

*workforce*CONNECTIONS  
**BOARD OF DIRECTORS MEETING**  
**AGENDA**  
**Tuesday, March 22, 2011**  
**10AM**

**The Culinary Training Academy**  
**Parlors C & D**  
**710 W. Lake Mead Blvd**  
**N Las Vegas, NV 89030**

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

Esmeralda County Courthouse, 233 Crook Street, Goldfield, NV  
City of North Las Vegas, 2200 Civic Center Dr., N. Las Vegas, NV  
Henderson City Hall, 240 Water Street, Henderson, NV  
City Hall, Boulder City, 401 California Ave., Boulder City, NV  
*workforce*CONNECTIONS, 7251 W. Lake Mead Blvd., Suite 200, Las Vegas, NV  
Nevada JobConnect, 3405 S. Maryland Pkwy., Las Vegas, NV  
Nye County School District, 484 S. West St., Pahrump, NV, NV  
Pahrump Chamber of Commerce, 1301 S. Highway 160, Second Floor, Pahrump, NV  
City of Las Vegas, City Clerk's Office, 400 Stewart Avenue, Las Vegas, NV  
Clark County, County Clerk's Office, 500 S. Grand Central Pkwy., Las Vegas, NV  
Lincoln County, 181 Main St. /Courthouse, Pioche NV

**This Agenda is also available on the *workforce*CONNECTIONS Board internet website at**  
**[www.nvworkforceconnections.org](http://www.nvworkforceconnections.org)**

#### **COMMENTARY BY THE GENERAL PUBLIC**

According to Nevada's Open Meeting Law, it is the Board's discretion to take Public Comment any other time other than during a Public Hearing or during the Public Comment Session. In all other instances, a citizen may speak on any matter before the Board for consideration, after receiving recognition and consent of the Chairman of the Board. Public Comment will be limited to three minutes. If any member of the Board wishes to extend the length of a presentation, the Chairman, or the Board will do this by majority vote.

If you wish to speak on a matter not posted on the agenda, you may do this during the Public Comment Session. Please clearly state your name and organization and limit your comments to no more than three minutes. No vote may be taken on any matter not listed on the posted agenda.

#### **BOARD MEMBERS**

**Hannah Brown, Chairman/ Valerie Murzl, Vice-Chairman/** Michelle Bize/ William Bruninga/ Commissioner Andrew "Butch" Borasky/ William Bruninga/ F. Travis Buchanan/ Councilman Travis Chandler/ Mark Edgel/ Dan Gouker/ Sonja Holloway/ Mark Keays/ Dr. David Lee/ Kenneth LoBene/ Eloiza Martinez/ Pat Maxwell/ Commissioner Dominic Pappalardo/ Dennis Perea/ Charles Perry/ Mujahid Ramadan/ Councilman William Robinson/ Dan Rose/ Councilman Steven D. Ross/ Commissioner Tommy Rowe/ Councilwoman Gerri Schroder/ Commissioner Lawrence Weekly

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

*workforce***CONNECTIONS**  
**BOARD OF DIRECTORS MEETING**  
**AGENDA**

- I. Call to order, confirmation of posting, and roll call.
- II. **ACTION:** Approve the Agenda with the inclusion of any emergency items and deletion of any items.
- III. **DISCUSSION/ACTION AGENDA**
  - A. **DISCUSSION and POSSIBLE ACTION:** Committee Progress Reports
    - 1) Local Elected Officials Consortium ~ Councilwoman Gerri Schroder, Chair.....5
      - a. New Members
      - b. Reappointed Members
    - 2) Budget & Finance Committee ~ Councilwoman Gerri Schroder, Chair....6
      - a. **INFORMATION:**
        - 1) WIA Appropriations Report
        - 2) PY2010 Operating Expenses Budget vs. Actual – January 2011
        - 3) Contract Expenditures for Service Providers
        - 4) Youth and Adult/Dislocate Workers Requests for Proposals
    - 3) Youth Council ~ Ken LoBene, Chair.....10
      - a. **INFORMATION:** Youth Opportunity Center
      - b. **PRESENTATION:** YouthBuild Las Vegas
    - 4) Adult & Dislocated Workers Committee ~ Valerie Murzl, Chair.....14
      - a. **INFORMATION:**
        - 1) Results for Elections of Chair and Vice-Chair of the Adult & Dislocated Workers Committee
        - 2) Update on the dispensation of strategic reserve funds approved by the ADW Committee in July 2010.
    - 5) Emerging Markets/Partnerships/Resource Development ~ Pat Maxwell, Chair
      - a. **INFORMATION:** Committee Update
    - 6) Executive Director's Update ~ John Ball.....17
      - a. **INFORMATION:** Silver State Works

*workforce***CONNECTIONS**  
**BOARD OF DIRECTORS MEETING**  
**AGENDA**

**CONSENT AGENDA**

The Consent Agenda is enacted in one motion without discussion. However, any item may be pulled from the Consent Agenda for discussion by any Board member. Policies have been reviewed and revised to comply with the current Federal and State law. The following items are on the Consent Agenda:

- B. Approve the minutes from the *workforce***CONNECTIONS** Board of Directors meeting on February 22, 2011 .....30

- IV. **PUBLIC COMMENT:** The Chair of the Board may limit public comment to three (3) minutes per person.
- V. **ADJOURNMENT.**



**Vision**

All Southern Nevadans have the tools to succeed  
in the workplace

**Mission**

Workforce Connections develops a world class  
workforce through innovative market driven  
strategies that are relevant to Southern Nevada's  
employers and job seekers

**NOTE: Matters in this Agenda may be taken out of order.**

*All items listed on this agenda are for action by the Board unless otherwise noted. Action may consist of any of the following: approve, deny, condition, hold or table. Public Hearings may be declared open by the Chairperson, as required for any of the items on this Agenda designated for discussion and possible action.*

*workforce***CONNECTIONS**  
**BOARD OF DIRECTORS MEETING**  
**AGENDA**

**AGENDA ITEM I:** Call to order, confirmation of posting, and roll call.

**AGENDA ITEM II:**

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

*workforce***CONNECTIONS**  
**BOARD OF DIRECTORS MEETING**  
**AGENDA**

**AGENDA ITEM III: DISCUSSION/ACTION AGENDA**

**A. DISCUSSION and POSSIBLE ACTION: Committee Progress Reports**

1) Local Elected Officials Consortium ~ Councilwoman Gerri Schroder,  
Chair

a. New Members

Dan Gouker, College of Southern Nevada (Category: Education)

