

workforce CONNECTIONS
ADULT & DISLOCATED WORKER PROGRAM COMMITTEE

Wednesday, September 11, 2013

9:30 AM

6330 W. Charleston Blvd., Bronze Conference Room

Las Vegas, NV 89146

Voice stream link: <http://www.nvworkforceconnections.org/mis/listen.php>

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

City of North Las Vegas, 2200 Civic Center Dr., North Las Vegas, NV
City of Las Vegas, City Clerk's Office, 495 S. Main St., Las Vegas, NV
Clark County, County Clerk's Office 500 S. Grand Central Parkway, Las Vegas, NV
Esmeralda County Courthouse, 233 Crook Street, Goldfield, NV
Henderson City Hall, 240 Water Street, Henderson, NV
City Hall, Boulder City, 401 California Ave., Boulder City, NV
workforce CONNECTIONS, 6330 W. Charleston Blvd., Las Vegas, NV
Nevada JobConnect, 3405 S. Maryland Pkwy., Las Vegas, NV
Lincoln County 181 Main Street Courthouse, Pioche, NV
Nye County School District, 484 S. West St., Pahrump, NV
Pahrump Chamber of Commerce, 1302 S. Highway 160, Pahrump, NV

This Agenda is also available at www.nvworkforceconnections.org.

COMMENTARY BY THE GENERAL PUBLIC

This Board complies with Nevada's Open Meeting Law, by taking Public Comment at the beginning of the meeting immediately after the Board approves the Agenda and before any other action is taken, and again before the adjournment of the meeting

As required by Nevada's Open Meeting Law, the (Board, Committee or Council) may only consider items posted on the agenda. Should you wish to speak on any agenda item or comment on any other matter during the Public Comment Session of the agenda; we respectfully request that you observe the following:

1. Please state your name and home address for the record
2. In fairness to others, groups or organizations are requested to designate one spokesperson
3. In the interest of time, please limit your comments to three (3) minutes. You are encouraged to give brief, non-repetitive statements to insure that all relevant information is presented.

It is the intent of the (Board, Committee or Council) to give all citizens an opportunity to be heard.

Welcome to our meeting.

Copies of non-confidential supporting materials provided to the Committee are available upon request.

Request for such supporting materials should be made to Kelly Ford at (702) 638-8750 or at kford@snnvwc.org. Such supporting materials are available at the front desk of WorkforceCONNECTIONS, at 6330 W. Charleston Blvd., Suite 150, Las Vegas, Nevada 89146.

Auxiliary aids and services are available upon request to individuals with disabilities by notifying Dianne Tracy, in writing at 6330 W. Charleston Blvd., Suite 150, Las Vegas, Nevada 89146; 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 be made available with twenty-four (24) hours advance notice.

An Equal Opportunity Employer/Program.

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

Adult & Dislocated Worker Program Committee members: Valerie Murzl, Chair; Daniel Rose, Vice-Chair; Chelle Bize'; Hannah Brown; Matt Cecil; Mark Edgel; Dr. David Lee; Lynda Parven; Bart Patterson; Charles Perry; Maggie Arias-Petrel; and Bill Regenhardt.

All items listed on this Agenda are for action by the Adult and Dislocated Worker Program Committee unless otherwise noted. Action may consist of any of the following: approve, deny, condition, hold or table. Public Hearings may be declared open by the Chairperson, as required for any of the items on this Agenda designated for discussion or possible action or to provide direction and recommendations to workforce CONNECTIONS.

