summary	
Target Population:	WIOA Eligible Youth (80% Out-of-School and 20% In-School) 20% of total served must be Youth with Disabilities
Geographic Area:	WIOA eligible youth residing in Henderson, NV. Target Zip Codes: 89074, 89014, 89002, 89015, 89012, and 89011.
Start Date:	January 1, 2017
End Date:	June 30, 2018
Type of Sub-Award:	Cost-Reimbursement Sub-Award
Option to Extend (if applicable):	Eighteen (18) month initial term with the option to extend up to three (3) additional one year terms.
Estimated Total Funding Available for this RFP:	An amount not to exceed \$750,000 for the first eighteen (18) month period.
Estimated Number of Sub-Awards:	One (1) Sub-Recipient

Background

On an annual basis over one million American young adults are disengage from the systems that are designed to prepare them for their futures (Corcoran, Steinberg, & Tallant, 2012). It is estimated that of the nation's 38.9 million youth 16-24 years old, at least 6.7 million (17%) are neither enrolled in education nor participating in the labor market (Belfield, Levin, & Rosen, 2012). Consequently, these millions of young adults who are out of school and out of work are not obtaining the educational and occupational skills that are necessary for economic survival in today's economy (Fernandes & Gabe, 2009)

Findings derived from various national surveys calculated a \$1.6 trillion aggregate taxpayer burden and \$4.75 trillion aggregate social burden for a cohort of 6.7 million disconnected youth, which included lost earnings, lower economic growth, lower tax revenues and higher government spending associated with out-of-school and unemployed youth (Belfield, Levin, & Rosen, 2012). Their disengagement evidently represents a significant loss of economic opportunity for themselves and the nation.

WIOA make key investments under the new legislation to target and reengage out-of-school youth. In-School youth are still served under the Act; however, more emphasis is to get older youth engaged and entered into the workforce. WC in alignment with WIOA, mandates the following components which supports successful educational achievement and employment:

- At least 80 percent of youth formula funds must be used to serve OSY.
- At least 30 percent of youth formula funds must be used to provide work-based learning activities such as work experiences, internships, on-the-job training (OJT), job shadowing, and pre-apprenticeships.

- Youth with disabilities must be served in a comprehensive manner allowing for successful transition into adulthood and self-sufficient employment.

Statement of Need

WC is soliciting competitive proposals to fund WIOA programs services for a Work-based Learning Pilot program in Henderson, NV. The intent of this RFP is to procure a qualified organization that possess the experience and knowledge in providing workforce development services to eligible out-of-school youth (OSY) 17-24 years old, and in-school youth (ISY) 17-21 years old facing significant challenges and barriers to educational achievement and employment. Respondents must also have extensive knowledge and established partnerships that provides comprehensive services to youth with disabilities.

WC has established **Health Care & Medical Services**, **Tourism, Gaming & Entertainment**, **Information Technology** and **Manufacturing** as four (4) key industry sectors to align career pathway efforts and work-based learning activities. Respondents should incorporate a comprehensive program model that includes strong employer partnerships from those key sectors with strong labor market information (LMI) that identifies high-growth, high-demand occupations. Employer partnerships must consist of the following:

- Employer participation on curriculum development;
- Employer participant is job readiness activities or classroom teaching;
- In-kind donations;
- Internships and work-based learning activities;
- Commitment to interviewing and/or hiring successful participants; and
- Commitment to provide business intelligence on industry needs and changes.

Respondents are required to provide comprehensive career coaching and case management that provides clear career guidance, address barriers, and assist in the attainment of the objectives and goals agreed upon in the individual service strategy.

Respondents must identify and address educational needs first for youth who have dropped out of school or at-risk of dropping out school. Respondents must demonstrate an understanding of how to intervene and provide support to youth with these challenges. Program models must include engagement efforts and partnerships with local educational entities to address these issues.

Program models must incorporate proven evidence-based models that integrates educational needs with comprehensive career exploration and work-based learning activities, critical to career readiness and the development of viable career pathway opportunities. The integration of a career pathways approach will help youth navigate and simplify difficult educational or vocational systems, making credentialing programs easier to identify and more accessible.

Program models must also provide a comprehensive introduction to all four industry sectors and incorporate a range of occupations for that given industry, levels of education and experience needed, training requirements, and outline the existing career pathways. Respondents must provide thorough assessments that identifies career interest and academic abilities needed to be successful in a chosen career. Program models must include several career development and work-based learning activities that demonstrate meaningful exposure the industry of choice including the following:

- Unsubsidized or subsidized work-experiences directly link to the industry of choice;
- Internships;
- Pre-apprenticeships;
- On-the-Job Training
- Job shadowing;
- Career exploration activities;
- Project based learning activities in the industry sector;
- On-the-Job Training;
- Career mentoring; and
- Occupational skills training.

Programs should have a strong emphasis on Science, Technology, Engineering, and Math (STEM) occupations within the three identified sectors. STEM learning and career-based activities should be designed to engage and spark interest for occupations deemed critical for the future. Approximately 80% of all future occupations will require STEM knowledge and skills.

In addition to providing career exploration and work-based learning activities, respondents must intertwine critical youth development components within their program models that incorporates youth elements such as mentorship, leadership development, and financial literacy. These components will give youth an additional layer of support, polished soft skills, enhanced decision making abilities, skills to lead, and financial knowledge needed to be successful as a young adult.

Innovative approaches to leveraging WIOA program funds and the utilization of other community-based programs are essential to a successful program model. Innovative strategies including the use of technology should be woven throughout the program model.

Agenda item 17. INFORMATION:

PY2015 Training Reports

workforce CONNECTIONS**ADW Snapshot****PYTD June 30, 2016**

Provider	Enrollments		Training	Placed	Wage
	Goal	Actual			
PY15 Enrollment Cohort					
One-Stop Career Center - ResCare	1,200	760	422	408	13.62
North OSAS - NPI	255	482	181	180	13.88
South OSAS - HELP	175	207	137	26	12.54
East OSAS - AHD	100	129	87	52	13.51
Adults with Disabilities - Easter Seals	110	118	44	31	13.21
Adults with Disabilities - Goodwill	130	148	47	33	11.19
Re-entry - FIT	85	101	89	37	12.25
Re-Entry - NDOC	150	82	77	3	9.13
Veterans - Urban League	130	102	51	31	14.79
Rural - Lincoln	25	27	14	12	12.68
Rural - Nye	100	138	61	94	10.93
PY15 Cohort Total	2,460	2,294	1,210	907	13.27
Prior Cohort					
One-Stop Career Center - ResCare	509	509	372	323	13.07
North OSAS - NPI	166	166	116	105	12.87
South OSAS - HELP	93	93	73	44	12.63
East OSAS - AHD	93	93	64	47	13.70
Adults with Disabilities - Easter Seals	40	40	27	32	15.19
ADW - Goodwill	6	6	2	4	10.75
Re-entry - FIT	78	78	82	60	11.27
Re-Entry - NDOC	12	12	7	5	9.50
Veterans - Urban League	108	108	81	59	15.60
Rural - Lincoln	21	21	7	9	13.11
Rural - Nye	63	63	32	53	10.14
Other	16	16	9	9	12.75
Prior Cohort Total	1,205	1,205	872	750	12.92
Total Served (Enrollments + Prior)					
One-Stop Career Center - ResCare	1,709	1,269	794	731	13.38
North OSAS - NPI	421	648	297	285	13.50
South OSAS - HELP	268	300	210	70	12.60
East OSAS - AHD	193	222	151	99	13.60
Adults with Disabilities - Easter Seals	150	158	71	63	14.22
Adults with Disabilities - Goodwill	136	154	49	37	11.15
Re-entry - FIT	163	179	171	97	11.65
Re-Entry - NDOC	162	94	84	8	9.36
Veterans - Urban League	238	210	132	90	15.32
Rural - Lincoln	46	48	21	21	12.86
Rural - Nye	163	201	93	147	10.64
Other	16	16	9	9	12.75
One-Stop System Total	3,665	3,499	2,082	1,657	13.13

Notes:*1) Prior Cohort goal is set to actual.*

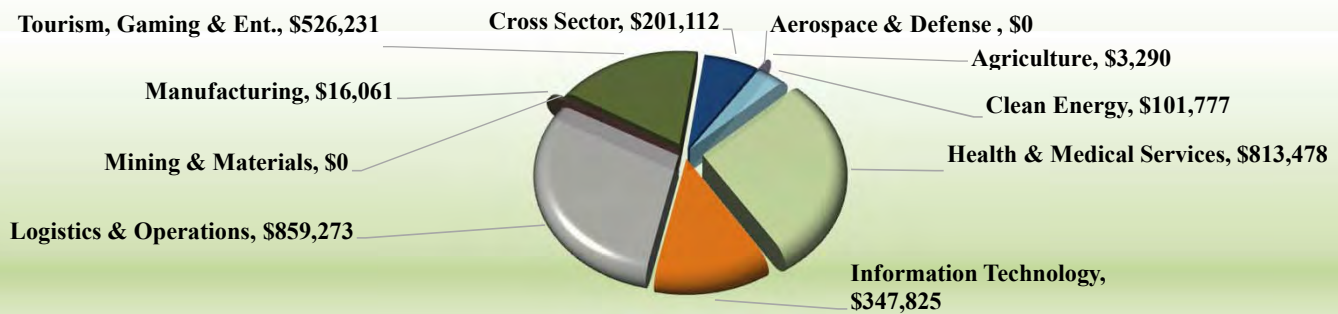
workforce CONNECTIONS**Youth Snapshot****PYTD June 30, 2016**

Provider	Enrollments		Work-Based Learning	Occupational Skills Training	Placement
	Goal	Actual			
PY15 Enrollment Cohort					
North OSAS - NPI	245	277	110	38	35
South OSAS - SNRHA	160	156	44	19	28
Drop-out Recovery - HELP	100	106	27	5	21
Foster Youth - Olive Crest	80	45	11	0	3
Youth with Disabilities - Goodwill	100	74	22	12	4
Rural - Lincoln	27	25	15	0	2
Rural - Nye	60	46	28	2	13
Rural Foster Youth - St Jude's	40	18	6	2	2
Other	0	0	0	0	0
PY15 Cohort Total	812	747	263	78	108
Prior Cohort ⁽¹⁾					
ISY - NPI	534	534	94	33	308
OSY - SNRHA	110	110	51	28	61
ISY and OSY - HELP	455	455	193	57	277
Foster Youth - Olive Crest	42	42	29	2	21
Youth with Disabilities - Goodwill	98	98	27	33	32
Rural - Lincoln	24	24	23	3	3
Rural - Nye	50	50	41	1	17
Rural Foster Youth - St Jude's	9	9	5	1	3
Other	72	72	5	14	51
PY14 Cohort Total	1,394	1,394	468	172	773
Total Served (Enrollments + Prior)					
North OSAS - NPI	779	811	204	71	343
South OSAS - SNRHA	270	266	95	47	89
Drop-out Recovery - HELP	555	561	220	62	298
Foster Youth - Olive Crest	122	87	40	2	24
Youth with Disabilities - Goodwill	198	172	49	45	36
Rural - Lincoln	51	49	38	3	5
Rural - Nye	110	96	69	3	30
Rural Foster Youth - St Jude's	49	27	11	3	5
Other	72	72	5	14	51
One-Stop System Total	2,206	2,141	731	250	881

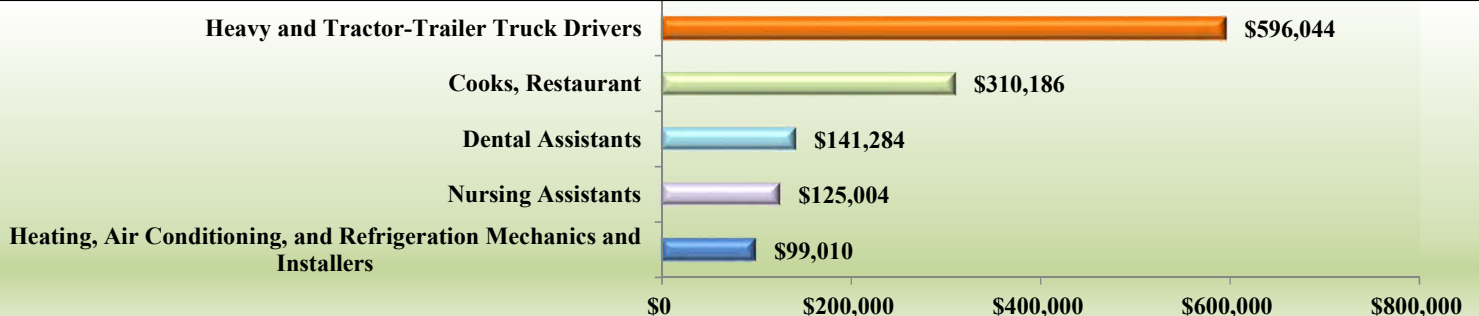
Notes:*1) Prior Cohort goal is set to actual.*

***Adult and Dislocated Workers Trained by Industry Sector
12 Months Ended June, 2016***

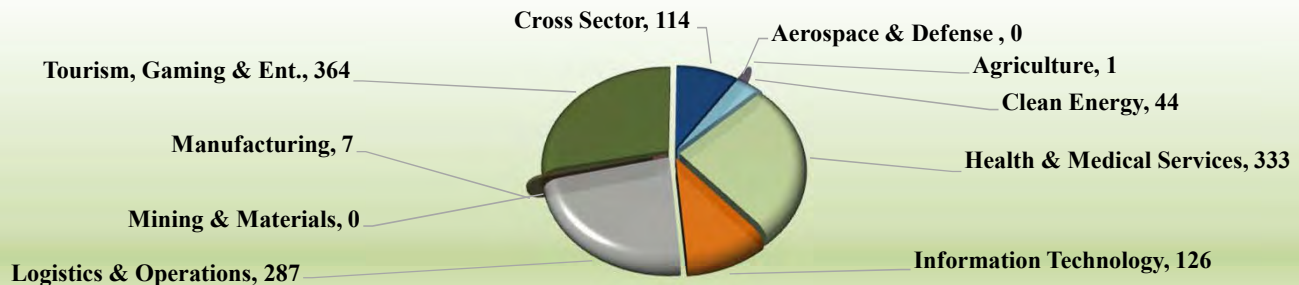
Total Training Spend by Sector - \$2,869,047



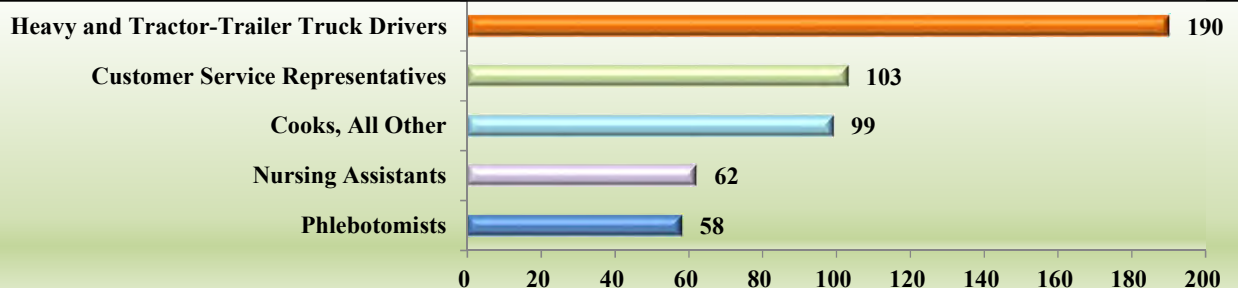
Top 5 Trainings by Dollars Spent



Number of Trainings by Sector - 1,276



Top 5 Trainings by Participant Count



Agenda item 18. <u>DISCUSSION AND POSSIBLE ACTION:</u>
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<p style="text-align: center;">Review, accept and approve reports</p>

- a. PY2016 WIOA Formula Budget July 1, 2016 through June 30, 2017
- b. Awards & Expenditures Report – Monthly Update (Status of Service Providers)
- c. WIOA Expenditure Tracking Report – July 1, 2015 through May 31, 2016 Actuals vs. Expected Expenditures - Adult, Dislocated Worker and Youth
- d. Workforce Connections’ Professional Services Contracts. (Please note: any pending contract presented for approval may be reviewed and examined in its entirety by any board member upon request).
 1. Coverall Health Based Cleaning System Services & Supplies – This is the third amendment to the original contract which provides janitorial services at Workforce Connection’s main office and One-Stop Career Center. This amendment amount of \$45,000.00 represents the annual renewal of the contract and increases the maximum amount to \$168,412.00
 2. CST Project Consulting – This is the second amendment to the original contract which provides fiscal consulting projects as needed to support Board staff. This amendment adds additional funds of \$54,000.00 for a not to exceed amount of \$299,160.00. The term remains the same. The contract is in the second year of a potential four year procurement.
 3. Grant Management and Consulting Services (GMAC) – This is the initial contract (\$100,000.00) under a competitive procurement action to design, establish and execute a Workforce Development Practitioner Apprenticeship Program (WDPAP) for the Workforce Connections One-Stop delivery system.
 4. Prism Global Management Group – This is the first amendment to the original contract which provides human resource services. This amendment represents the annual renewal of the contract and increases the maximum amount by \$72,000.00 to an amount not to exceed \$144,000.00.

a. PY2016 WIOA Formula Budget July 1, 2016 through June 30, 2017

**WORKFORCE CONNECTIONS
PY2016 WIOA Formula Budget
July 1, 2016 - June 30, 2017
(Revised Budget - August 1, 2016)**

Revenue by Funding Stream		Approved Budget PY2015	Proposed Budget PY2016	\$ Change	Available for LWIB Operations		Community Resource Allocations	TOTAL
					10% Admin	15% Program		
PY2015 Adult	Estimated	1,500,000	1,500,000	-	150,000	225,000	1,125,000	1,500,000
PY2015 Dislocated Worker	Estimated	2,000,000	2,000,000	-	200,000	300,000	1,500,000	2,000,000
PY2015 Youth	Estimated	3,300,000	3,300,000	-	330,000	495,000	2,475,000	3,300,000
PY2016 Adult		8,979,339	8,981,237	1,898	898,124	1,347,186	6,735,927	8,981,237
PY2016 Dislocated Worker		2,992,325	3,232,774	240,449	323,277	484,916	2,424,581	3,232,774
PY2016 Youth		5,985,581	5,987,530	1,949	598,753	898,130	4,490,647	5,987,530
Other Revenues (Program Income and Interest)		60,025	60,025	-		25	60,000	60,025
Total Revenue by Funding Stream		\$ 24,817,270	\$ 25,061,566	\$ 244,296	\$ 2,500,154	\$ 3,750,257	\$ 18,811,155	\$ 25,061,566
				1.0%	Subtotal Board Operations		\$ 6,250,411	

Notes:

1. PY2016 Revenues include WIOA funding in the total amount of \$18,201,541.
2. Carry forward funds for PY2015 amount to \$6,800,000.
3. The Department of Labor allows local boards to expend up to 10% of their total allocation for administrative costs. WC also allocates 15% of the total allocation for program management and oversight.
4. WIOA funds have a two year life at the local board level and an additional year at the state level.