Dennis Perea, Nevada Department of Employment, Training, &  
Rehabilitation (Category: Required One-Stop Partner –  
DETR/Economic Development)

b. Reappointed Members

**(2 Year Term)**

Mark Edgel, Southern Nevada Laborers Local 872 Training Trust  
(Category: Labor)

Kenneth J. LoBene, U.S. Department of Housing and Urban  
Development (Category: Required One-Stop Partner – HUD)

Dan Rose, Sheet Metal #88 JATC (Category: Labor)

**(3 Year Term)**

Sonja Holloway, Sierra Nevada Job Corps (Category: Required One-  
Stop Partner - Job Corps)

Valerie Murzl, Station Casinos, Inc (Category: Business)

Pat Maxwell, Las Vegas Valley Water District (Category: Business)

*workforce***CONNECTIONS**  
**BOARD OF DIRECTORS MEETING**  
**AGENDA**

**AGENDA ITEM III: DISCUSSION/ACTION AGENDA**

**A. DISCUSSION and POSSIBLE ACTION: Committee Progress Reports**

2) Budget & Finance Committee ~ Councilwoman Gerri Schroder, Chair

a. **INFORMATION:**

- 1) WIA Appropriations Report
- 2) PY2010 Operating Expenses Budget vs. Actual – January 2011
- 3) Contract Expenditures for Service Providers
- 4) Youth and Adult/Dislocated Workers Requests for Proposals



# JANUARY 2011 REPORT

## workforce CONNECTIONS

PY10 WIA Formula & ARRA Expenses  
CONSOLIDATED BUDGET

For the Period : July 1' 2010 through June 30' 2011 (Formula)  
For the Period : July 1' 2010 through June 30' 2011 (ARRA)

Line Item Number	Operating Expenses	BUDGET			ACTUAL EXPENSES			BUDGET AUTHORITY REMAINING			% Of Program Year concluded		
		Admin	Program	Total	Admin	Program	Total	Admin	Program	Total	Admin	Program	Total
6260	Salaries	924,269	1,964,071	2,888,340	273,833	1,140,623	1,414,456	650,436	823,448	1,473,884	29.63%	58.07%	48.97%
6265	Employee Fringe Benefits	323,494	687,425	1,010,919	93,629	390,001	483,629	229,865	297,424	527,290	28.94%	56.73%	47.84%
6550	Employer Payroll Taxes	27,728	58,922	86,650	7,503	31,252	38,754	20,225	27,670	47,896	27.06%	53.04%	41.73%
6100	Audit/Accounting Services	120,000	0	120,000	36,000	0	36,000	84,000	0	84,000	30.00%	0.00%	30.00%
6120	Bank/Payroll Services	5,120	10,880	16,000	1,568	6,532	8,100	3,552	4,348	7,900	30.63%	60.04%	50.63%
6130	Equipment/Furniture	104,000	221,000	325,000	34,643	144,303	178,947	69,357	76,697	146,053	33.31%	65.30%	55.06%
6140	Equipment Repairs	3,200	6,800	10,000	0	0	0	3,200	6,800	10,000	0.00%	0.00%	0.00%
6150	Legal Publication/Advertising	16,000	34,000	50,000	4,397	18,315	22,712	11,603	15,685	27,288	27.48%	53.87%	45.42%
6160	Dues & Subscriptions	8,098	17,208	25,306	1,611	6,712	8,323	6,487	10,496	16,983	19.90%	39.00%	32.89%
6170	Equipment Rental	12,147	25,812	37,959	2,227	9,275	11,502	9,920	16,537	26,457	18.33%	35.93%	30.30%
6190	Insurance	24,000	51,000	75,000	6,089	25,364	31,453	17,911	25,636	43,547	25.37%	49.73%	41.94%
6200	Janitorial & Maintenance	8,000	17,000	25,000	222	924	1,146	7,778	16,076	23,854	2.77%	5.44%	4.58%
6210	Legal Fees	100,000	0	100,000	25,590	0	25,590	74,410	0	74,410	25.59%	0.00%	25.59%
6230	License & Permits	1,600	3,400	5,000	306	1,274	1,580	1,294	2,126	3,420	19.12%	37.47%	31.60%
6250	Office Supplies	8,000	17,000	25,000	2,346	9,774	12,120	5,654	7,226	12,880	29.33%	57.49%	48.48%
6270	Postage & Delivery	4,800	10,200	15,000	694	2,889	3,583	4,106	7,311	11,417	14.45%	28.33%	23.89%
6280	Printing & Reproduction	8,000	17,000	25,000	1,210	5,041	6,251	6,790	11,959	18,749	15.13%	29.65%	25.00%
6285	Board Travel & Training	0	75,917	75,917	0	9,276	9,276	0	66,641	66,641	0.00%	12.22%	12.22%
6290	Rent	94,720	201,280	296,000	25,909	107,920	133,829	68,811	93,360	162,171	27.35%	53.62%	45.21%
6300	Telephone	12,800	27,200	40,000	4,765	19,846	24,611	8,035	7,354	15,389	37.22%	72.96%	61.53%
6305	Contract Services	62,625	133,078	195,703	13,363	55,661	69,024	49,262	77,417	126,679	21.34%	41.83%	35.27%
6310	Staff Travel	24,000	51,000	75,000	5,260	21,909	27,168	18,740	29,091	47,832	21.92%	42.96%	36.22%
6320	Training & Seminars - staff	16,000	34,000	50,000	3,545	14,767	18,312	12,455	19,233	31,688	22.16%	43.43%	36.62%
6390	Utilities	6,400	13,600	20,000	33	139	172	6,367	13,461	19,828	0.52%	1.02%	0.86%
6440	System Communication Support	32,000	68,000	100,000	10,649	44,358	55,007	21,351	23,642	44,993	33.28%	65.23%	55.01%
6500	Marketing	32,000	68,000	100,000	10,540	43,904	54,444	21,460	24,096	45,556	32.94%	64.56%	54.44%
	<b>Total</b>	<b>1,979,001</b>	<b>3,813,793</b>	<b>5,792,794</b>	<b>565,932</b>	<b>2,110,059</b>	<b>2,675,991</b>	<b>1,413,069</b>	<b>1,703,734</b>	<b>3,116,803</b>	<b>28.60%</b>	<b>55.33%</b>	<b>46.20%</b>