AGENDA

1. Call to order, confirmation of posting and roll call.
2. **ACTION:** Approve the agenda with inclusions of any emergency items and deletion of any items.
3. **FIRST PUBLIC COMMENT SESSION:** Members of the public may now comment on any matter posted on this Agenda, which is before this Committee for consideration and action today. Please clearly state and spell your name and state your address for the record. Each public comment will be limited to three (3) minutes.
4. **INFORMATION:** Welcome new ADW Committee Member, Bart Patterson.
5. **DISCUSSION AND POSSIBLE ACTION:** Approve the meeting minutes of June 19, 2013.....1
6. **DISCUSSION AND POSSIBLE ACTION:**
 The Committee Chairperson will ask the Committee members to provide nominations for potential officers. There are two officers' positions – chairperson and vice-chairperson. Any Board member who is nominated and seconded will be considered a candidate, unless that Board member does not accept the nomination. Committee members will then vote on members who accept their nominations. The candidate who receives the most votes for that office prevails and will serve in that office.....5
 - a. Accept nominations and vote for Committee **Chairperson**
 - b. Accept nominations and vote for Committee **Vice-Chairperson**
7. **DISCUSSION AND POSSIBLE ACTION:**
 Accept staff's recommendation to re-release the Veterans' RFP in order to encourage responses that indicate stronger partnerships and more quantifiable outcomes.
8. **DISCUSSION AND POSSIBLE ACTION:** Approve staff's initiative to modify the strategic plan to streamline access to the delivery of employment and training services to eligible clients.....8
9. **INFORMATION:** Bridge Counseling Associates' "High Risk" Designation.....11
10. **INFORMATION:** Training, Wage, Job Title, and Employment Reports.....17
11. **INFORMATION:** Adult and Dislocated Worker Fiscal Reports.....30
12. **INFORMATION:** ADW Committee Member Comments.

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

14. Adjournment

ADULT & DISLOCATED WORKER COMMITTEE MINUTES

June 19, 2013

9:30 AM

workforce **CONNECTIONS**

Conference Room

7251 W. Lake Mead Blvd., Suite 200

Las Vegas, NV 89128

Members Present

Chelle Bize
Maggie Arias-Petrel
Bill Regenhardt
Dan Rose
David Lee
Matt Cecil
Hannah Brown
Lynda Parven

Emilio Pias
Carol Turner

Others Present

Donna Bensing – New Horizons CLC
Bishop James M. Rogers, Sr. –GNJ Family Life Center
Dr. Tiffany Tyler –Nevada Partners
Janice Real – NPI
Thresea Kaufman – NHA HC
Tracey Torrence –SNRHA
Rene Cantu, Jr. –Latin Chamber Foundation
Sharon Morales -LCCCCF
Nield Montgomery – The Learning Center
Gwendolyn Wilson – Las Vegas Urban League
Robyn Owens-Goodwill
Arcadio Bolanos – Academy of Human Development
Yvonne Griebing –Academy of Human Development

Members Absent

Valerie Murzl
Mark Edgel
Charles Perry
Mujahid Ramadan

Staff Present

Debra Collins
Heather DeSart
Kelly Ford
Ardell Galbreth
Jeannie Kuennen
Jim Kostecki
Brett Miller

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

Agenda Item 1 - Call to Order, confirmation of posting, roll call

Vice-Chair, Dan Rose, called the meeting to order at 9:45 a.m. when a quorum was reached. Staff confirmed the meeting had been properly noted and posted in accordance with the Nevada Open Meeting Law. A roll call was taken and the quorum was confirmed as present.

Agenda Item 2 –ACTION: Approval of agenda with inclusions of any emergency items and deletion of any items.

A motion to approve the agenda as presented was made by Hannah Brown and seconded by Lynda Parven. The motion carried.

Agenda Item 3 - First Public Comment Session: None.

Agenda Item 4 INFORMATION: Election of Chair and Vice-Chair for the Adult and Dislocated Worker Committee.

Valerie Murzl and Daniel Rose have submitted their documents to be considered for the positions of Chair and Vice-Chair of the Adult and Dislocated Workers Committee. Ms. Murzl and Mr. Rose currently hold the positions and have not yet reached their term limits.

Discussion was had that agenda item #4, Elections of Chair and Vice-Chair should be noted as an action item not an information item. Ardell Galbreth noted that the item could not be voted on as the agenda had been posted with the item as an information item. The agenda item will carry forward to the next meeting.

Agenda Item 5 DISCUSSION AND POSSIBLE ACTION: Approve the meeting minutes of May 8 2013

A motion to approve the meeting minutes of May 8, 2013 as presented was made by Bill Regenhardt and seconded by Matt Cecil. The motion carried.

Agenda Item 6- DISCUSSION AND POSSIBLE ACTION: Approve staff's recommendation to amend Latin Chamber of Commerce Community Foundation's One Stop Contract from \$400,000 to \$800,000 to accommodate an additional co-located staff member at the One Stop.

The committee had a discussion regarding whether the funding amount was too much to allocate for a full-time-employee (FTE) at the One-Stop so that it would negatively impact the operation of the at home office. Heather and Ardell stressed that we will be keeping a close watch on the operations as they progress at the One-Stop, and that we had informed all of the partners we would be flexible as regards their funding needs. They also noted that it is anticipated that the bulk of the funding (65%) will go towards training, and not simply for staff in the One-Stop.