Community Resource Allocations	Approved Budget PY2015	Proposed Budget PY2016	\$ Change	Community Resource Allocations			TOTAL
				One-Stop Centers	One-Stop System	Service Provider Contracts	
Adult Services	7,889,504	7,890,927	1,423	507,500	1,106,000	6,277,427	7,890,927
Dislocated Worker Services	3,774,243	3,954,581	180,338	217,500	474,000	3,263,081	3,954,581
Youth Services	6,964,186	6,965,647	1,461		30,000	6,935,647	6,965,647
Subtotal Community Resource Allocations	\$ 18,627,933	\$ 18,811,155	\$ 183,222	\$ 725,000	\$ 1,610,000	\$ 16,476,155	\$ 18,811,155

Board Operations	Approved Budget PY2015	Proposed Budget PY2015	\$ Change	Admin	Program	Total
Subtotal Operating Expenditures	6,189,337	6,250,411	61,074	1,630,603	4,619,808	6,250,411
Total Expenditures	\$ 24,817,270	\$ 25,061,566		\$ 1,630,603	\$ 4,619,808	
Fund Balance	\$ -	\$ -		\$ 869,551	\$ (869,551)	\$ -

NOTE: PY2015 funding period is available July 1, 2015 through June 30, 2017 (after two years, funds revert to the State for one additional year)
PY2016 funding period is available July 1, 2016 through June 30, 2018 (after two years, funds revert to the State for one additional year)

WORKFORCE CONNECTIONS
PY2016 WIOA Formula Budget
July 1, 2016 - June 30, 2017
(Revised Budget - August 1, 2016)

Board Operations	Authorized FTE	Actual FTE	Approved Budget PY2015	Proposed Budget PY2016	\$ Change	Admin	Program	Total
6500 Salaries	27.57	24.57	2,400,000	2,400,000	-	480,000	1,920,000	2,400,000
7000 Accounting and Auditing			200,000	200,000	-	200,000	-	200,000
7005 Legal Fees			70,000	70,000	-	70,000	-	70,000
7010 Legal Publication Advertising			18,000	18,000	-	4,500	13,500	18,000
7020 Licenses and Permits			3,000	3,000	-	750	2,250	3,000
7025 Dues and Subscriptions			15,000	15,000	-	3,750	11,250	15,000
7030 Postage and Delivery			6,000	6,000	-	1,500	4,500	6,000
7035 Printing and Reproduction			11,000	11,000	-	2,750	8,250	11,000
7040 Office Supplies			31,500	31,500	-	7,875	23,625	31,500
7045 Systems Communications			107,000	107,000	-	26,750	80,250	107,000
7050 Training, and Seminars - Staff			50,000	50,000	-	12,500	37,500	50,000
7055 Travel and Mileage - Staff			92,000	92,000	-	23,000	69,000	92,000
7060 Utilities			30,000	30,000	-	7,500	22,500	30,000
7065 Telephone			30,000	30,000	-	7,500	22,500	30,000
7070 Facilities Rent/Lease			195,000	195,000	-	48,750	146,250	195,000
7075 Facilities Repairs and Maintenance			145,000	145,000	-	36,250	108,750	145,000
7080 Admin Support Contracts			118,000	118,000	-	118,000	-	118,000
7085A Program Support Contracts			220,000	220,000	-	-	220,000	220,000
7085B Program Support Contracts - IT/Web			195,000	195,000	-	-	195,000	195,000
7090 Non-Board Meetings and Outreach			35,000	35,000	-	8,750	26,250	35,000
7095 Board Meetings and Travel			30,000	30,000	-	-	30,000	30,000
7100 Insurance			50,000	50,000	-	12,500	37,500	50,000
7100-7120 Employee Fringe Benefits			816,000	816,000	-	204,000	612,000	816,000
7125 Employer Payroll Taxes			77,000	77,000	-	19,250	57,750	77,000
7130/7135 Payroll Services and Bank Fees			11,000	11,000	-	11,000	-	11,000
7200 Equipment - Operating Leases			40,000	40,000	-	10,000	30,000	40,000
7215/8500 Capital - Equipment and Furniture			100,000	100,000	-	25,000	75,000	100,000
8500 Capital - Tenant Improvements			20,000	20,000	-	5,000	15,000	20,000
CAP Cost Allocation to One-Stop			(35,000)	(35,000)	-	(8,750)	(26,250)	(35,000)
8900 Strategic Initiative - WIOA			208,837	269,911	61,074	67,478	202,433	269,911
8900 Strategic Initiative - 1st Qtr 2017			900,000	900,000	-	225,000	675,000	900,000
Subtotal Board Operations			6,189,337	6,250,411	61,074	1,630,603	4,619,808	6,250,411

**Workforce Connections
Program Year 2016
WIOA Formula Budget Narrative**

Workforce Connections is responsible for providing management and oversight of the Workforce Development Area's employment and training programs and services. The Board's staff provides direct support to the Workforce Development Area by carrying out the Board's operations plans. Staff responsibilities include implementing Board policies and establishing techniques and methods to achieve the Board's mission. Staff administers and oversees all internal administrative service provisions, including program administration, management analysis and administration support for the Workforce Development Board.

Revenues:

Workforce Innovation and Opportunity Act (WIOA) Program Year PY2016 allotted funds are in the amount of \$18,201,541. Funding is allocated among the three funding streams: Adult - \$8,981,237, Dislocated Worker - \$3,232,774, Youth - \$5,987,530.

Funding for PY2016 increased by \$404,378 (2.27%), compared to the PY 2015 WIOA allocation which was \$17,797,163.

Other anticipated funding includes **estimated** operating carry forward funds from PY2015 WIOA allocation of \$6,800,000 and program income/interest at \$60,025.

Total budgeted revenues for PY2016 are \$25,061,566.

Expenditures – Community Resource Allocation:

In May 2016, the Board approved Adult funds for Hope for Prisoners in the amount of \$600,000 to deliver pre- and post-release re-entry services to WIOA eligible adults. Additionally, the Board approved Adult and Dislocated Worker contract renewals for HELP of Southern Nevada (\$1,200,000), Lincoln County Grants Administration (\$150,000), Nevada Partners (\$1,200,000), Nye Community Coalition (\$575,000) and ResCare Workforce Services (\$3,000,000) to provide WIOA career and training services. Finally, the Board approved Youth contract renewals for HELP of Southern Nevada (\$500,000), Lincoln County Grants Administration (\$212,000), Nevada Partners (\$800,000), Nye Community Coalition (\$350,000) and Southern Nevada Regional Housing Authority (\$3,000,000) to provide WIOA Youth services.

In June 2016, the Board approved an Adult, Dislocated Worker and Youth funds for Goodwill of Southern Nevada in an amount not to exceed \$1,660,000 to provide WIOA services to Adults, Dislocated Workers and Youth as the One-Stop Affiliate Site - East. The Board also approved an Adult contract renewal for Foundation for an Independent Tomorrow in the amount of \$600,000 to provide WIOA career and training services to re-entry adults. Finally, the Board approved an additional award of Youth funds to Olive Crest in the amount of \$200,000 to provide WIOA youth services to foster care youth.

Administrative and Program Operating Expenditures – Board Staff:

The Department of Labor allows local workforce development boards to expend up to 10% of their total formula funding allocation for administrative services. For programmatic operations and oversight, the board of directors has allocated 15% of the total budget allocation. Such operational and management oversight includes, but is not limited to:

- Providing technical assistance to contracted service providers
- Tracking and monitoring of participating clients and performance outcome
- Program oversight and monitoring of service provider contracts

6500 - Salaries: \$2,400,000 – Allocated costs for administrative and program staff salaries.

7000 - Accounting and Auditing: \$200,000 – Allocated costs for the A-133 audit as well as extended accounting, financial consulting, and technical support.

A-133 Audit	\$ 80,000
Auditing Services	\$ 25,000
Accounting Services	\$ 95,000

7005 Legal Fees: \$70,000 – Allocated costs for legal services in areas such as Board and official open meetings preparation including review of agendas, contract agreements, RFPs, and policies.

7010 Legal Publication Advertising: \$18,000 – Allocated costs for legal publications including job postings, Request for Proposals notices, and controlled advertisements.

7020 Licenses and Permits: \$3,000 – Allocated costs for software licenses and permits associated with new computers or purchased upgrades for current software.

7025 Dues and Subscriptions: \$15,000 – Allocated costs for memberships in trade and technical associations that benefit Workforce Connections' outreach and oversight initiatives. They offer valuable key contacts for workforce/economic development and technical information support.

7030 Postage and Delivery: \$6,000 – Allocated costs for postage and mail delivery including such activities as routine postage, courier delivery service, and Federal Express delivery.

7035 Printing and Reproduction: \$11,000 – Allocated costs for ancillary copying and printing costs associated with Board administration and daily operations.

7040 Office Supplies: \$31,500 – Allocated costs for various office supplies needed for daily operations.

7045 Systems Communications: \$107,000 – Allocated costs for support systems such as data backup, internet services, and web hosting for e-mail support.

- 7050 Training and Seminars (Staff): \$50,000** – Allocated costs for local and out-of-town staff training and seminars for both local and out-of-town locations for fiscal, program, and systems management.
- 7055 Travel and Mileage (Staff): \$92,000** – Allocated costs for local mileage and out-of-town staff travel for grant related matters, State and USDOL sponsored training and conferences. Mileage includes an array of programmatic and fiscal activities, local and rural areas site reviews and monitoring visits to ensure compliance with WIOA initiatives and work plans.
- 7060 Utilities: \$30,000** – Allocated costs for electric and gas.
- 7065 Telephone: \$30,000** – Allocated costs for all activities related to telephone services including local and long distance phone charges and wireless communication.
- 7070 Rent (Offices): \$195,000** – Allocated costs for Workforce Connections’ office space for staff in support of the Board’s administrative and programmatic functions.
- 7075 Facilities Maintenance: \$145,000** – Allocated costs for equipment or facility repairs and maintenance and security guard services.
- 7080 Admin Support Contracts: \$118,000** – Allocated costs for administrative support agreements, HR consultant and temporary staffing with focus on administrative, fiscal, and personnel management.
- 7085A Program Support Contracts: \$220,000** – Allocated costs for program support training agreements.
- 7085B Program Support Contracts – IT and Web: \$195,000** – Allocated costs for temporary staffing to support program and data support activities.
- 7090 Non-Board Meetings and Outreach: \$35,000** – Allocated costs for business and employer outreach initiatives to attract businesses and establish partnerships for workforce development and employer services.
- 7095 Board Meetings and Travel: \$30,000** – Allocated costs for facility and event related charges tied to board and committee meetings and Board travel to grant activities.
- 7100 Insurance: \$50,000** – Allocated costs for Board anticipated liability insurance costs for workers’ compensation, general business liability, auto, and Board of Directors’ and officers’ errors and omissions liability.
- 7100-7120 Employee Fringe Benefits: \$816,000** – Allocated costs for employee benefits including medical, dental, life insurance, and Public Employees Retirement System (PERS) contributions. A rate of 35% of the total salaries is used to calculate the fringe benefits.
- 7125 - Employer Payroll Taxes: \$77,000** – Allocated costs for employer payroll taxes which are calculated at 3% of total salaries.

7130-7135 Bank/Payroll Services: \$11,000 –Allocated costs for various banking services which include wire transfers, ACH payments, and payroll services.

Bank Fees	\$6,000
Payroll Services	\$5,000

7200 Equipment – Operating Leases: \$40,000 – Allocated costs for existing leases on copiers and postage meter equipment as well as any rental equipment needed in daily operations.

8500 Capital – Equipment and Furniture: \$120,000 – Allocated costs for equipment and furniture including computers, servers, and furniture for administrative and programmatic support staff.

CAP Cost Allocation to One-Stop: (\$35,000) – Costs allocated to the One-Stop Center and System based on operations staff time spent and charged to those activities.

8900 Strategic Initiatives: \$1,169,911 – An increase of \$61,074 – These funds are available to be allocated for future workforce initiatives approved by the Board.

**WORKFORCE CONNECTIONS
PY2016 WIOA Formula Budget
One-Stop Center - Charleston
(Revised Budget - August 1, 2016)**

One-StopCenter	Authorized FTE	Actual FTE	Approved Budget PY2015	Proposed Budget PY2016	\$ Change	Admin	Program	Total
6500 Salaries	0.90	0.90	54,000	54,000	-	1,620	52,380	54,000
7000 Accounting and Auditing			6,200	6,200	-	6,200	-	6,200
7005 Legal Fees					-			-
7010 Legal Publication Advertising					-			-
7020 Licenses and Permits					-		-	-
7025 Dues and Subscriptions			1,000	1,000	-		1,000	1,000
7030 Postage and Delivery			6,000	6,000	-		6,000	6,000
7035 Printing and Reproduction			4,000	4,000	-		4,000	4,000
7040 Office Supplies			23,000	23,000	-		23,000	23,000
7045 Systems Communications			35,000	35,000	-		35,000	35,000
7050 Training, and Seminars - Staff			-	-	-		-	-
7055 Travel and Mileage - Staff			-	-	-		-	-
7060 Utilities			30,000	30,000	-		30,000	30,000
7065 Telephone			3,000	3,000	-		3,000	3,000
7070 Facility Rent/Lease			148,000	148,000	-		148,000	148,000
7075 Facilities Repairs and Maintenance			105,000	105,000	-		105,000	105,000
7080 Admin Support Contracts			6,000	6,000	-	6,000	-	6,000
7085A Program Support Contracts			10,000	10,000	-		10,000	10,000
7085B Program Support Contracts - IT/Web					-			-
7090 Non-Board Meetings and Outreach			2,000	2,000	-		2,000	2,000
7095 Board Meetings and Travel					-			-
7100 Insurance			15,000	15,000	-		15,000	15,000
7100-7120 Employee Fringe Benefits			19,000	19,000	-		19,000	19,000
7125 Employer Payroll Taxes			1,700	1,700	-		1,700	1,700
7130/7135 Payroll Services and Bank Fees			600	600	-	600	-	600
7200 Equipment - Operating Leases			47,500	47,500	-		47,500	47,500
7215/8500 Capital - Equipment and Furniture			8,000	8,000	-		8,000	8,000
GASB Depreciation			100,000	100,000	-		100,000	100,000
CAP Cost Allocation to One-Stop			25,000	25,000	-		25,000	25,000
8900 Strategic Initiative - WIOA			75,000	75,000	-		75,000	75,000
Subtotal One-Stop Center			725,000	725,000	-	14,420	710,580	725,000

**Workforce Connections
Program Year 2016
WIOA One-Stop Center Budget Narrative-Adjustment Requests**

- 6500 - Salaries: \$54,000** – Allocated costs for administrative and program staff salaries.
- 7000 - Accounting and Auditing: \$6,200** – Allocated costs for the A-133 audit as well as extended accounting, financial consulting, and technical support.
- 7025 Dues and Subscriptions: \$1,000** – Allocated costs for memberships in trade and technical associations that benefit Workforce Connections’ outreach and oversight initiatives. They offer valuable key contacts for workforce/economic development and technical information support.
- 7030 Postage and Delivery: \$6,000** – Allocated costs for postage and mail delivery including such activities as routine postage, courier delivery service, and Federal Express delivery.
- 7035 Printing and Reproduction: \$4,000** – Allocated costs for monthly ancillary copying and printing costs associated with Board administration and daily operations.
- 7040 Office Supplies: \$23,000** – Allocated costs for program support training agreements and security guard costs.
- 7045 Systems Communications: \$35,000** – Allocated costs for support systems such as data backup, internet services, and web hosting for e-mail support.
- 7060 Utilities: \$30,000** – Allocated costs for electric and gas.
- 7065 Telephone: \$3,000** – Allocated costs for all activities related to telephone services including local and long distance phone charges and wireless communication.
- 7070 Rent (Offices): \$148,000** – Allocated costs for Workforce Connections’ office space for staff in support of the Board’s administrative and programmatic functions.
- 7075 Facilities Maintenance: \$105,000** – Allocated costs for equipment, security and facility repairs and maintenance.
- 7080 Admin Support Contracts: \$6,000** – Allocated costs for administrative support agreements, HR consultant and temporary staffing with focus on administrative, fiscal, and personnel management.
- 7085A Program Support Contracts: \$10,000** – Allocated costs for program support training agreements.
- 7090 Non-Board Meetings and Outreach: \$2,000** – Allocated costs for business and employer outreach initiatives to attract businesses and establish partnerships for workforce development and employer services.