Contract Expenditures For Services Providers For the Period Ending March 7, 2011														
Service Provider	Contract Type	Contract Execution Date	Contract End date	Months of Contract	Dollar Amt of Contract	Amount Billed	Amount Billed as of	Amount Paid	Contract period Completed %	Contract Billed %	Variance in %	Reason for Variance	Implementation Plan	Corrective Action Plan
Adult /Dislocated Worker														
Bridge	Formula A/DW	7/1/2010	6/30/2011	12	\$ 662,000.00	\$ 400,222.03	Dec-10	\$ 357,674.08	71%	60%	10%			
Catholic Charities	Formula A/DW	7/1/2010	6/30/2011	12	\$ 450,000.00	\$ 260,226.35	Jan-11	\$ 260,226.67	71%	58%	13%			
CHR	Formula A/DW	7/1/2010	6/30/2011	12	\$ 750,000.00	\$ 492,993.73	Feb-11	\$ 561,178.17	71%	66%	15%			
CSN-Lincoln County	Formula A/DW	7/1/2010	6/30/2011	12	\$ 602,937.00	\$ -		\$ -	71%	0%	71%			
Easter Seals	Formula A/DW	7/1/2010	6/30/2011	12	\$ 717,000.00	\$ 363,771.08	Dec-10	\$ 294,772.37	71%	51%	20%			
FIT	Formula A/DW	7/1/2010	6/30/2011	12	\$ 1,505,000.00	\$ 1,040,390.03	Jan-11	\$ 893,475.55	71%	69%	2%			
GNJ	Formula A/DW	7/1/2010	6/30/2011	12	\$ 1,072,280.00	\$ 580,891.52	Jan-11	\$ 862,855.95	71%	54%	17%			
Goodwill	Formula A/DW	7/1/2010	6/30/2011	12	\$ 1,146,000.00	\$ 723,229.49	Jan-11	\$ 807,210.66	71%	63%	18%			
Housing Authority (SNRHA)	Formula A/DW	7/1/2010	6/30/2011	12	\$ 329,000.00	\$ 37,371.55	Sep-10	\$ 37,471.55	71%	11%	60%			
Latin Chamber Foundation (Green sector)	Formula A/DW	10/1/2010	6/30/2011	9	\$ 750,000.00	\$ 143,972.46	Jan-11	\$ 267,318.37	61%	19%	42%			
NALCS	Formula A/DW	7/1/2010	6/30/2011	12	\$ 400,000.00	\$ 323,397.98	Feb-11	\$ 310,091.53	71%	81%	10%			
NPI	Formula A/DW	7/1/2010	6/30/2011	12	\$ 2,597,000.00	\$ 1,269,904.34	Dec-10	\$ 1,318,797.19	71%	49%	22%			
Nye Communities Coalition	Formula A/DW	11/15/2010	6/30/2011	7.5	\$ 772,175.00	\$ 275,180.69	Jan-11	\$ 346,000.00	53%	36%	17%			
SNMIC (Healthcare sector)	Formula A/DW	10/1/2010	6/30/2011	9	\$ 750,000.00	\$ 243,479.74	Feb-11	\$ 293,110.00	61%	32%	29%			
Youth Year-Round														
HELP	Formula Youth	7/1/2010	6/30/2011	12	\$ 500,000.00	\$ 280,463.74	Jan-11	\$ 283,918.39	71%	56%	15%			
NPI	Formula Youth	7/1/2010	6/30/2011	12	\$ 800,000.00	\$ 339,688.13	Jan-11	\$ 298,094.22	71%	42%	28%			
Nye Communities Coalition	Formula Youth	7/1/2010	6/30/2011	12	\$ 290,000.00	\$ 132,923.93	Jan-11	\$ 135,006.97	71%	46%	25%			
Olive Crest (Foster Youth Pilot)	Formula Youth	3/1/2010	6/30/2011	15	\$ 266,667.00	\$ 116,761.96	Nov-10	\$ 115,848.76	77%	44%	33%			
Project WE	Formula Youth	9/1/2010	6/30/2011	10	\$ 120,000.00	\$ -		\$ 60,460.00	65%	0%	65%			
Latin Chamber Foundation (Teen Expo)	Formula Youth	1/26/2011	6/30/2011	5	\$ 100,000.00	\$ -		\$ 63,195.72	30%	0%	30%			
Governor's Reserve														
NV Public Education Foundation-Ready for Life	Gov Res Youth R4L	1/12/2010	1/31/2012	24.5	\$ 645,000.00	\$ 350,008.49	Jan-11	\$ 385,389.05	57%	54%	3%			
Junior Achievement	Gov Reserve Youth-JA Form	6/1/2010	6/30/2011	13	\$ 48,000.00	\$ -		\$ -	73%	0%	73%			
GNJ	Gov Res Youth - YB Formula	6/8/2010	6/30/2011	12.5	\$ 94,000.00	\$ 35,379.28	Dec-10	\$ 29,447.38	72%	38%	34%			
YouthBuild														
CCSD Desert Rose	YouthBuild - DOL sub award	4/12/2010	6/30/2011	14.5	\$ 161,559.99	\$ 95,924.96	Dec-10	\$ 114,073.10	69%	59%	10%			
GNJ	YouthBuild - DOL sub award	1/4/2010	6/30/2011	17.5	\$ 685,000.00	\$ 334,436.81	Jan-11	\$ 280,233.31	74%	49%	25%			

Variance

Less than 25%  
Between 25-50%

Green

Yellow

Red

Red





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

## Requests for Proposals

### Adult and Dislocated Workers – Sector Specific

Healthcare and Green Economy = amount no to exceed \$8,000,000

### Youth

<b>Program</b>	<b>Amount not to Exceed</b>
WIA Year-Round Youth	\$2,000,000
Healthcare Sector	\$500,000
Green Economy Sector	\$500,000
Tri-County Coalition (rural counties)	\$300,000
<b>Total</b>	<b>\$3,300,000</b>

### Important Dates

Mandatory Bidder's Conference	March 29, 2011 9AM-11AM ADW 130PM-330PM Youth
Letter of Intent Deadline	April 4, 2011 by 5PM
Proposal Deadline	April 18, 2011 by 12PM
Recommendations to ADW Committee/Youth Council	May 11, 2011
Approval by Board of Directors	May 24, 2011
Project Start Date	July 1, 2011

*workforce***CONNECTIONS**  
**BOARD OF DIRECTORS MEETING**  
**AGENDA**

**AGENDA ITEM III: DISCUSSION/ACTION AGENDA**

**A. DISCUSSION and POSSIBLE ACTION: Committee Progress Reports**

- 3) Youth Council ~ Ken LoBene, Chair
  - a. **INFORMATION:** Youth Opportunity Center
  - b. **PRESENTATION:** YouthBuild Las Vegas

## YOUTH OPPORTUNITY CENTER

### Goal

Increase the number of youth served by *workforce*CONNECTIONS through the establishment of a Youth Opportunity Center (previously referred to as a Youth One-Stop Center) with a targeted location at the Walnut Recreation Center (3075 N Walnut Rd, Las Vegas, NV 89115). This Youth Opportunity Center will impact youth by assisting them: (1) to attain a secondary credential, (2) to re-engage so they can attain a secondary credential, (3) to attain post-secondary credentials, or (4) obtain unsubsidized employment.