A motion to approve staff's recommendation to amend Latin Chamber of Commerce Community Foundation's One Stop Contract from \$400,000 to \$800,000 to accommodate an additional co-located staff member at the One Stop was made by Chelle Bize and seconded by Lynda Parven. The motion carried.

Committee members Maggie Arias-Petrel and Hannah Brown recused themselves due to their affiliation with Latin Chamber of Commerce Community Foundation.

Agenda Item 7- INFORMATION: Las Vegas Urban League Computer Lab Metrics. Heather DeSart reviewed a report which detailed the reasons for, and amounts of, computer usage and types of activities being conducted at the computer lab by its users.

The Las Vegas Urban League Computer Lab had funding from the Department of Commerce which was ending, and which would force the closure of the facility. Due to the great needs of the community that the computer lab serves and to keep the facility open, they received funding from Workforce Connections and became a One-Stop affiliate site.

The report was compiled with summary data provided by the Las Vegas Urban League in a spreadsheet for the period, April 1, 2013 through May 24, 2013. The committee had a brief discussion about the look of the report, the type of funding they received, the types of usage, and the possibility of discovering a return on investment in future reports. Ardell Galbreth informed the committee that, return on investment is something we are working towards providing. Staff from Las Vegas Urban League will be invited to the next meeting to answer more in depth questions about the usage of the lab.

Agenda Item 8- DISCUSSION AND POSSIBLE ACTION Review and approve staff's recommendation based on community needs, in the service delivery area, to fund Academy of Human

Development's proposal in the amount of \$250,000 to operate a community resource center in support of local area job seekers. The computer center or resource laboratory will serve as an Affiliate One-Stop Career Center linked to Workforce Connections' Comprehensive One-Stop Career Center.

Ardell Galbreth provided more information to the committee noting that this item was very similar in nature to the one just discussed involving Las Vegas Urban League. Mr. Galbreth stated that the Academy of Human Development, located on Eastern and Stewart, has a large, primarily Hispanic population and a great need for these services in that community. While the Academy comes before the committee with their computer lab and to become a One-Stop affiliate, they also are a full service agency.

Arcadio Bolanos, CEO, Academy of Human Development, addressed the committee and gave an overview of the organization and the types of services that the agency offers which are extensive and include, but are not limited to, G.E.D. Prep, Job Readiness and Behavior Modification. Mr. Bolanos stated that the people that come to their classes find employment because all of their activities are geared towards employment and all of their classes and services are bi-lingual.

The Academy of Human Development has eight staff members who currently work as 1099 independent contractors, Mr. Bolanos stated that if they are approved they will create another position that will be geared towards a person with disabilities.

Mr. Bolanos was asked what he projected would be the number of individuals he could serve in a year's time over and above the amount of clients they are currently serving. He said 465 individuals is the projected number over the current number of participants they are serving. Ardell informed the committee that the Academy would be responsible for reporting on a regular basis about their services.

A motion to approve staff's recommendation based on community needs, in the service delivery area, to fund Academy of Human Development's proposal in the amount of \$250,000 to operate a community resource center in support of local area job seekers was made by Maggie Arias-Petrel, and seconded by Bill Regenhardt. The computer center or resource laboratory will serve as an Affiliate One-Stop Career Center linked to Workforce Connections' Comprehensive One-Stop Career Center. The motion carried.

Agenda Item 9 - INFORMATION: Employment, Training, Wage, and Job Title Reports.

Staff member, Brett Miller, went through the wage by sector report. Ardell Galbreth noted that these were the sectors that have been identified by the Governor. Hannah Brown expressed surprise that the wages identified in the report specifically in tourism, gaming, and entertainment seemed low. Mr. Miller directed the committee members to the employment wage distribution which identified a minimum, median, average and max wage for each of the sectors and was created at the request of Vice-Chair Dan Rose. Dan stated it would be nice to see a report from high to low with the people who are obtaining jobs.