- 7100 Insurance: \$15,000** – Allocated costs for Board anticipated liability insurance costs for workers’ compensation, general business liability, auto, and Board of Directors’ and officers’ errors and omissions liability.
- 7100-7120 Employee Fringe Benefits: \$19,000** – Allocated costs for employee benefits including medical, dental, life insurance, and Public Employees Retirement System (PERS) contributions. A rate of 35% of the total salaries is used to calculate the fringe benefits.
- 7125 Employer Payroll Taxes: \$1,700** – Allocated costs for employer payroll taxes which are calculated at 3% of total salaries.
- 7130-7135 Bank/Payroll Services: \$600** – Allocated costs for various banking services which include wire transfers, ACH payments, and payroll services.
- 7200 Equipment – Operating Leases: \$47,500** – Allocated costs for existing leases on copiers and postage meter equipment as well as any rental equipment needed in daily operations.
- 8500 Capital – Equipment and Furniture: \$8,000** – Allocated costs for equipment and furniture including computers, servers, and furniture for administrative and programmatic support staff.
- CAP Cost Allocation to One-Stop: \$25,000** – Costs allocated to the One-Stop Center based on operations staff time spent and charged to those activities.
- 8900 Strategic Initiatives: \$75,000** – These funds are available to be allocated for future workforce initiatives approved by the Board.

**WORKFORCE CONNECTIONS
PY2016 WIOA Formula Budget
One-Stop System
(Revised Budget - August 1, 2016)**

One-Stop System	Authorized FTE	Actual FTE	Approved Budget PY2015	Proposed Budget PY2016	\$ Change	Admin	Program	Total
6500 Salaries	8.38	6.38	615,000	615,000	-	18,450	596,550	615,000
7000 Accounting and Auditing			18,000	18,000	-	18,000	-	18,000
7005 Legal Fees			30,000	30,000	-	30,000	-	30,000
7010 Legal Publication Advertising			1,000	1,000	-		1,000	1,000
7020 Licenses and Permits			15,000	15,000	-		15,000	15,000
7025 Dues and Subscriptions			3,500	3,500	-		3,500	3,500
7030 Postage and Delivery			-	-	-		-	-
7035 Printing and Reproduction			4,000	4,000	-		4,000	4,000
7040 Office Supplies			10,000	10,000	-		10,000	10,000
7045 Systems Communications			20,000	20,000	-		20,000	20,000
7050 Training, and Seminars - Staff			10,000	10,000	-		10,000	10,000
7055 Travel and Mileage - Staff			20,000	20,000	-		20,000	20,000
7060 Utilities			-	-	-		-	-
7065 Telephone			6,000	6,000	-		6,000	6,000
7070 Facility Rent/Lease			-	-	-		-	-
7075 Facilities Repairs and Maintenance			20,000	20,000	-		20,000	20,000
7080 Admin Support Contracts			15,000	15,000	-	15,000	-	15,000
7085A Program Support Contracts			50,000	50,000	-		50,000	50,000
7085B Program Contracts - IT/Web			15,000	15,000	-		15,000	15,000
7085C Program Contracts - Workforce Dev. Academy			100,000	100,000	-		100,000	100,000
7090 Non-Board Meetings and Outreach			58,000	58,000	-		58,000	58,000
7095 Board Meetings and Travel			-	-	-		-	-
7100 Insurance			19,000	19,000	-		19,000	19,000
7100-7120 Employee Fringe Benefits			210,000	210,000	-		210,000	210,000
7125 Employer Payroll Taxes			22,000	22,000	-		22,000	22,000
7130-7135 Payroll Services and Bank Fees			1,500	1,500	-	1,500	-	1,500
7200 Equipment - Operating Leases			-	-	-		-	-
7500 Participant Training			-	-	-		-	-
7215/8500 Capital - Equipment and Furniture			57,000	57,000	-		57,000	57,000
8510 Capital - Tenant Improvements			15,000	15,000	-		15,000	15,000
CAP Cost Allocation to One-Stop			10,000	10,000	-		10,000	10,000
8900 Strategic Initiative - WIOA			-	-	-		-	-
8900 Strategic Initiative - 1st Qtr 2016			265,000	265,000	-		265,000	265,000
Subtotal One-Stop System			1,610,000	1,610,000	-	82,950	1,527,050	1,610,000

**Workforce Connections
Program Year 2016
WIOA One-Stop System Budget Narrative-Adjustment Requests**

- 6500 - Salaries: \$615,000** – Allocated costs for administrative and program staff salaries.
- 7000 - Accounting and Auditing: \$18,000** – Allocated costs for the A-133 audit as well as extended accounting, financial consulting, and technical support.
- 7005 Legal Fees: \$30,000** – Allocated costs for legal services in areas such as board and official open meetings preparation including review of agendas, contract agreements, RFPs, and policies.
- 7010 Legal Publication Advertising: \$1,000** – Allocated costs for legal publications including job postings, Request for Proposals notices, and controlled advertisements.
- 7020 Licenses and Permits: \$15,000** – Allocated costs for software licenses and permits associated with new computers or purchased upgrades for current software.
- 7025 Dues and Subscriptions: \$3,500** – Allocated costs for memberships in trade and technical associations that benefit Workforce Connections’ outreach and oversight initiatives. They offer valuable key contacts for workforce/economic development and technical information support.
- 7035 Printing and Reproduction: \$4,000** – Allocated costs for monthly copier per copy charges and other ancillary copying and printing costs associated with Board administration and daily operations.
- 7040 Office Supplies: \$10,000** – Allocated costs for program support training agreements and security guard costs.
- 7045 Systems Communications: \$20,000** – Allocated costs for support systems such as data backup, internet services, and web hosting for e-mail support.
- 7050 Training and Seminars (Staff): \$10,000** – Allocated costs for local and out-of-town staff training and seminars for both local and out-of-town locations for fiscal, program, and systems management.
- 7055 Travel and Mileage (Staff): \$20,000** – Allocated costs for local mileage and out-of-town staff travel for grant related matters, State and USDOL sponsored training and conferences. Mileage includes an array of programmatic and fiscal activities, local and rural areas site reviews and monitoring visits to ensure compliance with WIOA initiatives and work plans.
- 7065 Telephone: \$6,000** – Allocated costs for all activities related to telephone services including local and long distance phone charges and wireless communication.
- 7075 Facilities Maintenance: \$20,000** – Allocated costs for equipment, security and facility repairs and maintenance.

- 7080 Admin Support Contracts: \$15,000** – Allocated costs for administrative support agreements, HR consultant and temporary staffing with focus on administrative, fiscal, and personnel management.
- 7085A Program Support Contracts: \$50,000** – Allocated costs for program support training agreements.
- 7085B Program Support Contracts – IT and Web: \$15,000** – Allocated costs for temporary staffing to support program and data support activities.
- 7085C Program Support Contracts – Workforce Dev. Academy: \$100,000** – Allocated costs for temporary staffing to support program and data support activities.
- 7090 Non-Board Meetings and Outreach: \$58,000** – Allocated costs for business and employer outreach initiatives to attract businesses and establish partnerships for workforce development and employer services.
- 7100 Insurance: \$19,000** – Allocated costs for Board anticipated liability insurance costs for workers' compensation, general business liability, auto, and Board of Directors' and officers' errors and omission liability.
- 7100-7120 Employee Fringe Benefits: \$210,000** – Allocated costs for employee benefits including medical, dental, life insurance, and Public Employees Retirement System (PERS) contributions. A rate of 35% of the total salaries is used to calculate the fringe benefits.
- 7125 Employer Payroll Taxes: \$22,000** – Allocated costs for employer payroll taxes which are calculated at 3% of total salaries.
- 7130-7135 Bank/Payroll Services: \$1,500** – Allocated costs for various banking services which include wire transfers, ACH payments, and payroll services.
- 8500 Capital – Equipment and Furniture, Tenant Improvements: \$72,000** – Allocated costs for equipment and furniture including computers, servers, and furniture for administrative and programmatic support staff.
- CAP Cost Allocation to One-Stop: \$10,000** – Costs allocated to the One-Stop System based on operations staff time spent and charged to those activities.
- 8900 Strategic Initiatives: \$265,000** – These funds are available to be allocated for future workforce initiatives approved by the Board.

b. Awards & Expenditures Report – Monthly Update (Status of Service Providers)

**Workforce Connections
Awards and Expenditures
Program Year 2014/2015 Adult/Dislocated Worker Programs
May 31, 2016**

Amounts for Providers reflect invoiced allowable expenditures through May 2016. Starred lines only reflect expenditures through April 2016.

Providers highlighted in red are on high risk status.

Providers highlighted in pink have an active pink paper.

WIA/WIOA PY15 One-Stop Career Center

Provider	Contract Dates	Contract Award	Adult Expenditures	DW Expenditures	Total Invoiced	% Spent	Remaining Balance
ResCare Operator Costs	7/1/15-6/30/16	\$ 338,777	\$ 181,678	\$ 97,723	\$ 279,401	82.47%	\$ 59,376
ResCare Economic Development	7/1/15-6/30/16	\$ 161,576	\$ 87,445	\$ 26,207	\$ 113,652	70.34%	\$ 47,924
ResCare General Career and Training	7/1/15-6/30/16	\$ 1,259,486	\$ 681,524	\$ 371,759	\$ 1,053,283	83.63%	\$ 206,203
JanTec - Follow-up Files	7/1/15-3/31/16	\$ 100,000	\$ 26,387	\$ 14,757	\$ 41,144	41.14%	\$ 58,856
Total		\$ 1,859,839	\$ 977,034	\$ 510,446	\$ 1,487,480	79.98%	\$ 372,359

WIA/WIOA PY15 One-Stop Affiliate Sites

Provider	Contract Dates	Contract Award	Adult Expenditures	DW Expenditures	Total Invoiced	% Spent	Remaining Balance
Academy of Human Development - East	7/1/15-6/30/16	\$ 395,000	\$ 156,541	\$ 141,920	\$ 298,461	75.56%	\$ 96,539
HELP of Southern Nevada - South	7/1/15-6/30/16	\$ 595,000	\$ 375,772	\$ 163,354	\$ 539,126	90.61%	\$ 55,874
Nevada Partners, Inc - North	7/1/15-6/30/16	\$ 706,925	\$ 446,033	\$ 191,660	\$ 637,693	90.21%	\$ 69,232
Total		\$ 1,696,925	\$ 978,346	\$ 496,933	\$ 1,475,280	86.94%	\$ 221,645

WIA/WIOA PY14/15 Special Populations

Provider	Contract Dates	Contract Award	Adult Expenditures	DW Expenditures	Total Invoiced	% Spent	Remaining Balance
Easter Seals Nevada - Disabilities	7/1/15-6/30/16	\$ 289,000	\$ 153,580	\$ 101,376	\$ 254,956	88.22%	\$ 34,044
Foundation for an Independent Tomorrow - Re-Entry	7/1/15-6/30/16	\$ 390,000	\$ 324,736		\$ 324,736	83.27%	\$ 65,264
Goodwill of Southern Nevada - Disabilities	7/1/15-6/30/16	\$ 339,200	\$ 229,778	\$ 45,859	\$ 275,637	81.26%	\$ 63,563
Las Vegas Clark County Urban League - Veterans	7/1/15-6/30/16	\$ 360,000	\$ 254,297	\$ 58,142	\$ 312,440	86.79%	\$ 47,560
Nevada Department of Corrections - Re-Entry	11/12/14-6/30/16	\$ 800,000	\$ 485,111		\$ 485,111	60.64%	\$ 314,889
Nevada Partners, Inc - Pre-Apprenticeship	10/1/15-9/30/16	\$ 400,000	\$ 66,165	\$ 32,693	\$ 98,858	24.71%	\$ 301,142
UNLV Nursing GAP Training	11/1/14-6/30/16	\$ 200,000	\$ 99,990		\$ 99,990	50.00%	\$ 100,010
Total		\$ 2,778,200	\$ 1,613,657	\$ 238,070	\$ 1,851,726	66.65%	\$ 926,474

WIA/WIOA PY15 Rural

Provider	Contract Dates	Contract Award	Adult Expenditures	DW Expenditures	Total Invoiced	% Spent	Remaining Balance
Lincoln County - Rural	7/1/15-6/30/16	\$ 59,500	\$ 38,234	\$ 5,769	\$ 44,004	73.96%	\$ 15,496
Nye Communities Coalition - Rural	7/1/15-6/30/16	\$ 345,000	\$ 165,261	\$ 56,635	\$ 221,896	64.32%	\$ 123,104
Total		\$ 404,500	\$ 203,495	\$ 62,405	\$ 265,900	65.74%	\$ 138,600

Total PY14-PY15 Adult/DW		\$ 6,739,464	\$ 3,772,532	\$ 1,307,854	\$ 5,080,386	75.38%	\$ 1,659,078
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74%

26%

**Workforce Connections
Awards and Expenditures
Program Year 2015 Adult/Dislocated Worker WC paid Trainings
Obligations through July 18, 2016**

Providers highlighted in red are on high risk status.

Providers highlighted in pink have an active pink paper.

WIA/WIOA PY15 One-Stop Career Center

Provider	Contract Dates	Training Budget	Adult Obligations	DW Obligations	Total Obligations	% of Budget	Remaining Balance
ResCare Operator Costs	7/1/15-6/30/16	N/A			\$ -		
ResCare Economic Development	7/1/15-6/30/16	\$ 249,080	\$ 202,481	\$ 3,971	\$ 206,452	82.89%	\$ 42,628
ResCare General Career and Training	7/1/15-6/30/16	\$ 791,081	\$ 519,219	\$ 152,365	\$ 671,584	84.89%	\$ 119,497
JanTec - Follow-up Files	7/1/15-12/31/15	N/A			\$ -		
Total		\$ 1,040,161	\$ 721,701	\$ 156,336	\$ 878,037	84.41%	\$ 162,124

WIA/WIOA PY15 One-Stop Affiliate Sites

Provider	Contract Dates	Training Budget	Adult Obligations	DW Obligations	Total Obligations	% of Budget	Remaining Balance
Academy of Human Development - East	7/1/15-6/30/16	\$ 240,000	\$ 116,066	\$ 74,545	\$ 190,611	79.42%	\$ 49,389
HELP of Southern Nevada - South	7/1/15-6/30/16	\$ 445,000	\$ 265,410	\$ 148,866	\$ 414,276	93.10%	\$ 30,724
Nevada Partners, Inc - North	7/1/15-6/30/16	\$ 368,075	\$ 253,862	\$ 101,184	\$ 355,046	96.46%	\$ 13,029
Total		\$ 1,053,075	\$ 635,337	\$ 324,595	\$ 959,932	91.16%	\$ 93,143

WIA/WIOA PY14/15 Special Populations

Provider	Contract Dates	Training Budget	Adult Obligations	DW Obligations	Total Obligations	% of Budget	Remaining Balance
Easter Seals Nevada - Disabilities	7/1/15-6/30/16	\$ 211,000	\$ 118,917	\$ 61,471	\$ 180,388	85.49%	\$ 30,612
Foundation for an Independent Tomorrow - Re-Entry	7/1/15-6/30/16	\$ 210,000	\$ 167,293		\$ 167,293	79.66%	\$ 42,707
Goodwill of Southern Nevada - Disabilities	7/1/15-6/30/16	\$ 260,800	\$ 129,790	\$ 19,787	\$ 149,577	57.35%	\$ 111,223
Las Vegas Clark County Urban League - Veterans	7/1/15-6/30/16	\$ 240,000	\$ 168,906	\$ 49,724	\$ 218,630	91.10%	\$ 21,370
Nevada Partners, Inc - Pre-Apprenticeship	10/1/15-9/30/16	\$ -	\$ -	\$ -	\$ -	#DIV/0!	\$ -
Nevada Department of Corrections - Re-Entry	11/12/14-6/30/16	N/A			\$ -		
UNLV Nursing GAP Training	11/1/14-6/30/16	N/A			\$ -		
Total		\$ 921,800	\$ 584,905	\$ 130,982	\$ 715,887	77.66%	\$ 205,913

WIA/WIOA PY15 Rural

Provider	Contract Dates	Training Budget	Adult Obligations	DW Obligations	Total Obligations	% of Budget	Remaining Balance
Lincoln County - Rural	7/1/15-6/30/16	\$ 40,500	\$ 27,362	\$ 660	\$ 28,022	69.19%	\$ 12,478
Nye Communities Coalition - Rural	7/1/15-6/30/16	\$ 230,000	\$ 178,939	\$ 35,264	\$ 214,203	93.13%	\$ 15,797
Total		\$ 270,500	\$ 206,302	\$ 35,924	\$ 242,226	89.55%	\$ 28,274

WIA PY15 NEG

Provider	Contract Dates	Training Budget	Adult Obligations	DW Obligations	Total Obligations	% of Budget	Remaining Balance
Academy of Human Development - East	7/1/15-6/30/16	\$ 50,000			\$ -	0.00%	\$ 50,000
Easter Seals Nevada - Disabilities	7/1/15-6/30/16	\$ 50,000		\$ 17,521	\$ 17,521	35.04%	\$ 32,479
Goodwill of Southern Nevada - Disabilities	7/1/15-6/30/16	\$ 50,000			\$ -	0.00%	\$ 50,000
HELP of Southern Nevada - South	7/1/15-6/30/16	\$ 25,000			\$ -	0.00%	\$ 25,000
Las Vegas Clark County Urban League - Veterans	7/1/15-6/30/16	\$ 50,000			\$ -	0.00%	\$ 50,000
Nevada Partners, Inc - North	7/1/15-6/30/16	\$ 100,000		\$ 2,100	\$ 2,100	2.10%	\$ 97,900
Nye Communities Coalition - Rural	7/1/15-6/30/16	\$ 35,000		\$ -	\$ -	0.00%	\$ 35,000
ResCare Economic Development	7/1/15-6/30/16	\$ 100,000		\$ 46,428	\$ 46,428	46.43%	\$ 53,572
ResCare General Career and Training	7/1/15-6/30/16						
Total		\$ 460,000	\$ -	\$ 66,049	\$ 66,049	14.36%	\$ 393,951

Total Adult/DW		\$ 3,745,536	\$ 2,148,245	\$ 713,886	\$ 2,862,131	76.41%	\$ 883,405
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75%

25%

**Workforce Connections
Awards and Expenditures
Program Year 2014/2015 Youth Programs
May 31, 2016**

Amounts for Providers reflect invoiced allowable expenditures through May 2016. Starred lines only reflect expenditures through April 2016.