### Purpose and Scope

It is the purpose of *workforce*CONNECTIONS and our Clark County Parks & Recreation partner to coordinate activities and cooperative efforts surrounding the Youth Opportunity Center project in order to maximize the use of available resources and avoid the duplication of services. *workforce*CONNECTIONS' intended outcome is to provide and promote workforce development and supportive services for youth ages 14-21. The Youth Opportunity Center will operate as a referral-based program. This program will be supported and funded through Workforce Investment Act of 1998 (WIA). It will serve as a means to identify potential Workforce Investment Act (WIA)-eligible youth. The Youth Opportunity Center will also provide youth with a centralized location for employment, training, and supportive services that may accommodate their career development needs. This program will utilize the professional services and expertise of existing youth-serving organizations and companies, including social service, academic and occupational training institutions. Youth requiring assistance unrelated to job readiness, job search, or on-the-job training will be referred to a Youth Opportunity Center collaborative partner/s for intensive services. This Youth Opportunity Center location will encourage greater collaborations and support systems for the youth who utilize these services. By developing built-in collaborations with partners and various sectors that collectively address labor market needs, the Youth Opportunity Center location will allow for the sharing of resources, for joint outcomes, and will be able to maximize and leverage funding resources. These leveraged funding streams and resources will allow for improved access to a greater quality of services and more opportunities for the youth because of the centralized location.

### Benefits

#### One-Stop systems:

- Serve more youth (as many as 10x's current capacity)
- Increased percentage of funding aimed at direct costs
- If effective, provides necessary services to youth in one location or in close proximity
  - Reduced transportation costs
  - Reduced childcare expenses
- Encourages greater collaborations and support systems from youth providers benefiting youth using the services.
- Leverages existing resources and facilities
- Linkage to emerging markets and the labor force
- Pre-screening of potential WIA-eligible youth who need case management services for achievements

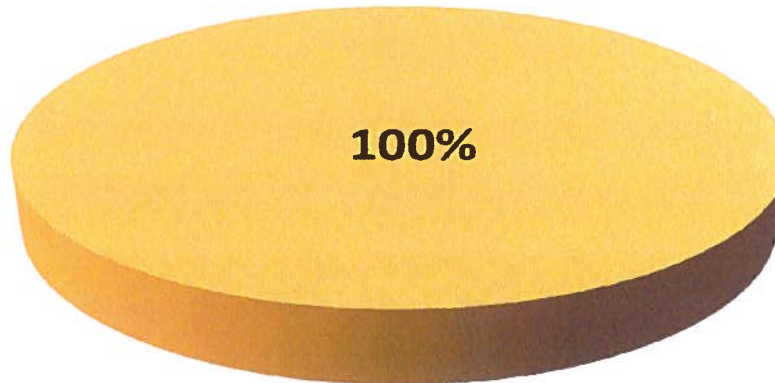
### Partnerships and Leveraged Resources

- Reduced overhead – facility donation from Clark County as an in-kind
- Other resources donated, such as transportation assistance
- Other partnerships (such as Job Corp., CCSD, Gang Task Force, Back on Track, etc.)
- Center staff support