Agenda Item 10- INFORMATION: Adult and Dislocated Worker Fiscal Report

Jim Kostecki reviewed the fiscal report with the committee and stated the report represented invoices that were received up through April 2013 from all of the funded partners with the exception of one. We have not received Easter Seals first invoice yet. Last month FIT was approved for additional funding for their re-entry program, so there is a second line on the report for them. Mr. Kostecki remarked that the Rurals, Lincoln County and Nye Communities Coalition, received no-cost extensions on their contracts to the end of next year so their budgets will be amended to reflect that, and all of the partners contracts, with the exception of the Rurals, Easter Seals, and FIT Re-entry would be closed on June 30, 2013 and new contracts reissued July 1, 2013. Mr. Kostecki further stated that with the 60 day closeout period, the final reporting would probably be available around September.

Agenda Item 11 - INFORMATION: ADW Committee Member Comments.

Committee member Bill Regenhardt remarked that at the last Board meeting there were some problems with the funding allocations between the One-Stop and the home offices. Mr. Regenhardt wanted to make sure that everyone was on the same page and in agreement with the funding allocations discussed at the meeting today so that there are no surprises at the Board meeting.

Committee member, David Lee, stated that the employment and training reports received today was excellent information and he is looking forward to receiving them in the future. Dr. Lee asked for a clarification regarding the reporting period identified on the report. Ardell informed Dr. Lee that there was a typo on the report and it should read YTD 2013, not YTD 2012.

Committee member, Chelle Bize, stated she attended the Health Link summit. Ms. Bize noted that there was supposed to be eight non-profits that received additional funding from the state and inquired if any of our partners received that funding would it impact anything we did with them as regards their WIA funds? Heather responded that we would consider that a good thing, it would extra funds that they can leverage and would have a degree of flexibility that WIA funds do not.

Agenda Item 12 - SECOND PUBLIC COMMENT SESSION: Members of the public may now comment on any matter or topic, which is relevant to or within the authority or jurisdiction of the Board. You may comment now even if you commented earlier, however, please do not simply repeat the same comment you previously made. Please clearly state and spell your name and state address for the record. Each comment will be limited to three (3) minutes.

Janice Real, Nevada Partners distributed a report that gave a snapshot of where they are to date. Ms. Real thanked the committee for the opportunity to continue doing the work that they are passionate about.

Rene Cantu, Latin Chamber of Commerce Community Foundation, addressed the committee and thanked them for approving the recommendation of staff to approve the extra funding to co-locate staff at the One-Stop. Dr. Cantu noted that he had s and some of the partners had some concerns before but met with Ardell and left the meeting feeling reassured and more committed than ever. Dr. Cantu informed the committee that Latin Chamber received one of the Silver State Health Insurance Exchange Grants. Dr. Cantu stated they will not only be focusing on Spanish speaking individuals but as many in the Las Vegas Valley speak Tagalog they would be focusing on that as well.

Arcadio Bolanos, Academy of Human Development, thanked the committee for the opportunity for partnership and thanked the staff for their guidance. Mr. Bolanos extended an invitation to the members to drop in unannounced anytime.

Agenda Item 13 – Adjournment. *The meeting adjourned at 11:01am*



Valerie A. Murzi
Senior Vice President of Human Resources and Training
Station Casinos, LLC
1505 So. Pavilion Center Drive
Las Vegas, NV 89135
702-495-3458

Professional Background Overview:

Senior Vice President of Human Resources and Training for Station Casinos, LLC for over 16 years, overseeing one of the Country's largest locals gaming companies with over 12,000 employees.

Has been in Human Resources in the Hospitality industry for over 30 years and serves as the expert in all Human Resources and Training related matters and provides appropriate legal expertise as necessary. Valerie has extensive experience in Mergers & Acquisitions, New Openings, Employee Relations, Compliance, Benefits and Compensation, Union Avoidance, Recruitment, Employment and Retention, as well as Organizational Development and Succession Planning.

Responsible for practicing, supporting, evolving and promoting Station Casinos' "*Beyond the Best*" Company-wide culture and demonstrating Station Casinos' Championship Service Standards at all times. Designed, implemented and administers a \$100 million benefit program, including but not limited to health, prescription, vision, dental, life and \$125 million 401(k) retirement program.

Created a non-traditional platform of benefits i.e. 24/7 On-site Child Care, Citizenship, Home Ownership Program, Computer Purchase Program, Value Program, Foreclosure Assistance, GED Assistance and Resource Guide, many of which have received National recognition.

Represents the Company by maintaining a high profile in the community and industry by establishing partnerships; serving on Boards; speaking engagements; volunteer work and memberships in organizations.