Providers highlighted in red are on high risk status.

Providers highlighted in pink have an active pink paper.

WIA PY15 Youth One Stop Affiliate Sites

Provider	Contract Dates	Contract Award	Youth In-School Expenditures	Youth Out-Of-School Expenditures	Total Invoiced	% Spent	Remaining Balance
Nevada Partners, Inc - North	7/1/15-6/30/16	\$ 883,715	\$ -	\$ 668,111	\$ 668,111	75.60%	\$ 215,604
So. NV Regional Housing Authority - East	7/1/15-6/30/16	\$ 679,500	\$ 90	\$ 451,369	\$ 451,459	66.44%	\$ 228,041
Total		\$ 1,563,215	\$ 90	\$ 1,119,480	\$ 1,119,570	71.62%	\$ 443,645
			0%	100%			

WIA PY15 Youth Rural

Provider	Contract Dates	Contract Award	Youth In-School Expenditures	Youth Out-Of-School Expenditures	Total Invoiced	% Spent	Remaining Balance
Lincoln County	7/1/15-6/30/16	\$ 127,320	\$ 29,832	\$ 33,706	\$ 63,538	49.90%	\$ 63,782
Nye Communities Coalition	7/1/15-6/30/16	\$ 339,300	\$ 92,435	\$ 83,919	\$ 176,354	51.98%	\$ 162,946
St. Jude's Ranch for Children	7/1/15-6/30/16	\$ 242,400	\$ 76,326	\$ 66,949	\$ 143,275	59.11%	\$ 99,125
Total		\$ 709,020	\$ 198,593	\$ 184,574	\$ 383,167	54.04%	\$ 325,853
			52%	48%			

WIA PY15 Special Populations

Provider	Contract Dates	Contract Award	Youth In-School Expenditures	Youth Out-Of-School Expenditures	Total Invoiced	% Spent	Remaining Balance
Goodwill of So. Nevada - Youth with Disabilities	7/1/15-6/30/16	\$ 342,400	\$ -	\$ 237,852	\$ 237,852	69.47%	\$ 104,548
HELP of So. Nevada - Dropout Recovery	7/1/15-6/30/16	\$ 511,629	\$ 42,155	\$ 289,723	\$ 331,878	64.87%	\$ 179,751
Nevada Partners, Inc - Pre-Entry Youth	10/1/15-9/30/16	\$ 589,000		\$ 186,049	\$ 186,049	31.59%	\$ 402,951
Olive Crest - Foster Youth	7/1/15-6/30/16	\$ 493,600	\$ 149,285	\$ 151,028	\$ 300,314	60.84%	\$ 193,286
Total		\$ 1,936,629	\$ 191,440	\$ 864,652	\$ 1,056,092	54.53%	\$ 880,537
			18%	82%			

Total PY15-PY16 Youth		\$ 4,208,864	\$ 390,124	\$ 2,168,706	\$ 2,558,829	60.80%	\$ 1,650,035
			15%	85%			

**Workforce Connections
Awards and Expenditures
Program Year 2015 Youth WC Paid Trainings
Obligations through July 18, 2016**

Providers highlighted in red are on high risk status.

Providers highlighted in pink have an active pink paper.

WIA PY15 Youth One Stop Affiliate Sites

Provider	Contract Dates	Training Budget	Youth In-School Obligations	Youth Out-Of-School Obligations	Total Obligated	% Spent	Remaining Balance
Nevada Partners, Inc - North	7/1/15-6/30/16	\$ 71,085	\$ 2,095	\$ 63,163	\$ 65,257	91.80%	\$ 5,828
So. NV Regional Housing Authority - East	7/1/15-6/30/16	\$ 147,500	\$ -	\$ 107,222	\$ 107,222	72.69%	\$ 40,278
Total		\$ 218,585	\$ 2,095	\$ 170,385	\$ 172,479	78.91%	\$ 46,106
			1%	99%			

WIA PY15 Youth Rural

Provider	Contract Dates	Training Budget	Youth In-School Obligations	Youth Out-Of-School Obligations	Total Obligated	% Spent	Remaining Balance
Lincoln County	7/1/15-6/30/16	\$ 22,680	\$ -	\$ (6,592)	\$ (6,592)	-29.06%	\$ 29,272
Nye Communities Coalition	7/1/15-6/30/16	\$ 10,700	\$ -	\$ 3,360	\$ 3,360	31.40%	\$ 7,340
St. Jude's Ranch for Children	7/1/15-6/30/16	\$ 32,600	\$ 1,439	\$ 4,036	\$ 5,475	16.79%	\$ 27,125
Total		\$ 65,980	\$ 1,439	\$ 804	\$ 2,243	3.40%	\$ 63,737
			64%	36%			

WIA PY15 Special Populations

Provider	Contract Dates	Training Budget	Youth In-School Obligations	Youth Out-Of-School Obligations	Total Obligated	% Spent	Remaining Balance
Goodwill of So. Nevada - Youth with Disabilities	7/1/15-6/30/16	\$ 157,600	\$ -	\$ 116,031	\$ 116,031	73.62%	\$ 41,569
HELP of So. Nevada - Dropout Recovery	7/1/15-6/30/16	\$ 71,571	\$ 5,500	\$ 19,358	\$ 24,858	34.73%	\$ 46,713
Nevada Partners, Inc - Pre-Entry Youth	10/1/15-9/30/16	\$ 61,000	\$ -	\$ 28,500	\$ 28,500	46.72%	\$ 32,500
Olive Crest - Foster Youth	7/1/15-6/30/16	\$ 6,400	\$ 1,480	\$ 2,960	\$ 4,440	69.38%	\$ 1,960
Total		\$ 296,571	\$ 6,980	\$ 166,849	\$ 173,829	58.61%	\$ 122,742
			4%	96%			
Total Youth		\$ 581,136	\$ 10,514	\$ 338,038	\$ 348,552	59.98%	\$ 232,584
			3%	97%			

**Workforce Connections
Awards and Expenditures
Program Year 2013/2014/2015 Direct Programs
May 31, 2016**

Amounts for Internal Programs reflect expenditures as of May 2016.

Amounts for Providers reflect invoiced allowable expenditures through May 2016. Starred lines only reflect expenditures through April 2016.

Direct Grants

Program	WC FTE	Contract Dates	Contract Award	Total Expended	% Spent	Remaining Balance
Youth Build PY13 - WC	4.00	7/15/13-11/14/16	973,464	\$ 894,973	91.94%	78,491
Youth Build PY13 - CCSD DRHS		10/1/13-9/30/15	126,536	\$ 126,536	100.00%	-
Youth Build PY15 - WC		10/1/15-1/31/19	1,000,000	\$ 176,880	17.69%	823,120
Youth Build PY15 - CCSD DRHS		10/1/15-9/30/17	100,000	\$ 20,190	20.19%	79,810
AmeriCorps PY15 - WC	0.10	8/1/15-7/31/16	42,328	\$ 41,508	98.06%	820
AARP		7/1/14-6/30/16	100,000	\$ 94,297	94.30%	5,703
NSHE - DETR	0.40	2/9/16-6/30/16	65,270	\$ 57,213	87.66%	8,057
NSHE - Robert Wood		11/1/15-1/31/17	64,015	\$ 48,115	75.16%	15,900
Total	4.50		2,471,613	1,459,712	59.06%	1,011,901

- c. WIOA Expenditure Tracking Report – July 1, 2015 through May 31, 2016 Actuals vs. Expected Expenditures - Adult, Dislocated Worker and Youth

workforce CONNECTIONS
WIOA Expenditure Tracking
YTD PY15 - July 1, 2015 through May 31, 2016

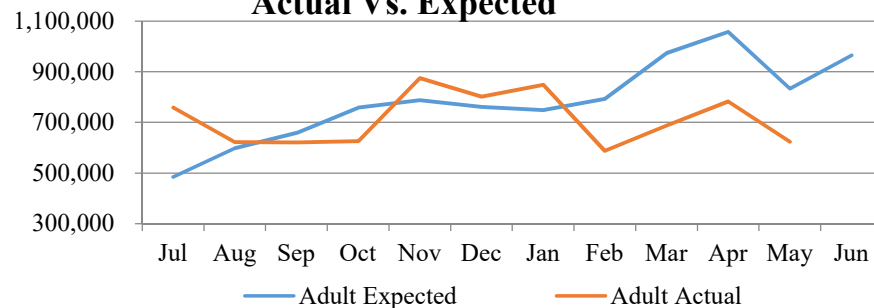
Spending Plan (July 1, 2015 through June 30, 2016)

Budget Line Item	PY15 Budget			PY15 Funding to be Used 1Q PY16		
	ADW	Youth	Total	ADW	Youth	Total
WC Operations	4,275,375	2,243,432	6,518,807	900,000	308,432	1,208,432
<u>Community Resource Allocations</u>						
One-Stop Center and System	2,426,181	250,000	2,676,181	450,000	10,000	460,000
Service Provider Contracts	10,598,946	6,790,621	17,389,567	1,177,920	1,292,500	2,470,420
Subtotal Community Resource Allocations	13,025,127	7,040,621	20,065,748	1,627,920	1,302,500	2,930,420
Total Budget	17,300,502	9,284,053	26,584,555	2,527,920	1,610,932	4,138,852

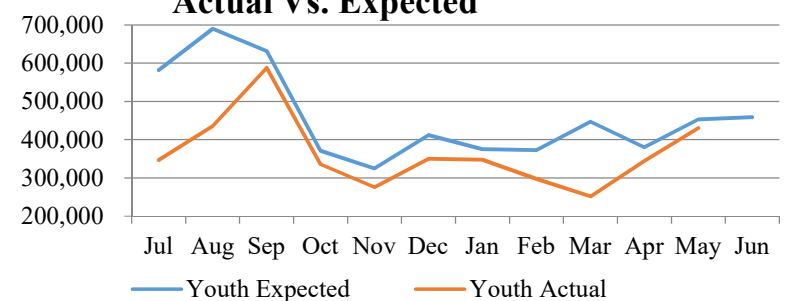
YTD Actuals Vs. Expected

Approved Awards	ADW			Youth		
	YTD Actual	YTD Expected	Inc / (Dec)	YTD Actual	YTD Expected	Inc / (Dec)
WC Operations	2,753,596	3,094,094	(340,498)	1,056,689	1,773,750	(717,061)
One-Stop Center and System	1,040,352	1,811,499	(771,147)	0	220,000	(220,000)
Service Provider Contracts	7,834,048	8,456,315	(622,267)	4,003,845	5,038,915	(1,035,070)
Total Budget	11,627,996	13,361,908	(1,733,912)	5,060,534	7,032,665	(1,972,131)

**ADW Service Provider Contracts
Actual Vs. Expected**



**Youth Service Provider Contracts
Actual Vs. Expected**



d. Workforce Connections' Professional Services Contracts

Please note: any pending contract presented for approval may be reviewed and examined in its entirety by any member of this Consortium upon request.

1. Coverall Health Based Cleaning System Services & Supplies – This is the third amendment to the original contract which provides janitorial services at Workforce Connection's main office and One-Stop Career Center. This amendment amount of \$45,000.00 represents the annual renewal of the contract and increases the maximum amount to \$168,412.00.
2. CST Project Consulting – This is the second amendment to the original contract which provides fiscal consulting projects as needed to support Board staff. This amendment adds additional funds of \$54,000.00, for a not to exceed amount of \$299,160.00. The term remains the same. The contract is in the second year of a potential four year procurement.
3. Grant Management and Consulting Services (GMAC) – This is the initial contract (\$100,000.00) under a competitive procurement action to design, establish and execute a Workforce Development Practitioner Apprenticeship Program (WDPAP) for the Workforce Connections One-Stop delivery system.
4. Prism Global Management Group – This is the first amendment to the original contract which provides human resource services. This amendment represents the annual renewal of the contract and increases the maximum amount by \$72,000.00 to an amount not to exceed \$144,000.00.

Local Workforce Development Board Workforce Connections Professional Services Contracts

Agenda Item	Contractor	Funding Source	Amount	Term	
				Start Date	End Date
18 d 1	Coverall Health Based Cleaning System Services & Supplies	A/DW/Y	\$45,000.00	12/1/2016	11/30/2017
Description: This amendment #3 adds additional funding of \$45,000.00, for a not to exceed amount of \$168,412.00, and extends the contract for a fourth and final year under the existing procurement action. This amendment provides funding for janitorial services at the Charleston facility.					
18 d 2	CST Project Consulting (CST)	A/DW/Y	\$54,000.00	2/1/2016	1/31/2017
Description: This amendment #2 adds additional funding of \$54,000.00, for a not to exceed amount of \$299,160.00. The term remains the same and this contract is in the second year of a potential four year procurement. The contract is for fiscal consulting projects as needed to support Board staff.					
18 d 3	Grant Management and Consulting Services (GMAC)	A/DW/Y	\$100,000.00	9/1/2016	8/31/2017
Description: This is the initial contract under a competitive procurement action to design, establish and execute a Workforce Development Practitioner Apprenticeship Program (WDPAP) for the Workforce Connections One-Stop delivery system. This program is designed for a needed capacity building initiative in our workforce system and to provide training to all partner staff.					
18 d 4	Prism Global Management Group	A/DW/Y	\$72,000.00	10/1/2016	9/30/2017
Description: This amendment #1 adds additional funding of \$72,000.00, for a not to exceed amount of \$144,000.00, and extends the contract for a second year under the existing procurement action. This amendment provides funding for all organizational human resource services.					

**WORKFORCE CONNECTIONS & ONE-STOP CAREER CENTER
PROFESSIONAL SERVICES CONTRACTS
As of 8/11/16**

Contractor/Consultant Scope of Work Summary	Amount of Contract	Procurement Method & WISS/State Approval**	Renewal Status	Term of Contract
ALLIED BARTON SECURITY SERVICES One-Stop Center & WC Administrative Offices Security Services Amendment #1 & #2 Contract Renewal Amendment #3 & #4 Contract Renewal Amendment #5 Contract Renewal	\$80,000.00 \$105,000.00 \$170,000.00 \$170,000.00	Competitive [State Procurement Process]	Active	7/1/2013 to 6/30/2014 7/1/2014 to 6/30/2015 7/1/2015 to 6/30/2016 7/1/2016 to 6/30/2017
JOHN CHAMBERLIN WIOA Training, Technical Assistance & Board Strategic Planning Amendment #1 Contract Renewal Amendment #2 Contract Renewal	\$24,500.00 \$24,500.00 \$20,000.00	Competitive	Active	9/1/2014 to 8/31/2015 9/1/2015 to 6/30/2016 7/1/2016 to 6/30/2017

Contractor/Consultant Scope of Work Summary	Amount of Contract	Procurement Method & WISS/State Approval**	Renewal Status	Term of Contract
COVERALL HEALTH BASED CLEANING SYSTEM SERVICES & SUPPLIES Cleaning & Maintenance of Administrative Offices & One-Stop Amendment #1 Contract Renewal Amendment #2 Contract Renewal Amendment #3 Contract Renewal	\$38,412.00 \$40,000.00 \$45,000.00 \$45,000.00	Competitive	Pending Board Approval	12/3/2013 to 12/3/2014 12/4/2014 to 11/30/2015 12/1/2015 to 11/30/2016 12/1/2016 to 11/30/2017
CST PROJECT CONSULTING Fiscal Technical Assistance Amendment #1 Contract Renewal Amendment #2 Additional Funding	\$163,440.00 \$81,720.00 \$54,000.00	Competitive	Pending Board Approval	2/1/2015 to 1/31/2016 2/1/2016 to 1/31/2017
Grant Management and Consulting Services (GMAC) Workforce Development Practitioner Apprenticeship Program	\$100,000.00	Competitive	Pending Board Approval	9/1/2016 to 8/31/2017

Contractor/Consultant Scope of Work Summary	Amount of Contract	Procurement Method & WISS/State Approval**	Renewal Status	Term of Contract
INTEGRITY IMAGING SOLUTIONS Service Provider Client Files Scanning Project Amendment #1 Additional Funding Amendment #2 No Cost Extension	\$60,000.00 \$15,000.00 \$0	Competitive	Active	5/26/2015 to 6/30/2016 7/1/2016 to 6/30/2017
JANTEC Temporary Employment Services for Workforce Connections Amendment #1 Contract Renewal	26.79% Overhead Cost for Referrals	Competitive	Active	2/14/2015 to 2/13/2016 2/14/2016 to 2/13/2017
JOY HUNTSMAN Back to Work 50+ Amendment #1 Additional Training Funds Amendment #2 & #3 Contract Renewal Amendment #4 Contract Renewal	\$25,000.00 \$2,045.00 \$26,750.00 \$25,000.00	Sole Source Partner Under AARP Grant	Active	9/1/2014 to 6/30/2015 7/1/2015 to 6/30/2016 7/1/2016 to 12/31/2016