# YBLV Performance Measures

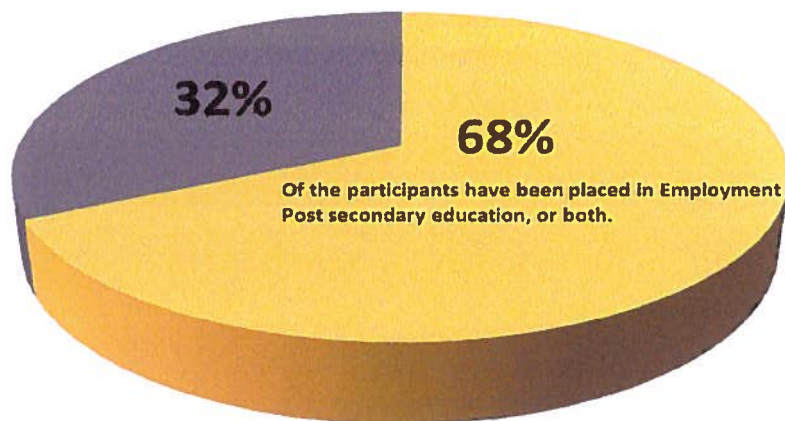


## YBLV Enrollment Rate



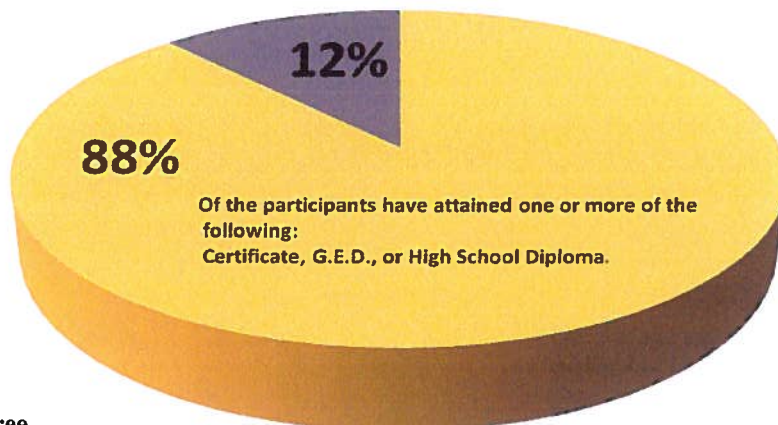
National Enrollment Rate  
100%

## YBLV Placement in Employment or Education



National Placement in  
Employment or  
Education  
43%

## YBLV Attainment of a Degree or Certificate

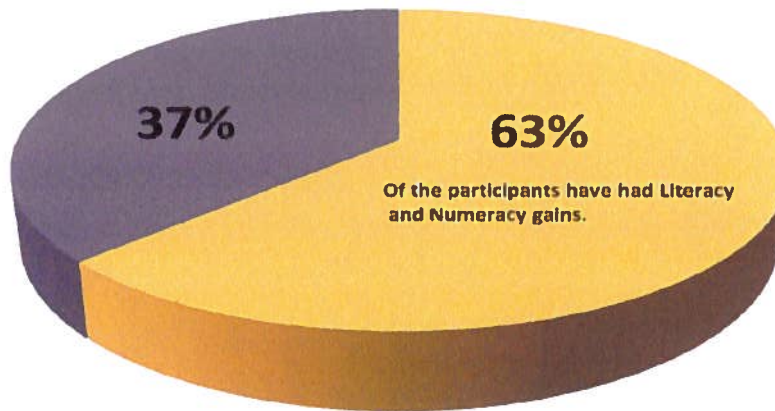


National Attainment of a Degree  
or Certificate  
46%

# YBLV Performance Measures

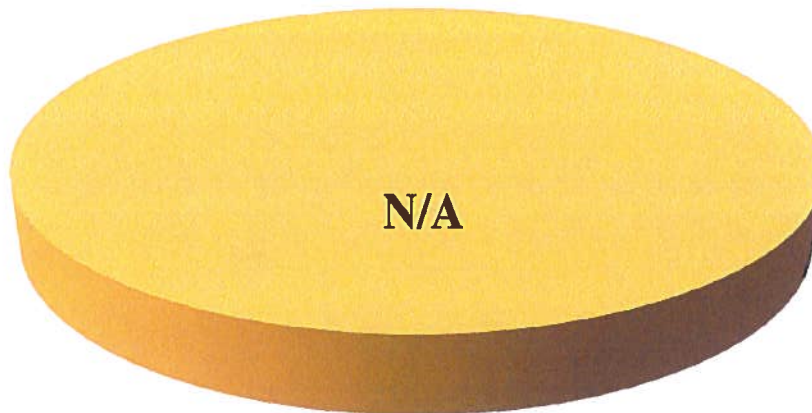


## YBLV Literacy and Numeracy Gains



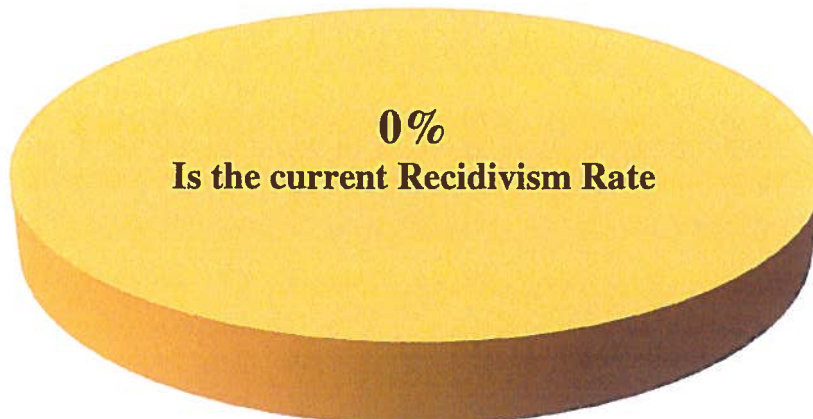
**National Literacy and Numeracy Gains**  
46%

## YBLV Retention Rate



**National Retention Rate**  
24%

## YBLV Recidivism Rate



**National Recidivism Rate**  
4%

*workforce***CONNECTIONS**  
**BOARD OF DIRECTORS MEETING**  
**AGENDA**

**AGENDA ITEM III: DISCUSSION/ACTION AGENDA**

**A. DISCUSSION and POSSIBLE ACTION: Committee Progress Reports**

4) Adult & Dislocated Workers Committee ~ Valerie Murzl, Chair

a. **INFORMATION:**

- 1) Results of Elections for Chair and Vice-Chair of the Adult & Dislocated Workers Committee
- 2) Update on the dispensation of strategic reserve funds approved by the ADW Committee in July 2010



## ADDITIONAL FUNDING RESULTS FOR QUARTER 2 OF PY10

Provider Rank	Provider Name	Combined Score	Score % of Total	Amount Available*	Total Funding Requested	Amount Awarded
1	FIT	288	23.5%	\$ 129,394.00	\$ 200,000.00	\$ 129,394.00
2	GNJ	185	15.1%	\$ 83,117.00	\$ 209,568.00	\$ 83,117.00
3	Goodwill	170	13.8%	\$ 76,378.00	\$ 284,300.00	\$ 76,378.00
4	Easter Seals	157	12.8%	\$ 70,537.00	\$ 110,000.00	\$ 70,537.00
5	CHR	151	12.3%	\$ 67,842.00	\$ 137,501.10	\$ 67,842.00
6	NPI	140	11.4%	\$ 62,900.00	\$ 301,750.00	\$ 62,900.00
7	Catholic Charities	137	11.2%	\$ 61,552.00	\$ 77,000.00	\$ 61,552.00
Totals:		1228	100.0%	\$ 551,720.00	\$ 1,320,119.10	\$ 551,720.00

\*The amount available takes the strategic reserve fund to zero.

NOTE: In order to award funding on the most equitable basis, each provider's combined score was translated into a percentage of the total (see the Score % of Total column). That percentage was multiplied by \$1,000,000 in order to determine the amount of funding available to each provider. That amount was then compared to the amount of additional funding requested by each provider. The amount awarded is the lower of either the amount available or the amount requested.

*workforce***CONNECTIONS**  
**BOARD OF DIRECTORS MEETING**  
**AGENDA**

**AGENDA ITEM III: DISCUSSION/ACTION AGENDA**

**A. DISCUSSION and POSSIBLE ACTION: Committee Progress Reports**

5) Emerging Markets/Partnerships/Resource Development ~ Pat Maxwell,  
Chair

a. **INFORMATION:** Committee Update



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

- Health Care – update – Debra Collins
- Workforce Connections – “Strictly Business” radio show – the will are on the 2<sup>nd</sup> and 4<sup>th</sup> Monday at 9:00. The station is FM 88.1 KCEP. Hosts Juana Hart and Cornelius
- Rural Workforce
  - Lincoln County – Informal monitoring upcoming
  - Mesquite – developing projects – “Buy Mesquite” to create jobs for small businesses
  - Boulder City – planning in progress
- *Employment EDGE* Workshop – partnership with Commissioner Weekly, the Review Journal, DETR Job Connect and the **East Side Senior Community Center – 3-19-10**
- Joint sales training Workforce Connections, Service Provider Job Developers and DETR Business Services Reps.
- Attended Asian Chamber of Commerce annual community awards banquet
- Attended Latin Chamber of Commerce Board Installation Luncheon
- Attended Urban Chamber of Commerce Board installation luncheon
- Attended City of Henderson/Henderson Chamber State of the City Luncheon
- Attended the Women’s Chamber of Commerce Hall of Fame Luncheon