Employment Experience:

Station Casinos LLC. 1997 - Present

Senior Vice President of Human Resources and Training

New Hotel/Casinos – Opened 4: Green Valley Ranch, Red Rock Resort, Aliante Station, Sacramento and Michigan

Mergers & Acquisitions – Opened 10: Santa Fe Station, Fiesta Henderson, Fiesta Rancho, Wild Wild West, Gold Rush, Wildfire Rancho, Wildfire Boulder, Wildfire Lanes, The Greens, Lake Mead Lounge

MOA Hospitality 1990 – 1997

Vice President of Human Resources

Chicago –based franchisee, who owned and operated 135 motels/hotels in 36 states

Marriott Corporation 1980 – 1990

Director of Human Resources

Los Angeles Marriott Airport Hotel/Opened Maui Marriott Hotel/Promoted to the Santa Barbara Biltmore Marriott/Promoted to the Newport Beach Marriott Hotel

Board Memberships:

St. Elizabeth Ann Seton Catholic Church Pastoral Council Vice President

F.B.I. Citizens Academy Alumni Association Board of Trustees Member

The Mob Museum Board of Director's Member

Advisory Board of the Special Olympics of Southern Nevada

Southern Nevada Workforce Connections Board

Centennial Hills Hospital Board of Governors and Quality Committee

President of Stone Canyon's Homeowners Association

Accomplishments/Awards:

Strategically designed an HR/Training function that led to Station Casinos winning a place on the prestigious FORTUNE "100 Best Companies To Work For" list four years in a row in 2005 (Ranked #54), 2006 (Ranked #55), 2007 (Ranked #18) and 2008 (Ranked #33)

"HR Executive of the Year Honoree" by Human Resource Executive Magazine

"Woman of the Year" from the Network of Executive Women in Hospitality (NEWH)

"Working Mother of the Year" from Moms in Business

"Community Achievement Award" from the Las Vegas Chamber of Commerce

"Senatorial Recognition" from John Ensign "For making a real difference in the minds and lives of the young children of Nevada"

"Unsung Hero" and the "Humanitarian of the Year" award from Goodwill for efforts in building a strong partnership between Station and Goodwill

"Community Excellence Award" by The Asian American Group as one of the first recipients

"Women of Distinction Award" from Immaculate Conception High School Alumni

U.S. Department of Justice Federal Bureau of Investigation (FBI) Citizens' Academy Program Graduate

Daniel Rose
Training Director
Local #88 Training Center
2540 Marco Street
Las Vegas, NV 89115
Ph. (702) 632-3014
Fax (702) 632-3018
dan@88training.com

WORK HISTORY

Local #88 Training Director 1994 - present
Local #88 Instructor 1990 - present
Shop Foreman - Hansen Mechanical 1990 - 1994
Sheet Metal Journeyman - Hansen Mechanical 1985 - 1990
Sheet Metal Apprentice - Hansen Mechanical 1981 - 1985
Heavy Equipment Operator - Pabco Gypsum 1978 - 1982
Physical Therapy Technician - UMC 1973 - 1978

EDUCATION

Bachelor of Arts in Labor Studies - National Labor College 2007
Educational Planning Instructor Training Program - National Labor College 2006
Basic Organizing 2006
Business Agents Conference 2011
Continuing Professional Instructor Programs 2006, 2007, 2008, 2009, 2010, 2011
OSHA 502 - ITI - 2005
Continuing Professional Instructor Program 2005
Foster Parenting Classes 2004-2011
Hazardous Waste Worker Training Program 2002
Train the Trainer Hazardous Waste Worker Training Program 2002
OSHA 502 - ITI - 2001
Test Supervisor Course - 2000
OSHA 500 - ITI - 1997
COMET II - SMWIA-1996
COMET I - SMWIA-1995
Sheet Metal Advanced Instructor Training 1993, 1994, 1995, 1997 - OSU/ITI
Sheet Metal Basic Instructor Training 1992 - OSU/ITI
Sheet Metal Local #88 Apprenticeship 1981 - 1985 - Las Vegas, Nevada
Graduated Valley High School 1973 - Las Vegas, Nevada