Contractor/Consultant Scope of Work Summary	Amount of Contract	Procurement Method & WISS/State Approval**	Renewal Status	Term of Contract
TAKA KAJIYAMA Software Development	\$62,400.00	Competitive	Active	8/7/2013 to 6/30/2014
Amendment #1 and #2 Contract Renewal	\$75,000.00			7/1/2014 to 6/30/2015
Amendment #3, #4 & #5 Contract Renewal/ETPL Development	\$65,000.00			7/1/2015 to 6/30/2016
Amendment #6 ETPL Development/Maintenance	\$50,000.00			7/1/2016 to 6/30/2017
MARCIA RILEY Writing Coach	\$25,000.00	Competitive	Active	2/1/2016 to 1/31/2017
PARKER, NELSON & ASSOCIATES Board Legal Council	\$100,000.00	Competitive	Active	5/27/2015 to 6/30/2016
Amendment #1 Contract Renewal	\$100,000.00			7/1/2016 to 6/30/2017
PIERCY BOWLER TAYLOR & KERN A-133 AUDITING SERVICES for Program Year 2014	\$80,000.00	Competitive	Active	6/1/2015 to 6/30/2016
Amendment #1 Contract Renewal	\$80,000.00			7/1/2016 to 6/30/2017

Contractor/Consultant Scope of Work Summary	Amount of Contract	Procurement Method & WISS/State Approval**	Renewal Status	Term of Contract
MACEY PRINCE CONSULTING Fiscal & Procurement Technical Assistance Amendment #1 Contract Renewal	\$35,000.00 \$25,000.00	Competitive	Active	9/1/2015 to 6/30/2016 7/1/2016 to 6/30/2017
PRISM GLOBAL MANAGEMENT GROUP HR Services Amendment #1 Contract Renewal	\$72,000.00 \$72,000.00	Competitive	Pending Board Approval	10/1/2015 to 9/30/2016 10/1/2016 to 9/30/2017
RED 7 COMMUNICATIONS One-Stop and WC Outreach Services Amendment #1 Contract Renewal Amendment #2 Contract Renewal	\$24,000.00 \$30,000.00 \$30,000.00	Competitive	Active	7/1/2014 to 6/30/2015 7/1/2015 to 6/30/2016 7/1/2016 to 6/30/2017
SIN CITY MAD MEN Website Development Services	\$50,000.00	Competitive	Active	6/1/2016 to 6/30/2017
SIN CITY MAD MEN Outreach Collateral Material Design Services	\$50,000.00	Competitive	Active	6/1/2016 to 6/30/2017

Contractor/Consultant Scope of Work Summary	Amount of Contract	Procurement Method & WISS/State Approval**	Renewal Status	Term of Contract
GRANT WRITER POOL Research and Assistance in Grant Writing STRATEGIC PROGRESS	\$20,000.00	Competitive	Active	4/1/2015 to 3/31/2016
Amendment #1 Contract Renewal	\$20,000.00			4/1/2016 to 3/31/2017
GRANTS WEST	\$10,000.00		Pending Contract	
AARON ROME CONSULTING	\$10,000.00		Pending Contract	
SOCIAL POLICY RESEARCH ASSOCIATES RFP Evaluation Services	\$20,000.00	Competitive	Active	4/13/2015 to 4/12/2016
Amendment #1 Evaluate Additional RFP's	\$20,000.00			
Amendment #2 Contract Renewal	\$10,000.00			4/13/2016 to 4/12/2017
Amendment #3 Evaluate Additional RFP's	\$25,000.00			

****All noted Professional Services contracts & the procurement process has been previously reviewed & approved by DETR and are in compliance with DETR's Policy 3.1 which states: Professional services with state prior authorization for the costs of outside professional services rendered by individuals or organizations are allowable. The procurement of noncompetitive proposals (sole source) may be used when the awarding agency (DETR) authorizes noncompetitive proposals; 29 CFR 97.36 (d)(4)(i)(c)**

Transforming ideas into results

Proposal to Design, to establish and execute a Workforce Development Practitioner Apprenticeship Program for the Workforce Connections One-Stop Delivery System

Due Date: July 8, 2016

Submitted to:

Ricardo Villalobos
Director, Workforce Development Programs
6330 Wes Charleston Boulevard
Suite #150
Las Vegas, Nevada, 89146

Submitted by:

Grant Management and Consulting Services, Inc.
2764 N. Green Valley Pkwy
Unit 264
Henderson, NV 89014
Og-training-group.com
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702-439-5989

Proprietary Notice

The information contained in this proposal is the proprietary and confidential property of Grant Management and Consulting and may not be communicated to third parties without express written permission. Additionally, GMAC understands that portions of this document contain information that may be proprietary and confidential to Workforce Connections. This information will not be communicated to third parties without the express written permission of Workforce Connections.

Questions about this proposal should be directed to:

Oscar P. Grant, PhD

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July 3, 2016

Ricardo Villalobos
Director, Workforce Development Programs
6330 Wes Charleston Boulevard
Suite #150
Las Vegas, Nevada, 89146

Dear Mr. Villalobos:

Grant Management and Consulting Services (GMAC) is pleased to submit our proposal in response to your request to establish and execute a Workforce Development Practitioner Apprenticeship Program for the One-Stop Delivery System.

GMAC is an 18-year old management consulting firm located in Marietta GA, with satellite offices in Las Vegas, Nevada and Los Angeles, CA. We have extensive experience in designing and delivering training programs that empower leadership and employees. We pride ourselves in having personnel that have the technical and contextual expertise to fulfill the requirements of this RFP.

Please let me know if you have additional questions or require any more information. We appreciate the opportunity to submit this proposal and hope that we will have the opportunity to build a great partnership and professional relationship with Workforce Connections. I look forward to speaking to you soon.

Sincerely,

Oscar P. Grant, PhD
CEO
GMAC Consulting

Introduction

Grant Management and Consulting Services (GMAC) presents its proposal to establish and execute a Workforce Development Practitioner Apprenticeship Program for the Workforce Connection's One-Stop Delivery System.

The services to be provided are, but not limited to, the following primary components:

- ⇒ Component 1. Procure registration of Workforce Development Practitioner Apprenticeship Program with U.S. Department of Labor Employment & Training & Nevada State Apprenticeship Council.
- ⇒ Component 2. Apply Apprenticeship USA Employer Guideline Standards
- ⇒ Component 3. WDPAP work process schedule & related instruction curriculum
- ⇒ Component 4. Training & monitoring of WDPAP apprentices
- ⇒ Component 5. System capacity building strategic plan

Section 1 – Services to be Performed

- a. Background on coordination efforts to obtain compliant registration of WDPAP with the U.S. Department of Labor Employment and Training & the Nevada State Apprenticeship Council.
- b. Applying Apprenticeship USA Employer Guideline Standards
- c. WDPAP work process schedule and related instruction Curriculum

Our Approach to the WDPAP model

GMAC is a recognized resource for assessing and expanding the leadership competencies of individuals and organizations from across the public, government, education, nonprofit, and private sectors. Our role is to partner with organizations to assist in addressing the supervisory and management components of business, customer service, and organizational challenges to help develop, build, and revitalize the practice of leadership specific to coaching and mentoring.

Introduction

GMAC will use Youth Build's white paper as a foundation to approach the creation and design for the WDPAP model. This white paper describes the work and how the U.S. Department of Labor (DOL) Youth Build grantees effectively engaged joint labor-management organizations, trade associations, and employers to create pathways into Registered Apprenticeships in construction. Please note; the paper can be used as a basis for any credentialed industry.

The overall objective of this paper was to connect Youth Build grantees, workforce development organizations, community development organizations, housing authorities, joint labor-management organizations, trade associations, construction firms, and the broader Registered Apprenticeship community with the knowledge and resources needed to grow Registered Apprenticeship partnerships as a career pathway for Youth Build participants.

GMAC feels many components of this paper will be a great benefit in initial kick off meetings to keep Workforce Connection staff, partners and participants focused on the end goal for the WDPAP model.

Using the white paper and supporting documentation will encourage kick off participants to embrace and understand the benefits of focusing on and creating a universal service strategy for recognized services. GMAC also sees the need for Workforce Connections to commit to assisting organizations to help them see the benefits of better serving the public and community by utilizing models such as the proposed WDPAP model and to help businesses and organizations themselves become more productive, accountable, results-oriented, and creative in looking at their resources(training dollars, apprenticeships) can be used to support youth and adults in the WIOA system and have a lasting effect in the community.

Using field-tested organizational development practices developed by industrial psychologists and organizational researchers, GMAC helps organizations and leadership become more effective and successful. GMAC specializes in developing tailored training programs and providing consulting services that provide practical answers to real-life problems in the areas of coaching and mentoring peers and staff, performance management, and building teams and coalitions. GMAC works closely with clients to create and provide customized, practical programs that produce measurable results. Participants learn strategies for continuous development through a variety of means including assessment, group discussions, case studies and small-group activities based on actual client-specific examples, self-reflection, and coaching.

GMAC recognizes that individuals who occupy executive, managerial, and supervisory roles are critical for individual and organizational success. These leaders provide direction, vision, and set the tone for the organization. They influence everything from the strategic direction of the organization to the satisfaction of the employees. Our training services for leaders are designed to assist them in understanding leadership, and developing the skills needed to achieve or maintain high performance and employee satisfaction. We recognize that a leader's time is valuable, so our leadership and management trainings are concise and focused on helping them acquire or refine key knowledge and skills. We are recommending a series of training courses that will be outlined in this RFP to support the WDPAP model's infrastructure and to support the Workforce Connection delivery system.

GMAC's has had a major role in the Apprenticeship movement role with over (40) federally funded Department of Labor Youth Build Programs and working a lead organizational development consultant for the entire Los Angeles County Workforce

System for over eight years. Facilitating specific topical trainings on Apprenticeships to Case Management, GMAC will use existing and relevant data from national experts as well as U.S. Department of Labor information to support the requirements in this RFP.

Besides, using the Apprenticeship White Paper, GMAC will be using existing best and promising approved practices, GMAC proposes using the Department of Labor's Youth Build promising practice (below) as a standard to build the WDPAP initiative. Below I have listed the standards GMAC will use to build the framework for WDPAP and how to these standards can be infused to build the Practitioner program.

Realizing that the importance of following the U.S. Department of Labor's framework for quality Apprenticeship programs in Training and Employment Notice (TEN) 13-12.

The notice defines pre-apprenticeship as "a program or set of strategies designed to prepare individuals to enter and succeed in a Registered Apprenticeship program and have a documented partnership with at least one, if not more, Registered Apprenticeship program(s).

TEN 13-12 will also be used as the overlay or the foundation and ground work for how Workforce Connections can best identify core elements of its practitioner model. Realizing that U.S. Department of Labor has in place an Apprenticeship Toolkit and Apprenticeship USA has Employer Guidelines in place, the role of GMAC, in the first two weeks of the contract announcement will be to facilitate partner meetings with relevant stakeholders (those suggested by Workforce Connections) to define compliant program outcomes using the aforementioned documents as standards.

As you review, U.S. Department of Labor's Ten 13-12 below, GMAC will prepare a short training for one of the scheduled Partner Meeting (s) using the listed bullet points as a starting point of discussion, on building a best / promising practice model.

TEN 13-12 describes the following elements as essential to preparing individuals to enter and succeed in a Registered Apprenticeship program:

- **Approved Training and Curriculum** based on industry standards, approved by a documented Registered Apprenticeship program that prepares individuals with the skills and competencies to enter Registered Apprenticeship;
- **Meaningful Hands-On Training** that does not displace employees but accurately simulates industry and occupational conditions with proper supervision and safety protocols;
- **Strategies for Long-Term Success** that create opportunities for underrepresented groups, or disadvantaged or low-skilled individuals, so that they will meet the entry requirements and are prepared for success in Registered Apprenticeship;
- **Access to Appropriate Support Services** during the pre-apprenticeship program and a significant portion of the Registered Apprenticeship program;

- **Greater Use of Registered Apprenticeship to Increase Future Opportunities** to support and sustain partnerships between pre-apprenticeship and Registered Apprenticeship sponsors;
- **Facilitated Entry or Articulation** through formalized agreements that allow individuals to earn advanced credit for skills and competencies already acquired.

Summary of Promising Practices

The Department of Labor's Youth Build has a recognized Promising Practice model that GMAC will use as a basis for building the operating standards for the proposed "practitioner model."

Although the Promising Practices listed below are specific to the U.S. Department of Labor's Youth Build model, it is clear that many, if not all, of these apprenticeship practices are replicable and can be pertinent for other industries besides construction. These practices reflect an excellent systematic approach to the "practitioner model" and will serve as a strong foundation for long term success for the Nevada partners and businesses who will supply apprenticeships for our Workforce Connections participants.

Reviewing these practices will also give GMAC a window to introduce the Apprenticeship USA Employer Guideline Standards at the facilitated partners meeting. These five listed components on DOL's website, for USA Employer Guideline standards have to have a clear and relevant purpose in the WDPAP model.

GMAC sees an overlap with DOL's Apprenticeship toolkit and using the approved promising practices from DOL's national Youth Build Apprenticeship Program as a guidepost, makes the effort seamless in tailoring the USA Guidelines Standards for employers into the model.

GMAC will make a concerted effort to assist the Workforce Connection partners specifically, the Nevada State Apprenticeship Council representatives on which industries will support the WDPAP model and secondly, how they can get buy in from these industry partners, realizing that a deeper commitment will be needed from them for the success of the student apprentices and forged partnership.

The five listed components on DOL's USA Employer Guideline standards will be introduced and easily infused in the kick off meeting and will be a central component to the WDPAP model.

GMAC will introduce these promising practices in the stakeholder meeting to build the WDPAP model. Using this summary of promising practices will give the WDPAP model a stronger foundation and surely align with policies and procedures with U.S. Department of Labor regional and national offices.

In defining the curriculum to be used for industry partners in the Nevada area, it is crucial that the Nevada State Apprenticeship Council be clear how the proposed

Apprenticeship partners will fulfill the requirement to have consistent standards and elements that will support the WDPAP model and to assure Apprenticeship be deemed a reputable registered apprenticeship program by the U.S. Department of Labor. During the first two weeks of the contract, we anticipate several conversations and at least one facilitated one on convening with the Nevada State Apprenticeship Council to define their role and to articulate expectations from businesses, how the partners will benefit from the WDPAP model, and outline how the Nevada State Apprenticeship Council will offer supports via networking to support the WDPAP model.

Elements of the summary below supports this discussion and will help guide the process of organizing a suitable and rewarding experience with high standards that all partners, staff and participants will be proud to be a part of. This effort will take a lot of effort and support in the initial phase and will be anticipated that Workforce Connections will be highly engaged in bringing and confirming the support from partners, staff and decision makers that will influence the WDPAP model.

1. The first two weeks will be extremely important to craft a model program and GMAC has working relations with several Department of Labor Federal Project Officers for guidance in the San Francisco Region 6 office. The Regional Director of ETA Region 6 – Office of Apprenticeship is Patricia Garcia and the Lead for Apprenticeship Discretionary grants in OSID is Tarah Holt, both have resources and support for moving the process forward and ensuring a compliant model will be registered. After the model is sketched out, GMAC will meet in person or by phone with the regional office and work with appropriate staff in the regional office to get the model approved. We anticipate working very closely with Workforce Connections to modify model components as needed. (see Appendix B) GMAC has outlined the first 30 days of the contract and the need to work WIOA partners to research and address requirements to get the WDPAP model introduced.

Please note; each of the green highlighted areas in the summary will be highlighted in the partners meeting and will be included in the power point presentation.

Summary of Promising Practices

The following is an overview of the promising practices of the Youth Build programs featured in this paper:

Promising Practices for Recruiting, Preparing, and Assessing Apprenticeship Candidates

- Recruit Youth Build students who are interested in construction careers.
- Organize student experiences that simulate industry conditions to identify participants with the aptitude to pursue careers in the construction industry.
- Develop specific and measurable benchmarks of knowledge, skills, and abilities that track to career success.

- Engage apprenticeship sponsors to assist with pre-apprenticeship training for Youth Build students.
- Work with apprenticeship sponsors to adapt their pre-apprenticeship curricula for use in the Youth Build classroom.
- Work with apprenticeship sponsors to implement assessment tools to evaluate readiness for entry into Registered Apprenticeship.
- Address the challenges that underrepresented groups such as women may face in the industry from day one.
- Establish advisory committees for ongoing program improvement.

Promising Practices for supporting successful transitions into apprenticeship

- Offering consistent, goal-oriented case management services from day one.
- Asking students to articulate their goals for the future.
- Organizing regular interdepartmental conversations about students.
- Co-enrolling students with workforce development agencies to provide access to follow-up services.
- Partnering with agencies and businesses that can provide opportunities for students to earn driver's licenses.
- Using AmeriCorps Education Awards as a resource to pay for tuition and tools required for apprenticeship.

Promising Partnership Development Practices

- Engage local employers, trade associations, and joint labor-management organizations that sponsor Registered Apprenticeships.
- Engage local workforce development agencies to assist with partnership development.
- Meet with partners on a regular basis.
- Clarify the purpose and responsibilities of each partner organization.
- Involve Youth Build students and alumni in the partnership development process.
- Create multiple entry points for apprenticeship sponsors to engage with Youth Build students.
- Establish a partnership table that includes multiple apprenticeship

sponsors.

Promising Practices as a Lever for Engaging Apprenticeship Sponsors

- Build relationships with contractors on projects
- Enlist contractor to participate in job-shadowing experiences
- Develop partnerships with employers and Registered Apprenticeship sponsors involved in projects and make certain your Youth Build program is part of the local job development strategy.