*workforce***CONNECTIONS**  
**BOARD OF DIRECTORS MEETING**  
**AGENDA**

**AGENDA ITEM III: DISCUSSION/ACTION AGENDA**

**A. DISCUSSION and POSSIBLE ACTION: Committee Progress Reports**

- 6) Executive Director's Update ~ John Ball
  - a. **INFORMATION:** Silver State Works

## **Silver State Works Employer Incentive Components March, 2011**

To ensure businesses have the broadest range of choices, the selection of one of the three options below will be the decision of the business. Although the focus of the program is high growth and/or high demand occupations in the local labor market, any business that meets the requirements is encouraged to participate. For an employer to be eligible to participate, the employer must have an established, verified, paid-to-date Unemployment Insurance (UI) account; and a valid business license if required by the city or county in which the employer conducts business. Eligible employers also include city, state and federal entities as long as the positions are permanent. Business Services Representatives in the Nevada JobConnect (NJC) offices will be responsible for recruiting businesses to participate in SSW and will also be responsible for ensuring appropriateness of referrals. It is anticipated that up to 10,000 unemployed Nevadans will participate in the three components of SSW.

**Employer Based Training** – This component allows laid-off workers who qualify for UI benefits to simultaneously receive on-site workplace training and regular UI benefits. This component is also available to other targeted populations. It provides a special training allowance of \$200.00 every two weeks for a maximum of \$600. Job seekers would be required to train 24 hours per week up to six weeks while continuing regular work search.

Business Services Representatives in the Nevada JobConnect (NJC) offices will be responsible for developing training sites and completion of all the forms for the employer and the participant. Participants may pursue a training position offered by an employer or seek out and find an interested employer who will agree to participate in the initiative. There is no cost to the employer, and employers are not required to hire trainees as a condition to participate. Orientations will be held at the Nevada JobConnect offices or partner agency offices, which will include information on how to improve chances of transforming training status into permanent status and how to maximize the training opportunity.

**Employer Incentive Job Program** - Employers enter into a contract which establishes the agreed upon wage, number of hours to master the tasks, and the maximum amount of reimbursement based on the wage paid. Employers will be reimbursed up to a maximum of 50% of the participant's initial agreed upon gross wage for the contract period and a maximum of 40 hours per week. Contract length will be based upon the time estimated to complete the needed training.

Employers will submit a Time Sheet/Invoice/Progress report on a monthly basis to receive reimbursement. No reimbursements will be allowed for overtime, employer paid leave such as holiday, sick or annual leave and bonuses or commissions.

**Incentive Based Employment** - This component supports employers who hire and retain eligible individuals in full-time employment (30 hours or more per week) by providing a wage and training subsidy based on the total amount of time the qualified individual remains actively employed. Upon completion, and satisfying certain requirements, the employer may receive a wage retention supplement, on average up to \$2,000, payable in four equal increments of \$500 after each 30 days of successful employment, up to 120 days. The incentive may be higher depending upon selected participant job readiness levels as well as the level of resources needed.

The Employer Agreement outlines the role and responsibility of the employer to the employee and is signed by both the employer and the agency representative. Participants must be paid an hourly rate of the Nevada minimum wage and not paid a wage that is substantially less than the wage paid for a similar job in the local economy, with appropriate adjustments for experience and training. Employers will provide sick leave, holiday pay which conforms to the employer's rules for regular employees.



*“A Proactive Workforce and Rehabilitation Agency”*

# Silver State Works

Presented to:

**Senate Select Committee on Economic Growth and Employment**

**February 28, 2011**

**Larry J. Mosley, Director, DETR  
Dennis Perea, Deputy Director, DETR**



The Nevada Department of Employment, Training and Rehabilitation is a proactive workforce & rehabilitation agency



# DETR's Mission Statement

**In collaboration with the Governor's Workforce Investment Board, the Commission on Economic Development, Education, Department of Health and Human Services, employers, trade and apprenticeship organizations, and other stakeholders, DETR will develop a trained workforce that enhances Nevada's economic stability and growth.**



The Nevada Department of Employment, Training and Rehabilitation is a proactive workforce & rehabilitation agency

# Governor Sandoval's Workforce Initiative – Silver State Works

Effective **July 1, 2011**, DETR is implementing a new “umbrella” employment and training initiative, in collaboration with workforce investment system partners, to include:

- Local Workforce Investment Boards
- Department of Health and Human Services
- Department of Corrections
- Economic Development

Through a seamless service delivery strategy, **Silver State Works** seeks to expedite the return to work of specific populations of job seekers in targeted sectors and provide employers with suitable and skilled workers.



The Nevada Department of Employment, Training and Rehabilitation is a proactive workforce & rehabilitation agency

## Silver State Works

- DETR is re-directing \$4.6 million of existing client service funds for each year of the biennium and will administer the initiative with existing staff resources
- In DHHS's budget request, Governor Sandoval has designated \$6 million in FY12 and \$4 million in FY13 in new General Funds for this initiative to support the Welfare Division's efforts to get TANF and TANF-At Risk back to work
- Collective goal with all partner programs is to place 10,000 workers in these programs by the end of FY13



The Nevada Department of Employment, Training and Rehabilitation is a proactive workforce & rehabilitation agency





# Silver State Works

**Silver State Works is an integrated, employer-focused initiative which targets the following populations:**

- Temporary Assistance for Needy Families (TANF) **OR** candidates “at-risk” of coming on TANF
- Persons with Disabilities
- Veterans
- Ex-Offenders as they re-enter mainstream society
- Unemployment Insurance Recipients
- Older Youth – Age 19-21 who are eligible for services as defined in the Workforce Investment Act of 1998



The Nevada Department of Employment, Training and Rehabilitation is a proactive workforce & rehabilitation agency



## Silver State Works

Candidates will be assessed at 3 levels of self-sufficiency:

- **Tier 1 – Multiple or complex barriers**
- **Tier 2 – Transferable skills; minor barriers**
- **Tier 3 – Self-Sufficiency**

**Tier 3** candidates will receive specific program incentives to encourage an employer to hire



The Nevada Department of Employment, Training and Rehabilitation is a proactive workforce & rehabilitation agency



## **Silver State Works**

- Private sector and non-profit entities are eligible to participate
- No cost to employer
- Employer and job seeker sign agreements of participation



The Nevada Department of Employment, Training and Rehabilitation is a proactive workforce & rehabilitation agency



# Silver State Works Incentive Programs

**Employer Based Training** – allows laid off workers, who qualify for UI benefits, to simultaneously receive on-site training and regular UI benefits.