AWARDS / COMMUNITY SERVICE / COMMITTEES

Western Apprenticeship Planning Committee Secretary 2011
Appointed to International Accreditation Committee 2006 - present
United Way of Southern Nevada Commitment to Education Committee - 2005-2007
Shelter/Foster Parent - 2004 - present
SNWIB Youth Council - 2004 - present
Workforce Investment Board Labor Committee - 2004
Local #88 Executive Board Member - 2000 - 2006
Workforce Investment Board 2000 - present
OSHA Review Board 2002 - 2009
School to Careers Oversight Committee 1998
School to Careers Steering Committee 1998
Silver State Citizen Award 1998
Upbeat Parent Award 1999
Habitat for Humanities 1999
Installed metal roof on Boy Scout Camp (Mt. Potossi)
Western Apprenticeship Coordinators Association - Secretary/Treasure 1995 - 1997
Western Apprenticeship Coordinators Association - President 1997 - 1999
Step-Up Committee member 1996 - 1998
CHOICES presenter 1997 - present
PAYBAC speaker 1995 - 2005
Western States Apprenticeship Planning Committee - 1994 - present
Graduated Sheet Metal Apprenticeship - Graduated top 3 - 1985
Graduated Valley High School - top 10 percent 1973

**Goal 3
Establish a One-Stop Delivery System and a Comprehensive One-Stop Career Center**

Objective	Strategy/Action	Timeline	Measurement	Assignment—Status
<p>3.1. Solicit partnership agreements from both mandatory and non-required partners to participate in Southern Nevada Workforce Investment Area One-Stop Delivery System.</p>	<p>1. Establish agreements with required and potential One-Stop System partners.</p> <p>2. Review and discuss Local Workforce Investment One-Stop System requirements and setup training schedules for system partners.</p> <p>3. Secure/procure One-Stop System professional expert as a consultant to assist in laying/establishing the framework for Southern Nevada Workforce Investment Area One-Stop Delivery System.</p>	<p>Ongoing and throughout program year.</p> <p>August 2012 and at least quarterly.</p>	<p>Executed MOUs.</p> <p>Published meetings minutes and training schedules.</p>	<p>Adult/Dislocated Worker Committee—Ongoing with 31 partner executed MOUs as of July 2013</p> <p>Adult/Dislocated Worker Committee—Due Quarterly</p>
		<p>August 2012</p>	<p>Executed contracts.</p>	<p>Adult/Dislocated Worker Committee—Completed</p>
	<p>4. Arrange for One-Stop System training for all system partners, conducted by a professional WIA subject matter expert.</p>	<p>August 2012 and ongoing</p>	<p>Published training outline or syllabus along with training attendance records.</p>	<p>Adult/Dislocated Worker Committee—Completed and Ongoing</p>
	<p>5. Conduct ongoing One-Stop System partnership meetings for the purpose of updating system partners and revealing new/revised system changes or upcoming modifications.</p>	<p>Quarterly</p>	<p>Published meetings minutes and training schedules.</p>	<p>Adult/Dislocated Worker Committee—Due Quarterly</p>
<p>3.2. Establish a One-Stop Consortium to serve as One-Stop Center Operator for Workforce Connections' One-Stop Career Center</p>	<p>1. Solicit at least three required One-Stop Center partners to participate in a One-Stop Center Consortium with responsibility to operate a Comprehensive One-Stop Center.</p>	<p>October 2012</p>	<p>Required Southern Nevada Workforce Investment Board and Local Elected Officials certification and approval.</p>	<p>Workforce Connections Board of Directors Completed—Approved October 23, 2012</p>