WDPAP Work Process Schedule & Related Instruction Curriculum

Realizing that the first several weeks will be facilitating partner meetings, and noting a long range goal of this RFP is to prepare participants, partners and Workforce Connection staff to have a holistic approach to this model, GMAC recommends an on-going training component to respond to “designing a system capacity building strategic plan that improves system-wide practices, procedures and processes that provide effective and efficient services and strategies to WIOA adults and youth.

GMAC’s CEO, Dr. Oscar Grant has worked extensively in the Workforce arena both nationally and regionally and is a certified U.S. Department of Labor certified instructor. Dr. Grant is one of eleven consultants in the country to be certified in all (41) Department of Labor courses. The trainers who work under contract will be certified in the course they deliver for Workforce Connections.

The recommended courses listed by GMAC will all be certified and based on staff roles, either a certificate of completion or an attendance certificate will be awarded to the participant.

While partner meetings are being held the first two weeks and the curriculum designers work to complete specific trainings for the model, GMAC will offer U.S. Department of Labor approved courses one month from the announcement of the contract to support the WIOA system and the courses specifically for management will stimulate ideas for the larger strategic plan for system wide practices. **Appendix D**, list all DOL certificated available courses GMAC can facilitate.

Both outlines and course descriptions with length of course are listed for review. These are considered off – the shelf courses and will need minimum revision. Course outline will be submitted to Workforce Connections for approval for additions and deletions. With input from Workforce Connections, GMAC will put the class series together after the agency reviews the courses. As required by this RFP, GMAC has put together a sample training schedule with courses for a month. **(see Appendix A)** GMAC is prepared to facilitate this schedule but as stated above, will welcome Workforce Connections to influence or adapt the training schedule with the needs of the partnership, staff and participants.

Training and Monitoring WDPAP Participants

GMAC has designed a sample checklist (**Appendix C**) to address the training and monitoring of the youth and adult apprentices that will be part of the Workforce Connections model. This monitoring tool will be expanded to include specific outcomes that will be supported in the best / promise practice model and the tool will allow tracking of the aforementioned measures monthly vs. quarterly so case managers can support and avert program/attendance deficits.

GMAC, suggests that this monitoring tool with additional domains become the basis for all WIOA Nevada sites to embrace as a system wide document that will ultimate become an agency wide policy and procedure manual. If a tool, such as this, is used a standard and supported with proper training, as stated in the RFP, there will be a universal system wide approach to how "business" is done throughout the state. GMAC has done this work before with much success with the City of Los Angeles WIOA agencies. We propose we offer this model, if the budget allows, to this RFP.

If a monitoring tool is introduced early on in the program design, research demonstrates that outcomes become part of the culture of the program versus a required expectation because of funding.

Customized Training Programs

In addition to the O-T-S courses, GMAC has the capability to design a custom training program to fit our clients' training needs. If a client needs to impart important new knowledge, reinforce fundamentals, or provide instruction on a technical skill, our training design experts use proven instructional design principles, validated by research, to develop training that is compelling and effective for the Workforce Connections partners, clients and staff.

We can design training for direct presentation, or create "train-the-trainer" materials that cover course content, plus additional instruction on teaching the material to others. Our train-the-trainer modules come complete with a trainer's guide, materials list, adult learning principles, and tips for conducting effective exercises that enable even novice trainers to train like the experts. Due to the requirements of this proposal we have estimated customizing four to six specific training modules relating to creating and supporting the Workforce Connections Apprenticeship model.

The modules will be based on the DOL Apprenticeship Toolkit and other pertinent DOL information currently not in a training format. The DOL Apprenticeship toolkit is only a sketch for discussions and we propose to use this as a foundation to add relevant data for the Nevada area and build a three-day training with approximately five stand-alone modules built from the material.

Our experienced training design experts will:

- Determine what knowledge and skills are needed and at what level of complexity to work with businesses to introduce and explore an Apprentice business model and how to facilitate the conversation.

- Set clear objectives for the training program with both the Department of Labor's Region 6 Field office and Apprenticeship liaison to ensure compliance and the ability to have the aforementioned Practitioner Model approved and recognized.
- Design effective hands-on exercises to enhance learning for State Workforce workers and partners.
- Develop structured course books that cover material and allow trainees to take notes, and "own" the practitioner model.
- Create dynamic slide presentations as visual aids for the training.
- Build in techniques to ensure the training is applied on the job.
- Provide learning and customer feedback evaluations for the training.

Scheduling Classes

GMAC will apply the following procedures to all training programs offered to Workforce Connections, partners, staff and providers who will participate in the Practitioner work groups as part of the professional development classes:

- Although most classes will be scheduled during normal weekday business hours, Workforce Connections reserves the right to schedule activities on any shift and on weekends.
- Classes will start and end at the scheduled times. If a class of students finishes the class material significantly ahead of the class schedule, the instructor will provide additional material to complete the class hours. Although most training will be scheduled a minimum of thirty (30) days in advance, occasionally a class will be scheduled with five working days' notice.
- A schedule from Workforce Connections, will be emailed to the Contractor and as the attached schedule of classes suggests, classes should be outlined and scheduled for the first quarter within 45 days of the contract announcement. The GMAC Project Manager (PM) will be responsible for working with Workforce Connections personnel to ensure coverage of all scheduled classes. The PM will assist in maintaining the course schedule and required "just-in-time training."

Classroom Backup Procedures

- A primary and secondary instructor will be assigned to each scheduled class. The secondary instructor will be available and prepared to facilitate courses whenever necessary. This backup procedure will remain in effect until the actual commencement of the course.
- All instructors are required to provide adequate notice to the PM regarding any situations that may result in tardiness or absence as related to an assigned course.

GMAC will in-turn immediately notify Workforce Connections of any necessary adjustments.

Canceling Classes or Meetings

GMAC will notify Workforce Connections by phone followed by email of any class cancellations ten (10) working days prior to scheduled date; the class or meeting will then be rescheduled without penalty to GMAC.

Cancellations given less than ten (10) working days prior to scheduled date will be rescheduled at a convenient time for students, and GMAC will pay a penalty of \$500 per class, which will be subtracted from the next invoice.

Estimated Timeframe

Period of Performance

Based on the terms of the RFP, we are prepared to start work immediately following award of the contract. Below is our proposed estimated timeline, based on the tasks and deliverables described in the RFP. We are open to making adjustments to this schedule/timeline after our post-award conference based on the priority of or specific needs of Workforce Connections. **(Appendix B)**

Understanding the period of performance is approximately a year from the date of the grant award. GMAC has put together a sample deliverable timeline to give a big picture of how we envision operating this RFP. Please note this is deliverable is just an estimate and of course will be revised, if awarded, with modifications, suggestions, and deletions made by Workforce Connections. **(below please find an edited deliverable schedule)**

DELIVERABLES	PROPOSED TIMELINE
<ul style="list-style-type: none"> ▪ Kick-off meeting and work plan ▪ Decision of courses to be delivered and developed 	Within 1 week of award
<ul style="list-style-type: none"> ▪ Draft Apprenticeship course design for DOL and Nevada State Apprenticeship Board. ▪ Check in with partners on Apprentices (types) and businesses Practitioner Program will target ▪ On Going meetings with DOL Region 6 Apprentice Liaison for input and guidance for accreditation ▪ 30 Days from Award Date/ training series begins 	Within 4 weeks of award

DELIVERABLES	PROPOSED TIMELINE
<ul style="list-style-type: none"> Final course design for submission for approved registration with aforementioned parties listed in RFP. Draft of course mock ups to be delivered 	Within 6 weeks of award
<ul style="list-style-type: none"> Training agenda outline with a launch date of 60 days from contract award with approved certificated DOL trainings this firm is authorized to deliver. DOL registration should be approved by this time. 	Within 6 weeks of award
<ul style="list-style-type: none"> New Courses for Apprenticeship 101 starts 	Month 3 from announcement of award
<ul style="list-style-type: none"> New Course Training Calendar approved and facilitated 	Month 3 & 4
<ul style="list-style-type: none"> Summary of Workshop evaluation including results of participant evaluation forms Case Manager / Retention Specialist comes on board for follow up 	Months 5 & 6

Part 2.

GMAC: Experience and Knowledge

GMAC is a Las Vegas - based management consulting firm with a proven track record of delivering exceptional training and organizational development services. Since 1998, GMAC has been helping organizations manage their programs, systems, and people. We specialize in providing these services to clients in Federal, state, and local governments; nonprofit, educational, and community-based organizations; and the private sector. Our customers have included the U.S. House of Representatives and the U.S. Departments of Labor, Education, Agriculture, and Health and Human Services, state and local entities, community-based service providers and non-profit organizations, and private industry.

GMAC's staff is dedicated to providing the quality services needed to address a range of organizational challenges in a variety of workplace settings. We collaborate with our customers to develop solutions that address organizational and human performance problems, design and communicate programs to meet their needs, and improve the management and support systems that form the foundation of an effective organization.

Our goal is to build customer capacity by providing support tools, materials and technical assistance, coaching, and training to improve the overall performance of federal agencies. When GMAC addresses a client's needs, we customize a solution that utilizes a variety of these tools in order to produce the most optimal results. Our capabilities include:

- ⇒ **Training** – Designing and implementing learning systems that empower employees by emphasizing the transfer and retention of essential skills and knowledge.
- ⇒ **Organizational Development** – Creating systems and interventions tailored to meet customers' needs.
- ⇒ **Change Management** – Empowering organizations by building internal change management capabilities.

GMAC's flagship training and organizational development programs include serving (for over a decade) as a contractor for the U.S. Department of Labor's Center for Continuous Learning and Career Management and the U.S. Department of Health and Human Services' Federal Occupational Health service, which provides training and organizational development services to all Federal agencies.

Our client-centered service delivery model includes the following core elements:

- Learning and understanding our clients' business goals and practices
- Partnering with our clients to ensure their success
- Offering efficient and effective services that provide a good value
- Applying proven models, but customizing them to meet specific needs
- Using innovative methods to develop creative solutions
- Providing highly experienced professionals.

GMAC recognizes that consulting services are most effective when clients are actively engaged in project design and implementation. Therefore, we actively seek our clients' input. Through our strong partnerships, we can truly commit to conducting a project that achieves desirable outcomes by encouraging shared information, open communication, and above all, teamwork.

GMAC has a long history of being committed to the personal and professional empowerment of all people, especially those who are often underrepresented. GMAC works to improve the quality of services to individuals by providing training, organization compliance reviews, strategic planning, and other organization development support.

GMAC has the corporate and staff expertise to perform the services requested by Workforce Connections. Our expert trainers and organizational development experts have decades of experience in designing and delivering high quality training services. Our approach helps our clients achieve success on their own terms, supported by the wide range of tools – including curriculum, one-on-one support, and state-of-the-art technology – that we offer.

Range of Training Services

As highlighted in the overview of our corporate experience in the Section above, GMAC Consulting offers a wide range of organizational development and training services to

improve our client's goal and help them to achieve their individual and organizational goals. We believe in partnering with our clients to provide the highest quality service and greatest customer satisfaction. Whether the project is a short training program or long-term change effort, we work closely with our clients from the outset of a project and see it through to the end to ensure the process runs smoothly and that the client is completely satisfied each step of the way. Below we highlight the training and organizational development we offer to this RFP for the Apprenticeship Practitioner Model.

Training Services

Services under this area include off-the-shelf or customized, off-the-shelf training packages to meet specific agency needs related to management, organizational and business improvement services, we have listed the courses that support services for the state workforce such as dealing with conflict, sexual harassment, effective management principles, case management, employer engagement, customer service, and supervision, and performance feedback and improvement.

Off-the-Shelf Training (OTS)

All organizations operating today face a common set of challenges, such as providing excellent customer service, working effectively in teams, managing diversity, communicating effectively, learning how to lead organizational change, creating effective supervisors, and so on. To help our clients address these needs in a cost-effective way, GMAC has developed and co-developed a series of "off-the-shelf" training courses on common organizational issues, most of which are certified courses taught and approved by U.S. Department of Labor's Center for Continuous Learning and Career Management. These courses offer exceptional value because the core content has already been developed, refined, and proven effective through repeated application and passed as approved by DOL'S rigorous standards.

Dr. Grant, is one of a few national trainers who is a certified Master Instructor in all U.S. Department of Labor's Center for Continuous Learning and Career Management courses. Rather than develop a whole new course, the content can be rapidly customized to our clients' workplaces with only minor changes that ensure the training reflects the reality faced by employees. This is an added bonus we offer to Workforce Connections. We have three basic types of off-the-shelf training courses:

- **Briefings** – Briefings are short, informational training programs typically lasting about half a day. They are designed to provide a great deal of practical information in a short session. Briefings are excellent for leaders and managers who are pressed for time, or for addressing very specific issues.
- **Workshops** – Workshops are training programs lasting one to three days, typically focused on information and skill development. Workshops stress participation, active learning, and practice to help learners stay engaged and acquire skills.

- **Learning Laboratories** – Learning laboratories are interventions that blur the traditional line between performance and training to deliver maximum impact. They involve learning in actual work situations, such as learning how to manage a meeting during a real meeting. During laboratories, our experienced facilitators and instructors take advantage of naturally occurring “teachable moments” to provide feedback, teach new techniques, or point out alternative approaches. Because they coincide with real work, laboratories vary in length

Our Approach to Adult Learning

GMAC recognizes the special needs of adult learners. Our trainers have built upon the work of Malcolm Knowles, who is credited with causing the dramatic shift from “teaching-oriented” adult education to “training-oriented” adult education, to develop our own Best Practices based on our extensive experience with designing, developing, delivering, and evaluating training programs.

We rely on five basic tenets of adult education to guide our professional development programs. These include:

1. **Adults Learn Best by Doing.** Do courses limit lectures as much as the topic allows, giving participants maximum time for practice and discussion? In this regard, we will look for a learning environment where participants are able to practice their learning through activities that are designed around client specific situations.
2. **Adults Learn Best When the Learning Experience Is Competency-Based.** Is the training course designed to help participants acquire skills as they conduct practice exercises or work on real issues that, for example, relate to specific competencies?
3. **Adults Learn Best When the Learning Experience Is Problem-Centered.** Does the training bridge training and work by incorporating real or realistic problems into the course? In problem-centered training the participants themselves actually address part of their current workload by identifying and working on solving real problems.
4. **Adults Bring Knowledge and Experience with Them into the Learning Situation.** Does the course allow for the use of breakout work groups and other problem-solving structures as much as possible? These enable participants to share what they know with other participants and apply what they already know to new material or skills being learned.
5. **Adults Have Differing Learning Interests, learn at Different Rates, and Have Different Learning Styles.** Does the course use different training techniques, tools, and methods to ensure that each participant has a chance to learn in his or her strongest learning mode, and to keep the training experience diverse and interesting for all participants?

Our Approach to Materials Development

We place great emphasis on the quality of the participant guides, trainer guides, and visuals we develop for each training program because participants will be far more likely to have confidence in materials that are:

- **Content Rich.** We employ interesting, sufficiently detailed, and tailored treatments of subjects; we include back-up materials, bibliographies, and other reference resources to promote further study.
- **Well Written.** We make succinct, clear, and interesting presentations using simple language; we use examples, data, references and illustrations to elucidate major points.
- **Well Organized.** We group important points into lists of five to seven items, a number the reader can easily retain. We employ headings, which help readers organize the material in their minds and remember it more easily.
- **Well Designed.** We make text reader-friendly by insisting on a consistent, graphically pleasing, well-laid-out format that has a visual appeal (e.g., eye-catching and visually pleasing fonts).
- **Carefully Produced.** We ensure that all our documents are accurately word-processed, cleanly copied or printed, complete, and properly sequenced.

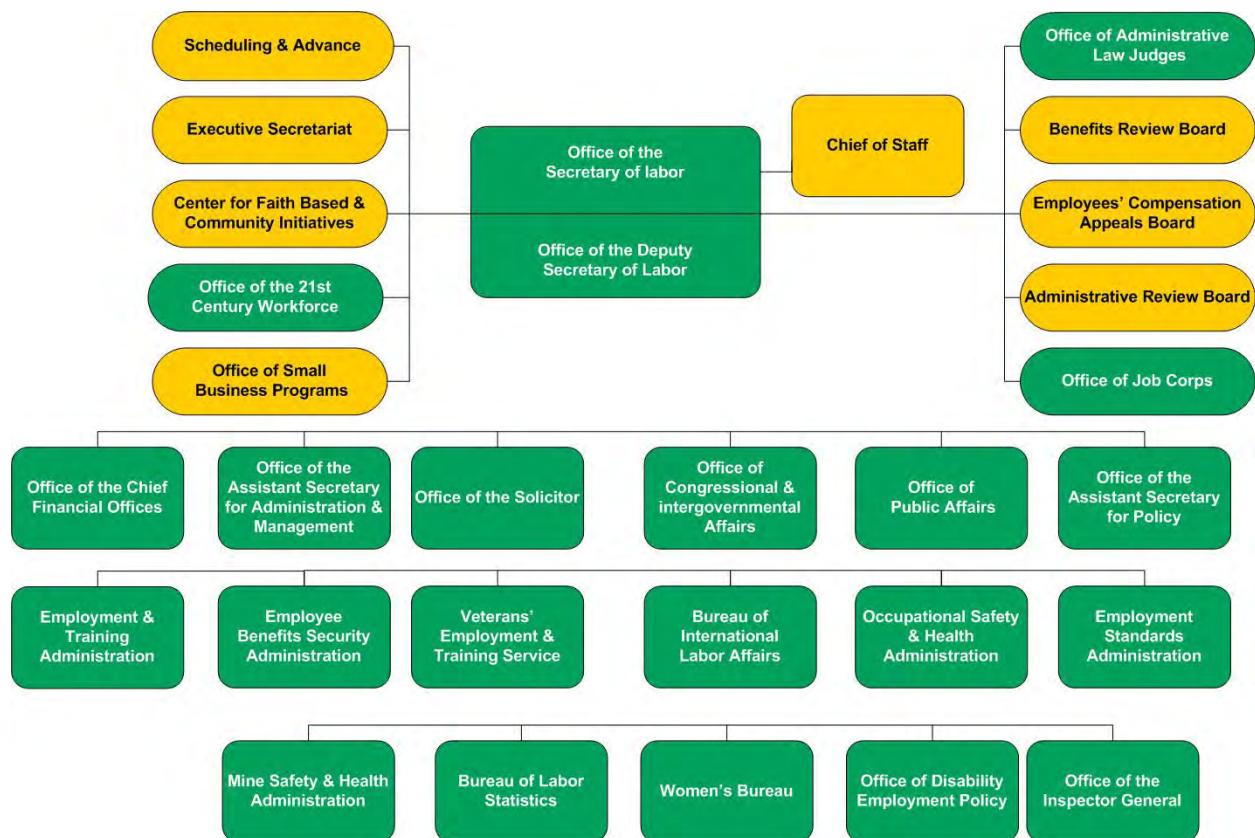
GMAC Consulting Past Performance

GMAC is a long time, proud partner of U.S. Department of Labor. We have successfully planned, implemented, or evaluated training programs for every major DOL agency as either a contracted prime or brought on as a sub-contractor. (see Exhibit 1)

We believe, therefore, that our 18 years of demonstrated effectiveness in supporting the mission of DOL uniquely qualify us for the proposed work.