- ✓ Available to other targeted populations
- ✓ Provides a \$200 training allowance every 2 weeks; \$600 maximum
- ✓ Participation for UI claimants is voluntary, but encouraged
- ✓ Participants are required to work 24 hours/week up to 6 weeks while continuing a regular work search
- ✓ Participants may pursue a training opportunity already offered by an employer OR find an interested employer on their own
- ✓ Employers are encouraged to hire trainees as a condition of participation in **Silver State Works**
- ✓ Orientations will be held on a regularly scheduled basis at Nevada JobConnect (NJC) offices statewide
- ✓ Information received during the orientation will include:
  - How to improve chances of transforming training into permanent work status
  - How to maximize the training opportunity
- ✓ NJC offices will develop training sites and complete all forms



The Nevada Department of Employment, Training and Rehabilitation is a proactive workforce & rehabilitation agency

# Silver State Works Incentive Programs

**Employer Incentive Job Program** – Although the focus of **Silver State Works** is high growth and/or high demand occupations, any business that meets the requirements is encouraged to participate. Employer eligibility criteria includes:

- ✓ An established, verified, paid-to-date UI account
- ✓ A valid business license, if required
- ✓ Must enter into a contract which establishes the following:
  - Wage
  - # of hours to master primary tasks
  - Maximum amount of reimbursement (up to 50% of the initially agreed upon wage; maximum 40 hours/week; does not include overtime, holiday, sick, or vacation time)
  - Contract length (based on estimate of time needed to complete training)
  - Method for reimbursement – timesheet/invoice and progress report



The Nevada Department of Employment, Training and Rehabilitation is a proactive workforce & rehabilitation agency

## Silver State Works Incentive Programs

- Incentive Based Employment** – Supports employers who hire and retain eligible workers in full-time employment (30 hours or more)
- ✓ Reimburses a portion of the wages in order to offset costs of training and employee development
  - ✓ Upon completion of certain requirements, the employer may receive a wage retention supplement of, on average, up to \$2,000 payable in increments after each 30 days of successful employment; not to exceed 120 days
  - ✓ **In some instances** the incentive could be higher depending upon job readiness levels and the amount of resources required to train the participant
  - ✓ Employer Agreement outlines the following:
    - Role and responsibility to employee
    - Hourly wage rate (NV minimum wage or wage for similar job)
    - Employer provides sick and holiday pay similar to other employees



The Nevada Department of Employment, Training and Rehabilitation is a proactive workforce & rehabilitation agency

*workforce*CONNECTIONS  
BOARD OF DIRECTORS MEETING  
AGENDA

AGENDA ITEM IV: **CONSENT AGENDA**

The Consent Agenda is enacted in one motion without discussion. However, any item may be pulled from the Consent Agenda for discussion by any Board member. Policies have been reviewed and revised to comply with the current Federal and State law. The following items are on the Consent Agenda:

- A. Approve the minutes from the *workforce*CONNECTIONS Board of Directors meeting on February 22, 2011.

## Minutes

*workforce***CONNECTIONS**  
**Board of Directors Meeting**  
**The Culinary Training Academy**  
**February 22, 2011**

### Members Present

Hannah Brown	Michelle Bize	F. Travis Buchanan
Councilman Travis Chandler	Mark Edgel	Commissioner Dominic Pappalardo
Mark Keays	Dr. David Lee	Kenneth J. LoBene
Eloiza Martinez	Valerie Murzl	Mujahid Ramadan
Councilwoman Gerri Schroder	Commissioner Lawrence Weekly	

### Members Absent

Commissioner Butch Borasky	William Bruninga	Sonja Holloway
Pat Maxwell	Charles Perry	Councilman William Robinson
Dan Rose	Councilman Steven. D. Ross	Commissioner Tommy Rowe

### Staff Present

Ashok Mirchandani	David Jefferson	Suzanne Potter	Tameca Ulmer
Tom Dang	Heather DeSart	Sylvia Spencer	Nancy White
Jaime Cruz	Lauren Stewart	Cornelius Eason	Ardell Galbreth
Lucy Ivins	Jeannie Kuennen	MaryAnn Avendano	Lori Thomas
Gina Campbell	Tom Dang	Chris Shaw	Byron Goynes
Mike Hopper	Scott Steinbach	Linda Yi	Matt Cecil, Legal Counsel

### Others Present

Peggy Oliver, Native American Community Services	Mary L. House, CHR, Inc.
Victoria Simon, CHR, Inc.	Fran Phillips, CHR, Inc.
Katrina Brown, Liverpool Connection	Claudian Liverpool, Liverpool Connection
Paula McDonald, Las Vegas Urban League	Denise Gee, HELP of Southern Nevada
Doug Geinzer, So. Nevada Medical Industry Coalition	Asha Jones, Nevada Public Education Foundation

(It should be noted that not all attendees may be listed above)

### Agenda Item I – Call to order, confirmation of posting, and roll call

The meeting was called to order by the Chair, Hannah Brown at 10:05 a.m. Staff confirmed the meeting had been properly noted and posted in accordance with the Nevada Open Meeting Law. Roll call was taken and a quorum was present.

### Agenda Item II – Approve the Agenda with the inclusion of any emergency items and deletion of any items

*A motion was made to approve the Agenda as presented by Mark Edgel and seconded by Valerie Murzl. Motion carried.*

### Agenda Item III – DISCUSSION and POSSIBLE ACTION

#### 1) Emerging Markets/Partnerships/ Resource Development:

Debra Collins provided an update on the following items:

- The Mesquite focus group was held on February 17, 2011. Attendees discussed four initiatives: training, youth, marketing, and recruitment and retention of healthcare staff. This was the second focus group; next meeting will take place on March 31, 2011.
- Plus One High Growth Grant with Nevada Cancer – the second cohort has begun; Tiffany Thomas, FPO, will conduct a site visit in May 2011
- HRSA Planning Grant – Ms. Collins introduced new staff member Linda Yi and stated that Nevada was one of the twenty states to receive the HRSA grant as per the map on page 6 of the agenda packet.