<p>3.2. Establish a One-Stop Consortium to serve as One-Stop Center Operator for Workforce Connections' One-Stop Career Center (continued)</p>	<p>2. Execute MOUs among One-Stop Center Consortium partners, i.e., outlining each partner's role.</p>	<p>October 2012</p>	<p>Executed MOUs with at least three required partners.</p>	<p>Adult/Dislocated Worker Completed—October 2012</p>
<p>3. Identify and assign One-Stop Center consortium staff.</p>	<p>February 2013</p>	<p>Receipt of named individuals to be staffed in One-Stop Career Center and corresponding business cards printed.</p>	<p>Adult/Dislocated Worker Committee—Completed</p>	
<p>4. Conduct ongoing meetings and training opportunities for consortium partners.</p>	<p>Ongoing</p>	<p>Published meeting/training outline or syllabus along with attendance records.</p>	<p>Adult/Dislocated Worker Committee—Completed and ongoing.</p>	
<p>5. Secure One-Stop Center facility along with associated equipment and supplies.</p>	<p>May 2013</p>	<p>Executed facility lease agreement along with improvements (build-out) and construction contracts, and Purchase Orders (POs) for necessary furniture and equipment.</p>	<p>Adult/Dislocated Worker Committee—Tenant improvements completed, final move pending</p>	
<p>6. Conduct at least five One-Stop Center service delivery mocked work flows in facility prior to grand opening.</p>	<p>May 2013</p>	<p>Staff written reported progress.</p>	<p>Adult/Dislocated Worker Committee—Completed</p>	
<p>7. Send formal invites to distinguished guests to attend grand opening.</p>	<p>May 2013 (Rev.)</p>	<p>Documented guests' list with verified invite mailings and RSVPs.</p>	<p>Workforce Connections administrative staff—Completed</p>	
<p>8. Planned grand opening event agenda.</p>	<p>May 2013 (Rev.)</p>	<p>Grand opening event presentation to Workforce Connections Board of Directors.</p>	<p>Workforce Connections Board of Directors—Completed</p>	

3.3. Streamline access to employment and training service delivery	1. Review policies and associated directives addressing WIA service delivery	Oct-13	Detailed staff status report	Monthly
	2. Solicit inputs from contracted service providers to streamline service delivery processes	Oct-13	Receipt of feedback/inputs from contracted service providers	Nov-13
	3. Review and assess merit value with regard to enhancing clients' services processes.	Oct-13	Detailed staff reports	Monthly
	4. Revise, modify and/or develop Workforce Connections' policies and associated contracts to provide incentives for clients' rapid/prompt access to quality service delivery.	Dec-13	Published policy with effective implementation date.	Jan-14

August 30, 2013

Ms. Jacqueline Harris, Executive Director
Bridge Counseling Associates
1640 Alta Drive, Suite #4
Las Vegas, NV 89106

RE: High Risk Designation

Dear Ms. Harris,

Please be advised effective immediately Bridge Counseling Associates' (BCA) WIA Adult/Dislocated Worker (DW) programs have officially been placed on **High Risk** (29 CFR 97.12) status. According to the following workforcCONNECTIONS (wC) high risk designation clauses are as follows:

- Contractor has a history of unsatisfactory financial performance.
- Contractor is not financially stable.
- Contractor has not conformed to the closeout terms and conditions of previous award.

This determination was made because:

- BCA has repeatedly not paid WIA accounts payable in a timely manner despite having already been reimbursed for those expenses. Pink papers were issued on July 1, 2013 and August 27, 2013 for this issue.
- BCA failed to liquidate \$115,500.00 in training accruals as required during the 60 day closeout period of PY11 Adult/DW Green contract and amendment #1.

According to 29 CFR 97.12, wC also reserves the right to institute special conditions or restrictions on high-risk grantees including:

- Payment on a reimbursement basis;
- Withholding authority to proceed to the next phase until receipt of evidence of acceptable performance within a given funding period; or
- Requiring additional, more detailed financial reports.

Per 29 CFR 97.12, the following programmatic and fiscal restrictions are effective immediately:

- BCA will not enroll any new participants under any contract of its WIA Adult/DW programs.
- BCA will not initiate any new training activities with existing WIA Adult/DW participants. A list of participants with pending training activities must be sent to Jeannie Kuennen, Program Manager-A/DW by Friday, September 13, 2013 no ;later than 4:00 p.m.
- BCA is placed on a “reimbursement only” basis. This means that BCA will not be eligible to receive advance payments under any WIA Adult/DW contract.
- BCA will convert to a cash basis billing for expenses under the WIA Adult/DW contracts and only bill for items that have been paid.
- BCA must provide the following report with each invoice for all vendor payments:
 - Vendor Name
 - Vendor Contact Name
 - Vendor Phone Number
 - Date Paid
 - Amount Paid
 - Description of payment

The following corrective actions **must be** taken before BCA’s WIA Adult/DW program will be removed from this high risk designation:

- BCA must liquidate all accruals from its PY11 Adult/DW Green contract and amendment #1.
- BCA must demonstrate six months of on-time contract vendor payments after the enrollment and training restriction is lifted.