We demonstrate our breadth of experience with and understanding of DOL programs through the exhibit below. The boxes in green indicate the agencies/offices with which GMAC has worked.

Exhibit 1: DOL Agencies with Which GMAC Has Worked



Below GMAC presents an edited sample of past performance descriptions of work with a variety of organizations.

- Program and Technical Support for the Office of Continuous Learning and Career Management, Office of the Assistant Secretary for Administration and Management, U.S. Department of Labor.** Through this contract, GMAC (as sub-contractor), develops, and delivers training courses; writes and produces training related publications; and provides organizational development services to all agencies within the U.S. Department of Labor (USDOL) through its Office of Continuous Learning and Career Management (OCLCM). For all programs developed or delivered, GMAC provides training administration, needs assessment, evaluation, and logistics support services, including registering, notifying, and tracking participants; scheduling training; developing record keeping databases and performance reports; and coordinating nationwide hotel and travel arrangements for trainers. GMAC also initially provided computer training and support services to the DOL Academy's Computer Assisted Learning Center (e.g., working with trainees using CBT packages and developing databases).
- Provide Training, Consulting, and Organizational Development Services, Federal Occupational Health, U.S. Department of Health and Human Services.** Federal Occupational Health (FOH), an agency within the U.S. Department of Health and Human Services, serves as a broker to other Federal government agencies to meet their organizational development and training needs. Since 2007, GMAC Consulting has served as FOH's on call contractor source for providing these

services. Under this contract, we have completed more than 12 assignments for over 16 different clients. Examples of the types of projects performed under this Blanket Purchase Agreement include:

- ▶ Conducted a wide scope of training programs focusing on areas including coaching and mentoring of employees, career development, diversity, leadership skills, customer service, and building teams.
 - ▶ Conducted workshops focusing on professional skill development, such as *Presentation Skills Laboratory*, which focuses on preparing a presentation, planning, and organizing the content of the presentation; and the application of delivery techniques.
 - ▶ Conducted organizational climate surveys in a variety of agencies to assess employees' opinions and attitudes toward various aspects of work crucial to employee productivity and satisfaction
 - ▶ Conducted team assessments using focus interviews and team development surveys to obtain work group feedback to improve team effectiveness in the areas of communication, conflict resolution, and mission clarity / **Team Assessment and Team Building, Health Resources and Services Administration (HRSA), US Department of Health and Human Services (HHS)** Designed and conducted a series of team building sessions focusing on communication and staff-leader work styles. Provided leadership coaching on leadership style and performance management.
- **Change Management Training and Consulting, Occupational Safety and Health Administration (OSHA), U.S. Department of Labor.** As part of OSHA's major reorganization, GMAC subcontracted with D.C. TATC consulting to provide significant management support services to the agency. These services include developing organizational change proposals and assisting in the development of new mission and function Statements for OSHA. GMAC provided change management training and consulting services to OSHA's "Getting Results through Improving Performance" Area Office redesign initiative.
 - **Change Management and Strategic Planning, Alexandria and Arlington (Virginia) Local Government.** GMAC provided consulting services to the Arlington Department of Human Services and the Alexandria/Arlington Workforce Development Consortium as the two agencies reorganized the local workforce development system to meet new federal and state requirements. We assisted in the development of a strategic plan that framed the structure of the new Arlington/Alexandria Workforce Investment Board (WIB) and worked directly with the planning committee.
 - **Provided Change Management Support to a Process Improvement Initiative, Office of Hearings and Appeals, Social Security Administration.** For the Office of Hearings and Appeals (OHA) of the Social Security Administration (SSA), GMAC provided implementation support to their Hearings Process Improvement (HPI) initiative. GMAC provided training on change management best practices and principles, facilitated team meetings to achieve implementation objectives, and developed recommendations.

- **Provided Support to Secretary of Labor Executive Retreats, Office of the Assistant Secretary for Administration and Management, U.S. Department of Labor.** We supported the implementation of a three-day retreat for DOL Executive staff. The retreat focused on sharing the Secretary of Labor's vision, goals and objectives to support the development of action plans at the departmental and agency levels. GMAC recorded proceedings of all sessions, prepared a report of retreat activities, supported DOL Executive staff in the preparation of presentations and materials, provided on-site logistical support for all retreat activities, and prepared an evaluation format for completion by all retreat participants.
- **Assisted in the Development and Implementation of Self-Directed Working Teams, Atlanta Region of Job Corps, U.S. Department of Labor.** This project involved developing a work plan and schedule of activities for all tasks at Job Corp's regional office and facilitating strategic planning meetings for the project's steering committee. GMAC supported the steering committee in the implementation of the work plan and conducted training sessions for newly formed work teams.
- **Provide Management and Technical Support to DOL/OSHA Directorate of Cooperative and State Programs, Occupational Safety and Health Administration, U.S. Department of Labor.** GMAC is providing management and technical support. We plan, organize, and facilitate planning meetings of senior staff and assist in the development of project work plans for the Directorate's various organizational components.

Demonstrated Knowledge

GMAC has a proven track record of success implementing professional development and training programs both locally and nation-wide and for nine years was the lead organizational consultant for the City of Los Angeles, Economic and Workforce Development Department, working the General Manager and Assistant General Manager on second largest U.S. Department of Labor Workforce Investment Act system. Dr. Grant successfully served as the technical assistant trainer and C-Level mediator for 17 Work Source Centers which provided employment and training services to over 100,000 residents in the greater Los Angeles area. He also served as lead trainer and case manager SME for the City's Youth Source system and worked with the staff in all 13 centers to provide soft skills, employment and follow up trainings.

Currently, I am lead organizational development consultant for the 14 funded U.S. Department of Labor Funded Youth Build grants and I have extensive experience working with agencies and organizations on Apprenticeships and identifying partners for these groups.

GMAC also worked with the State of California Employment Development Department on the state's Apprenticeship model and created resource materials that are and have been used throughout the State of California.

We have the expertise and capacity to provide onsite training, offsite training, just-in-time training, one-on-one training, train-the-trainer training, customized training, and off-the-

shelf training. Our top-down course development strategy ensures the objectives and specific customer requirements are fully integrated into the overall training program.

General Qualifications

GMAC feels we would be an excellent partner with Workforce Connections and would be honored with the opportunity to design and implement an exemplary Apprenticeship Program training program and assist with facilitating the trainings to deliver a system wide customer based policy and procedure manual inclusive all state WIOA offers. We are uniquely qualified to provide this service to Workforce Connections for the following reasons:

- Our **Client Partnership** approach is intended to collaborate with the customer to remove and work around barriers. Using our stakeholder analysis approach, we design and develop a partnership plan to ensure a successful relationship throughout the contract. We establish regular updates and communication processes to ensure our understanding of customer expectations.
- **Front End Analysis and Performance-Based Training Expertise.** GMAC is a proponent of Front-End Analysis and performance-/competency-based skills development methodologies. Our **Assessment and Evaluation** processes are designed to effectively measure and report learner skills before and after training.
- **Workforce Training Experience.** GMAC has been delivering human performance improvement interventions for more than 18 years. We assimilate adult learning practices and principles as the theoretical underpinnings of our work to provide the "best possible learning solutions and systems" to our customers.
- Our **Instructional Design and Development** methodology is intended to streamline, customize, and localize learning content, while leveraging existing and off-the-shelf materials. We have the knowledge, experience and capabilities to undertake the entire process of training development, assessment and evaluation, starting with analysis of both the short- and long-term needs of the group to be trained (see Appendix B).
- **Rigorous Project Management Process.** We adhere to proven project management practices to make certain programs are completed on-time, within budget, and to the satisfaction of our clients. Our project management process includes close interaction with the customer, detailing activities, scheduling, and monitoring project costs to ensure successful program results.

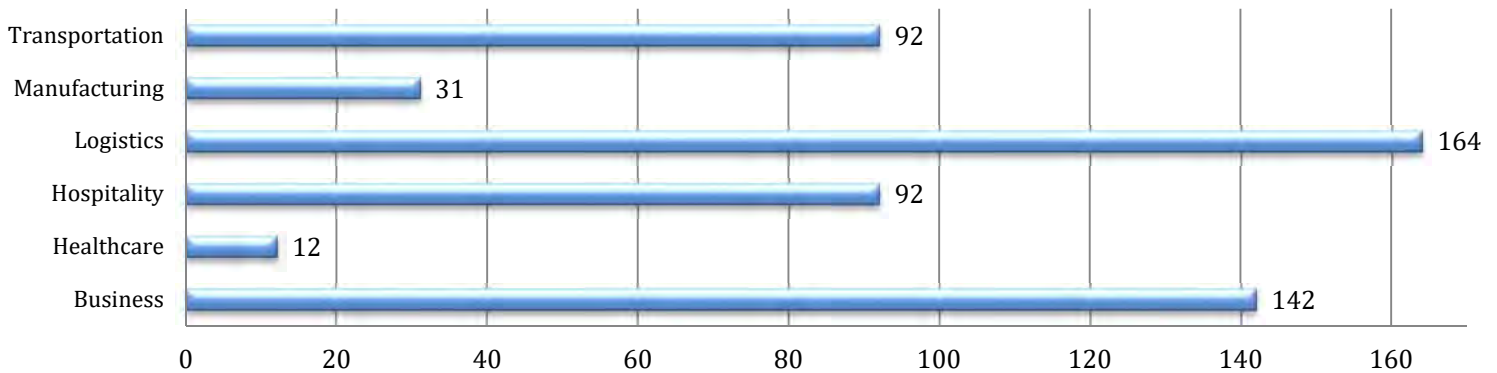
Agenda item 19. INFORMATION:

Business Engagement and Communications Reports

- a. BEST In-Demand Jobs Report
- b. BEST Pre-Screening & Referral Stats Report
- c. YTD Media Report
- d. Video: <https://youtu.be/bNjT33c0fa8>
- e. Tesla Hiring Event Flyer

Business Engagement In-Demand Jobs Report

Industry Hires 2015-2016



	Business	Healthcare	Hospitality	Logistics	Manufacturing	Transportation
Industry Hires	142	12	92	164	31	92

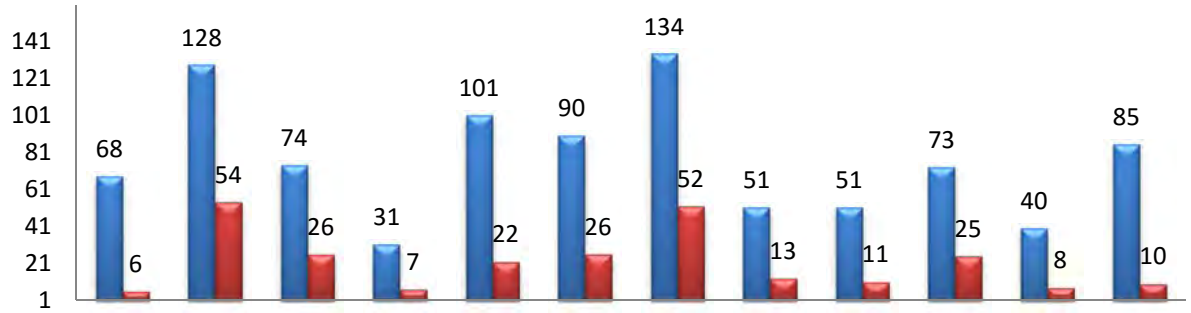
Time Period: July 1, 2015–June 30, 2016
 Number of Jobs (YTD): 533
 Median Wage: \$11.00
 Wage Range: \$9.40 - \$32.00
 OJTs: 167

Employers

Aliante Casino	G4S Security	ResCare
Allied Flooring Services	Helix Electric	Robert Half
AM/PM	Holiday Inn Club Vacations	RTC
Batteries in a Flash	Homewatch Caregivers	Scoobeez
BBA Aviation	I-HOP Restaurant	SDFI-Telemedicine
Broward Factory Services	Insure Monkey	Shetakis Wholesalers
C3Connect	JT3	Solar City
Caesars Entertainment	Keolis Transportation	Station Casinos
Designs for Health	Link Technologies	Steamatic of S. Nevada
Diamond Resorts	Momentum Motor Sports	Sunrise Children's Foundation
Digiphot	Nevada Health Centers	Sutherland Global
Discovery Children's Museum	Palms Casino	The Services Companies
E & E Seafood	PLI	Tix4Tonight
Easter Seals	Primex Plastics-Mesquite	TLC Casino
Exel Logistics	ProCase	UPS
Expert Global Solutions	Quality Investigations Security	Workforce Connections
Foundation for an Independent Tomorrow	R.W. Garcia	Wyndham

Report for YTD 2015-2016

BEST Pre-Screening & Referral Stats



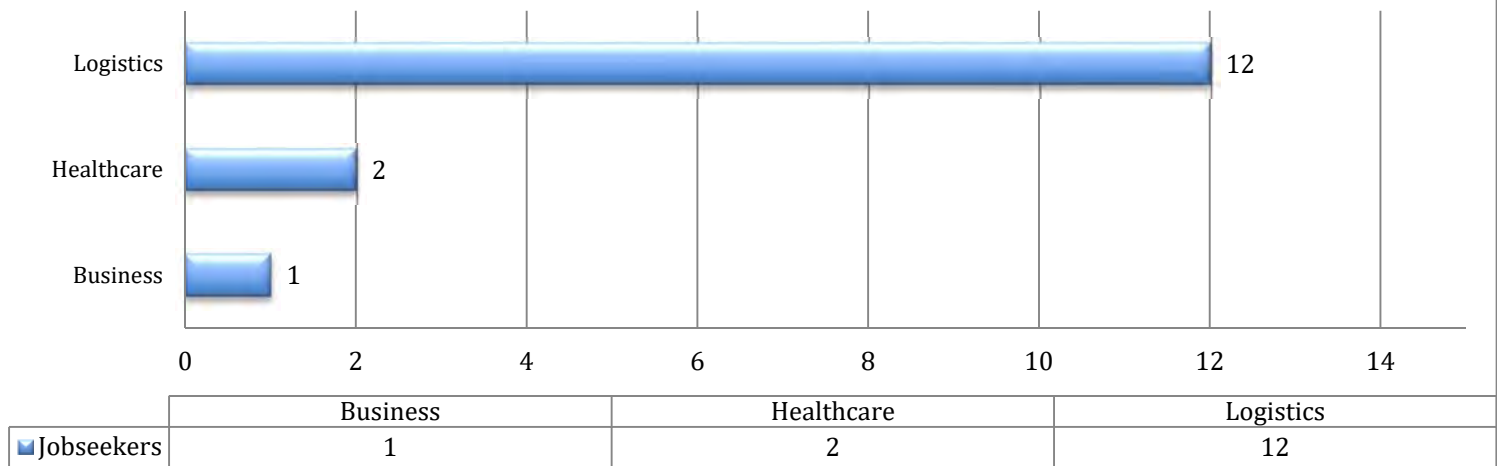
	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16
Jobseekers	68	128	74	31	101	90	134	51	51	73	40	85
WIOA Participants	6	54	26	7	22	26	52	13	11	25	8	10

System Participation	July-15	Aug-15	Sept-15	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16
Academy of Human Development	0	0	0	0	0	0	0	0	0	0	0	0
Easter Seals of Nevada	1	0	2	1	0	0	0	0	0	0	0	0
FIT	1	2	1	2	0	0	0	0	0	0	0	2
Goodwill of Southern Nevada	2	1	0	0	0	1	2	0	1	0	0	0
HELP of Southern Nevada	0	2	0	0	0	0	2	0	1	0	0	0
JobConnect (DETR)	0	20	19	4	16	21	29	8	4	17	4	3
Las Vegas Urban League	2	2	0	0	1	1	1	0	0	1	1	0
Nevada Partners Inc.	0	0	0	0	3	2	2	0	1	0	0	0
One-Stop Career Center (ResCare)	0	25	2	0	2	1	16	5	4	7	3	5
SNRHA	0	0	1	0	0	0	0	0	0	0	0	0
Voc-Rehab (DETR)	0	2	0	0	0	0	0	0	0	0	0	0
Total	6	54	26	7	22	26	52	13	11	25	8	10