Cornelius Eason provided an update on the following items:

- Rural workforce – CSN (Lincoln County) staff are polling employers for their needs and conducting community outreach. workforceCONNECTIONS staff is providing WIA training.
- Employment Edge Workshop – scheduled on March 19<sup>th</sup> at the East Side Senior Community Center
- The workforceCONNECTIONS *Strictly Business* radio show aired on KCEP 99.1
- Preview Las Vegas 2010 – workforceCONNECTIONS sponsored a booth; received good exposure with over 2,000 attendees at the convention.
- Chamber luncheon - Staff and Board members attended the luncheon; Hannah Brown was recognized.

Mike Hopper presented the new and improved workforceCONNECTIONS website ([www.nvworkforceconnections.org](http://www.nvworkforceconnections.org)).



2) Adult & Dislocated Worker Committee

Valerie Murzl stated that the ADW Committee did not have a meeting last month and does not have any action items. ADW staff provided the following updates:

- a. Deb Collins is working with SNMIC, Sunrise Hospital, and the SEI Union regarding incumbent training for Nurses (for LPN's to become RN's). Valley Hospital and Sunrise Hospital (SNMIC) are working with new graduates giving them the opportunity to train for 3 months resulting in full-time employment upon completion of the OJT. Ms. Collins met with CSN, Health Insight, All Scripts (employer), and SNMIC regarding HIT (Health Information Training); the group is discussing who should receive the training which will lead to employment.
- b. Jeannie Kuennen reported that formal monitoring will take place until mid April 2011. CHR, Inc. was removed from *high risk* status.
- c. Heather DeSart is working with Jack Miklos of Second Chance regarding implementing the Train the Trainer curriculum in the local system. Mr. Miklos toured Casa Grande and interviewed Casa Grande and Pride staff as potential candidates to receive the training to deliver the curriculum locally.
- d. WorkforceCONNECTIONS is applying for the re-released Second Chance Technology Grant for \$750,000; proposals are due March 3<sup>rd</sup>. The agency has conceptualized a training program and will present it to the Department of Justice in hopes of receiving an award. Discussion ensued.

3) Budget & Finance Committee

David Jefferson reported that the Budget Committee met on February 16<sup>th</sup> at which time the committee elected Councilwoman Gerri Schroder, as Chairperson and Debra Reed, Vice-Chair of the Budget & Finance Committee.

Ashok Mirchandani provided a brief overview of the following reports:

- 1) PY2010 Operating Expenses Budget vs. Actual December 2010 Report - all line items are ok and in the green (full report on page 8 of the agenda packet).
- 2) Contract Expenditures for Service Providers – Adult, Dislocated Worker, and Youth – the report indicates that contracts are under spent possibly due to late start, providers not submitting invoices or providers received too much funding; further research will be conducted to find the cause and a correction action plan will be put in place to increase provider spending. Pursuant to the Boards request, a detailed expenditure report to include projections will be provided at the next Board meeting (full report on page 9 of the agenda packet).
- 3) Ardell Galbreth provided a PY2011 Appropriations update and overview of the Silver State Works Initiative. Mr. Galbreth stated that a partial rescission of allocated WIA funds may occur, including at the level of the Workforce Investment Board's allocated funds, whether they are unobligated or not.  
Effective July 1, 2011, Governor Sandoval's workforce initiative, Silver State Works is being implemented to expedite the return to work of specific populations of job seekers in targeted sectors and provide employers with suitable and skilled workers. Silver State Works is an integrated, employer-focused initiative which targets such populations as UI and TANF recipients, persons with disabilities, Veterans, ex-offenders as they re-enter mainstream society, and older WIA eligible youth age 19-21. Silver State Works is a collaboration of workforce investment partners, including local Workforce Investment Boards, Department of Health and Human Services, Department of Corrections, and Economic Development. Collectively, their goal is to place 10,000 workers in incentive programs by the end of FY13, including employer based training, employer incentive job program and incentive based employment. Discussion ensued.

4) Youth Council – a. ACTION: Approve the Youth Council recommendation for a no-cost extension with the Project WE Foundation, Inc. through June 30, 2011

*A motion to approve the Youth Council recommendation for a no-cost extension with the Project WE Foundation, Inc. through June 30, 2011 was made by Eloiza Martinez and seconded by Valerie Murzl. Motion carried.*

b. INFORMATION – P5K National Job Shadow Day Recap

Nancy White provided an update on the National Job Shadow Day event that occurred on February 2, 2011: a total of 3,127 students from Clark, Lincoln, and Nye Counties were placed in a job shadow opportunity. It took 65 buses to transport the youth to over 80 participating businesses, including the Station Casinos, who sponsored 500 youth at their various properties. The event was extremely successful and had extensive media coverage, including televised reports on channels 3, 5, 8, 10, and 13 as well as KNPR radio. As of February 18<sup>th</sup>, P5K received over 3,500 commitments from employers to sponsor youth in a job shadow for next year's National Job Shadow Day.

Ms. White gave special thanks to the P5K Team, Laurie Thomas, Gina Campbell, Byron Goynes, Lauren Stewart, and Lucy Ivins, all of whom worked tirelessly in making the event a success. Ms. White extended a warm thank you to Ken LoBene for sharing his vision for P5K, Bridgette Phelps, Stan Hall, the workforceCONNECTIONS Board of Directors,

Youth Council and staff, Kiki Bandella of Tribal Minds, and a special thanks to Kristian Kolev, who graciously wore the costume and played the role of 'P5K Guy'. Following the update a video featuring the youth was presented to the Board. Discussion ensued.

**Agenda Item IV – Consent Agenda**

A. Approve the minutes from the *workforce*CONNECTIONS' Board of Directors Meeting on January 25, 2011

*A motion was made to approve and/or receive Consent Agenda item A as presented by Councilwoman Gerri Schroder and seconded by Kenneth LoBene. Motion carried.*

**Agenda Item V – Public Comment**

David Jefferson, staff, thanked Denise Gee, of HELP of Southern Nevada for the "shout out" she gave to *workforce*CONNECTIONS on the radio this morning.

**Agenda Item VI – Adjournment**

*The meeting was adjourned at 11:41 a.m.*

*workforce***CONNECTIONS**  
**BOARD OF DIRECTORS MEETING**  
**AGENDA**

**AGENDA ITEM V: PUBLIC COMMENT**

**AGENDA ITEM VI: ADJOURNMENT**

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

**Vision**

All Southern Nevadans have the tools to succeed  
in the workplace

**Mission**

Workforce Connections develops a world class  
workforce through innovative market driven  
strategies that are relevant to Southern Nevada's  
employers and job seekers