Kenadie Cobbin Richardson
Director, Business Engagement & Communications

Business Engagement In-Demand Jobs Report

Industry Hires July 2016



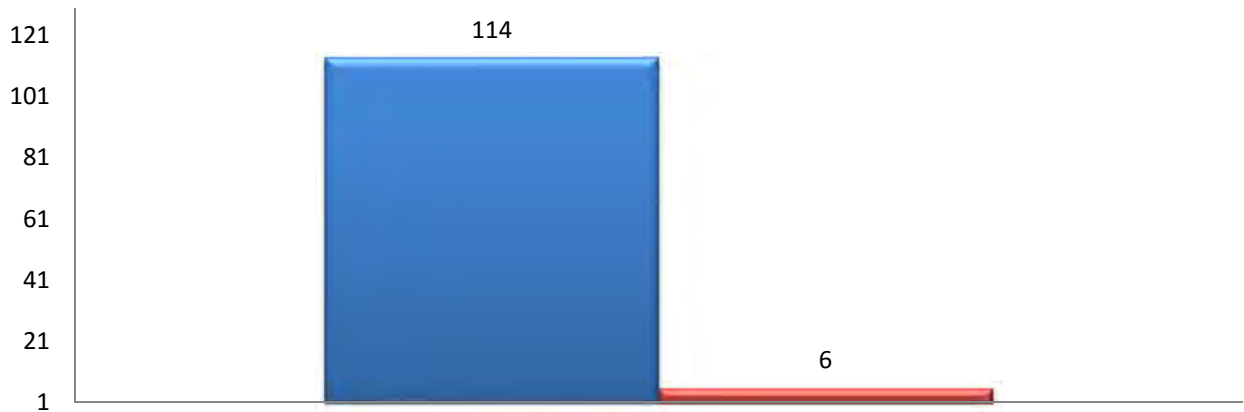
Time Period: July 1, 2016–July 31, 2016
 Number of Jobs (YTD): 15
 Median Wage: \$10.00
 Wage Range: \$9.00 - \$21.00
 OJTs: 6

Employers

Ace Fire Protection (1)	Lee's Liquor (2)
B & D Fingerprinting (1)	My Next Career Path (1)
Family Dollar (2)	Precision Opinion (3)
Healthcare Partners (1)	Sutherland Global (3)
Homewatch Caregivers (1)	

****Highlighted names indicate new employers****

BEST Pre-Screening & Referral Stats



	Jul-16
Jobseekers in attendance	114
WIOA Participants	6

Prescreening	Jul-16	Total	Goal	% of Plan
Goodwill	0	0	96	0%
HELP of So. NV	0	0	96	0%
Nevada Partners	1	1	96	1%
One-Stop/ResCare	3	3	120	2.5%
SNRHA	0	0	96	0%

Kenadie Cobbin Richardson
Director, Business Engagement & Communications

**Workforce Connections
Media Report & Video July 1, 2015 - June 27, 2016**

News Date	News Headline	Outlet Name	News Run Times	Circulation	Page Views	Ad Value	Publicity Value	News Links
6/22/2016	Mesquite Works moving forward despite grant rejection	Mesquite Local News - Online				\$0.00	\$0.00	http://bit.ly/290irY7
6/22/2016	Workforce Connections' Business Engagement Specialist Team	Las Vegas Review-Journal - Online			714,899	\$575.49	\$1,726.47	http://bit.ly/290qXZE
6/22/2016	KVCW @ 7 AM - NxGen Fair	KVCW-TV	Run time: 0:34	3,225		\$85.00	\$255.00	
6/22/2016	KSNV @ Noon - NxGen Fair	KSNV-TV	Run time: 0:45	21,198		\$1,275.00	\$3,825.00	
6/22/2016	KVVU @ 8 AM - NxGen Fair	KVVU-TV	Run time: 3:00	25,014		\$2,250.00	\$6,750.00	
6/17/2016	NxGen Youth Paid Internship Fair on Thursday, June 23 at Workforce Connections	Vegas PBS - Online				\$0.00	\$0.00	http://bit.ly/290m4sR
6/17/2016	NxGen Youth Paid Internship Fair on Thursday, June 23 at Workforce Connections	KTNV-TV Online		265,969		\$61.17	\$183.51	Link Expired
6/16/2016	Mesquite Works and Salvation Army both denied workforce training money	Mesquite Local News - Online				\$0.00	\$0.00	http://bit.ly/290iGm7
6/16/2016	NxGen Youth Paid Internship Fair on Thursday, June 23 at Workforce Connections	Nevada Business Magazine - Online		50,678	50,678	\$11.66	\$34.98	http://bit.ly/290iOSw
6/8/2016	Becoming a corrections or police officer	Las Vegas Review-Journal - Online			714,899	\$575.49	\$1,726.47	http://bit.ly/1UuxlvX
6/7/2016	Goodwill Goes Mainstream	Las Vegas Review Journal		102,437		\$5,270.83	\$15,812.49	http://bit.ly/28ZeQBD
6/6/2016	Goodwill in Southern Nevada on Solid Growth Path	Las Vegas Review-Journal - Online			714,899	\$575.49	\$1,726.47	http://bit.ly/1XhE3M7
6/2/2016	Becoming a corrections or police officer	Summerlin View		50,797		\$102.60	\$307.80	http://bit.ly/28Zf6U
6/2/2016	KSNV @ 3 PM - Metro Hiring	KSNV-TV	Run time: 1:55	15,435		\$2,000.00	\$6,000.00	
6/2/2016	Metro's new effort to recruit police officers reflects Clark County's diversity	KSNV-TV Online			78,696	\$36.20	\$108.60	http://bit.ly/1Uit7dSd
6/1/2016	Commissioner Hosting Town Hall for Future Officers	KXNT Online			161,079	\$37.05	\$111.15	http://cbsloc.al/1XhCJca
6/1/2016	June Radio Interviews	KCEP-FM 88.1				\$2,200.00	\$6,600.00	
6/1/2016	KXNT @ 5 PM - Metro Hiring	KXNT-AM	Run time: 0:25	8,800		\$112.00	\$336.00	
6/1/2016	Becoming a corrections or police officer	Las Vegas Review-Journal - Online			714,899	\$575.49	\$1,726.47	http://bit.ly/1UuDDyz
5/31/2016	Volunteers support projects to help the community	Mesquite Local News - Online				\$0.00	\$0.00	http://bit.ly/1UuDU1J
5/28/2016	Commissioner Lawrence Weekly Hosts Town Hall Meeting for those Interested in becoming a Police or Corrections Officer	KVVU-TV Online			507,205	\$116.66	\$349.98	Link Expired
5/27/2016	Town Hall Meeting for future Police or Corrections Officer - Hosted by Commissioner Lawrence	SpinGo			60,106	\$13.82	\$41.46	http://bit.ly/1XqnOip
5/25/2016	Becoming a corrections or police officer	Las Vegas Review-Journal - Online			714,899	\$575.49	\$1,726.47	http://bit.ly/1XhRNGG
5/23/2016	Commissioner Lawrence Weekly Hosts Town Hall Meeting for those Interested in Becoming a Police or Corrections Officer on June 2, 2016	Nevada Business Magazine - Online			50,678	\$11.66	\$34.98	http://bit.ly/1OJrUal
5/22/2016	Commissioner Lawrence Weekly Hosts Town Hall Meeting for those Interested in Becoming a Police or Corrections Officer on June 2, 2016	Sun Times Online, The			43,201	\$9.94	\$29.82	http://bit.ly/1XqnL5X
5/8/2016	No one who reaches for hope should lose hope	Las Vegas Sun - Online			965,000	\$443.90	\$1,331.70	http://bit.ly/1XhMZBd
5/1/2016	May Radio Interviews	KCEP-FM 88.1				\$2,200.00	\$6,600.00	
4/1/2016	April Radio Interviews	KCEP-FM 88.1				\$2,100.00	\$6,300.00	
3/28/2016	Shifting Career Paths After the Recession, How You're on the Right Track in Las Vegas	Jobs & Hire			55,778	\$12.83	\$38.49	http://bit.ly/1UuCQea
3/27/2016	On the right track: Shifting career paths after the recession	Las Vegas Review-Journal - Online			714,899	\$575.49	\$1,726.47	http://bit.ly/1UuBW1j
3/23/2016	Council approves emergency hire, resolutions	Mesquite Local News - Online				\$0.00	\$0.00	http://bit.ly/290mnnL
3/5/2016	Employers to Interview Job	Nevada Business Magazine - Online			50,678	\$11.66	\$34.98	http://bit.ly/1Ld7ieR

	seekers at Hospitality Hiring Event							
3/3/2016	EMT training gives fire candidates competitive edge	East Valley View		44,468		\$1,046.25	\$3,138.75	http://bit.ly/1Ld82AI
3/3/2016	EMT training gives fire candidates competitive edge	Summerlin View		50,797		\$1,071.90	\$3,215.70	http://bit.ly/1nwWa0I
3/3/2016	EMT training gives fire candidates competitive edge	Southwest View		62,093		\$1,073.25	\$3,219.75	http://bit.ly/1nwWnRK
3/3/2016	EMT training gives fire candidates competitive edge	Green Valley/Henderson View		67,449		\$1,046.25	\$3,138.75	http://bit.ly/1Ld8yhX
3/3/2016	EMT training gives fire candidates competitive edge	Centennial View		69,246		\$1,073.25	\$3,219.75	http://bit.ly/1nwWMDz
3/2/2016	KVVU @ 7 AM - Hiring Event	KVVU-TV	Run time: 2:40	33,583		\$2,000.00	\$6,000.00	
3/2/2016	Workforce Connections holds hospitality hiring event	KVVU-TV Online			507,205	\$116.66	\$349.98	http://bit.ly/1Ld8ZZD
3/2/2016	Dozens of employers expected to attend job fair	Las Vegas Sun Online			965,000	\$443.90	\$1,331.70	http://bit.ly/1nwXu3F
3/1/2016	March Radio Interviews	KCEP-FM 88.1				\$2,300.00	\$6,900.00	
2/28/2016	EMT training gives fire candidates competitive edge	Las Vegas Review-Journal - Online			714,899	\$575.49	\$1,726.47	http://bit.ly/1Ld92of
2/27/2016	KTNV @ 6 AM - Hiring Event	KTNV-TV	Run time: 2:28	8,156		\$500.00	\$1,500.00	
2/27/2016	Hospitality Hiring event looks to fill hundreds of jobs in Las Vegas	KTNV-TV Online			265,969	\$61.17	\$183.51	http://bit.ly/1Ld95QV
2/20/2016	Dozens of Employers to Interview Jobseekers at Hospitality Hiring Event on March 3	Vegas PBS				\$0.00	\$0.00	http://bit.ly/1nxgQ92
2/20/2016	Dozens of Employers to Interview Jobseekers at Hospitality Hiring Event on March 3	KTNV-TV Online			265,969	\$61.17	\$183.51	http://bit.ly/1nwXHUw
2/7/2016	Dozens of Employers to Interview Jobseekers at Hospitality Hiring Event	SpinGo			60,106	\$13.82	\$41.46	http://bit.ly/1Ld99QV
2/4/2016	Dozens of Employers to Interview Job Seekers at Hospitality Hiring Event on March 3	Nevada Business Magazine - Online			50,678	\$11.66	\$34.98	http://bit.ly/1Ld7ieR
2/1/2016	February Radio Interviews	KCEP-FM 88.1				\$2,100.00	\$6,300.00	
1/20/2016	Southwest-area Community Events	Las Vegas Review-Journal - Online			714,899	\$575.49	\$1,726.47	http://bit.ly/1nwXVek
1/18/2016	Calendar for Jan. 21-27, 2016							
1/18/2016	Workforce Connections to hold Request for Proposal (RFP) 101 Workshop on January 27	KTNV-TV Online			265,969	\$61.17	\$183.51	http://bit.ly/1nxqiDY
1/18/2016	Workforce Connections to hold Request for Proposal (RFP) 101 Workshop on January 27	Nevada Gives				\$0.00	\$0.00	http://bit.ly/1Ld9cMp
1/14/2016	Public Comments Longer than Council Meeting	Mesquite Local News - Online				\$0.00	\$0.00	http://bit.ly/1UvPTvO
1/14/2016	Workforce Connections to Hold Request for Proposal (RFP) 101 Workshop on January 27	Nevada Business Magazine - Online			50,678	\$11.66	\$34.98	http://bit.ly/1nwYqOb
1/8/2016	KVVU @ 6 PM - Job Connect Helping Solar Workers Find Jobs	KVVU-TV	Run time: 0:45	24,576		\$563.00	\$1,689.00	
11/1/2016	January Radio Interviews	KCEP-FM 88.1				\$2,100.00	\$6,300.00	
12/1/2015	December Radio Interviews	KCEP-FM 88.1				\$2,300.00	\$6,900.00	
11/27/2015	Job fair highlights valley's growing opportunities	50Wire				\$0.00	\$0.00	http://bit.ly/1Ld9Aun
11/27/2015	Job fair highlights valley's growing opportunities	Las Vegas Review-Journal - Online			700,776	\$564.12	\$1,692.36	http://bit.ly/1Ld9DpZ
11/26/2015	Job fair highlights valley's growing opportunities	Sunrise View			59,211	\$1,077.30	\$3,231.90	
11/26/2015	Job fair highlights valley's growing opportunities	Green Valley/Henderson View			67,449	\$1,077.30	\$3,231.90	
11/23/2015	Technology executives lauded by Cox Business	VEGAS Inc. Online			215,971	\$49.67	\$149.01	http://bit.ly/1Lda03Y
11/22/2015	Technology executives lauded by Cox Business	Sunday, The			65,000	\$1,272.00	\$3,816.00	
11/19/2015	Agencies plan hiring event for 1,500 positions	News Reality				\$0.00	\$0.00	http://bit.ly/1nwZ4CS
11/18/2015	Agencies plan hiring event for 1,500 positions	E-Servicis.com				\$0.00	\$0.00	http://bit.ly/1nwZhpw

[illegible]

TESLA IS HIRING!

TESLA INFORMATION SESSION ON SUNDAY, JULY 17!



Positions Available!

With a planned production rate of 500,000 cars per year in the latter half of this decade, Tesla is looking for a dedicated team of employees to accomplish this goal. Jobseekers interested in learning about various careers at Tesla must visit a Nevada JobConnect location, the One-Stop Career Center, or a designated One-Stop Affiliate Site to receive an invitation to the information session.

Available positions include material handler, product excellence inspector, skilled technicians and production associate. All positions require a high school diploma or equivalent and must be willing to relocate to Sparks, NV (near Reno).

About Tesla

Tesla Motors, Inc., an American automotive and energy storage company that designs, manufactures and sells electric cars, electric vehicle powertrain components and battery products. Tesla broke ground on the Gigafactory in June 2014 outside Sparks, Nevada, and expect to begin cell production in 2017. By 2020, the Gigafactory will reach full capacity and produce more lithium ion batteries annually than were produced worldwide in 2013.

To receive an invitation, please visit a Nevada JobConnect Representative at any of the following locations:

Nevada JobConnect
3405 S Maryland Pkwy
Las Vegas, NV 89169
(702) 486-0100

One-Stop Career Center
6330 W Charleston Blvd.,
Suite 190,
Las Vegas, NV 89146
(702) 822-4229

Nevada Job Connect
2827 Las Vegas Blvd North
Las Vegas, NV 89030
(702) 486-0200

**One-Stop Affiliate Site-
Nevada Partners**
710 W. Lake Mead Blvd.
North Las Vegas, NV 89030
(702) 924-2100

Nevada JobConnect
4500 E. Sunset Rd., Suite 40
Henderson, NV 89014
(702) 486-0300

**One-Stop Affiliate Site-
Hope For Prisoners**
3430 E Flamingo Rd., Suite 350
Las Vegas, NV 89121
(702) 586-1381

**One-Stop Affiliate Site –
Foundation for an
Independent Tomorrow**
1931 Stella Lake St.,
Las Vegas, NV 89106
(702) 367-4348



Agenda item 20. DISCUSSION AND POSSIBLE ACTION:

Accept and approve Executive Director's Report

- a. Workforce Development Area – General Update
- b. Rural Counties Employment and Training Services
- c. Staff Development and Service Providers/Workforce Development
Partners Training
- d. Highlighted Workforce Initiatives

Executive Director's Report
August 23, 2016

A. Workforce Development Area General Update

- Ongoing statewide WIOA plan review and inputs
- Developing plans to build local workforce development practitioners' skills capacity

B. Rural Counties

Southern Nye County Area (Pahrump):

- Nye Communities Coalition (NYE CC) hosted an interview event for a new employer.
- Outreach to new employers has resulted in increased on-the-job training contract opportunities.
- Nye CC is proctoring WorkKeys assessments to WIOA eligible participants.
- Nye CC hosted a hiring event for a new employer in Pahrump.

Northern Nye County/Esmeralda County (Tonopah Area):

- Nye CC has entered into an on-the-job training contract with a local business for Pharmacy Technician.
- Nye CC is working with several individuals to provide certified nursing assistant (CNA) training that will be held in Tonopah through Great Basin College.

Lincoln County

- Lincoln County has recently entered seven individuals into on-the-job training contracts with local employers.
- A job developer has been hired by Lincoln County that will facilitate on-the-job training and work experience opportunities for WIOA participants.

Mesquite and Boulder City/Laughlin

- Pushing forward to launching employment and training services with expected start dates this fall, i.e., September/October

C. Staff Development and Service Providers Training

- Workforce Connections' female staff participated in MGM Resorts 10th Annual Women's Leadership Conference

D. Highlighted Workforce Initiatives

- In partnership discussions with Mohave Workforce Development Board (Northern Arizona)
 - Collaborative services delivery resources will improve employment and training access on both sides of the Nevada—Arizona state line
- Developing and coordinating draft MOUs with Las Vegas-Clark County Library District and United Way of Southern Nevada for possible co-locating employment and training partnership services

Agenda item 21. INFORMATION:

Board Member Comments

Agenda item 22. SECOND PUBLIC COMMENT:

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