The enrollment and training restriction will be lifted when all accruals are paid from the PY11 Adult/DW Green contract and amendment #1. If corrective action is not taken prior to September 30, 2013, wC pending and/or current contract may be rescinded or cancelled.

wC staff is hopeful that these issues can be successfully resolved so that BCA's WIA Adult/DW programs can continue to provide valuable employment and training services to southern Nevada. If you have any questions regarding this notification, please don't hesitate to contact us at (702) 638-8750.

Regards,



Ardell Galbreth
Executive Director

cc: Hannah Brown, Chair, wC
Commissioner Lawrence Weekly – Chair, Southern Nevada Local Elected Officials Consortium
Dan Gouker, Chair, wC Budget/Finance Committee
Heather DeSart, Deputy Director, wC
Jim Kostecki, Finance Manager, wC
Jeannie Kuennen, A/DW Program Manager, wC
Faith Cannella, Sr. Financial Analyst, wC
MaryAnn Avendano, Sr. Financial Analyst, wC
Chris Carothers, Chair, Board of Directors, BCA
Tony Clapper, Finance Director, BCA
Frank Parenti, Program Director, BCA

PINK PAPER

August 27, 2013

Ms. Jackie Harris
Bridge Counseling Associates
1640 Alta Drive, Suite 4
Las Vegas, NV 89106

RE: Overdue Accounts Payable to Southwest Trucking

Dear Ms. Harris:

Please consider this PINK PAPER notice as warning that further sanctions may be levied if the following deficiency is not resolved within 2 days from the date of this letter:

Deficiency:

Southwest Trucking contacted workforceCONNECTIONS (WC) on Tuesday, August 20 stating that Bridge Counseling Associates (BCA) has \$139,350 in open accounts payable for WIA training services. Of the total amount, \$110,150 is at least 30 days past due. BCA has already been reimbursed for these expenses under their PY11 Green Adult/DW WIA contract, with the final payment being made to BCA on August 1, 2013. According to 29 CFR 97.20, subrecipients must minimize the time elapsing between the receipt of federal funds and disbursement to vendors.

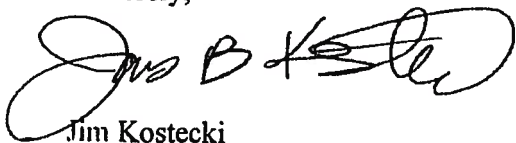
This is the second pink paper for the same issue. The first pink paper for this issue was issued on July 1, 2013 and closed on July 8, 2013.

Corrective Action:

By August 29, 2013, the last day of the funding closeout period, BCA must pay Southwest Trucking for all outstanding invoices billed against the PY11 Green Adult/DW contract. Funded partners must liquidate all contract accruals during the funding closeout period.

If the payment is not made within the time requirement indicated above, further sanctions may result. Also, if technical assistance is needed in support of correcting the deficiency, please contact me immediately. I can be reached via phone at (702) 638-8750. Your assistance in resolving this deficiency is most appreciated.

Sincerely,



Jim Kostecki
Finance Manager

cc: Dan Gouker, Budget & Finance Committee Chair, Workforce Connections
Ardell Galbreth, Executive Director, Workforce Connections
Heather DeSart, Deputy Director, Workforce Connections
MaryAnn Avendano, Sr. Financial Analyst, Workforce Connections
Faith Cannella, Sr. Financial Analyst, Workforce Connections
Jeannie Kuennen, Program Manager-A/DW
Chris Carothers, Board Chair, Bridge Counseling Associates
Tony Clapper, Finance Director, Bridge Counseling Associates
Frank Parenti, Program Manager, Bridge Counseling Associates

PINK PAPER

July 1, 2013

Ms. Jackie Harris
Bridge Counseling Associates
1640 Alta Drive, Suite 4
Las Vegas, NV 89106

RE: Overdue Accounts Payable to Southwest Trucking

Dear Ms. Harris:

Please consider this PINK PAPER notice as warning that further sanctions may be levied if the following deficiency is not resolved within 7 days from the date of this letter:

Deficiency:

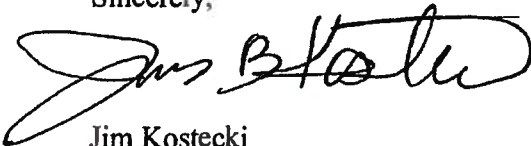
Southwest Trucking contacted workforceCONNECTIONS (WC) on Wednesday, June 26 stating that Bridge Counseling Associates (BCA) has \$181,550 in open accounts payable for WIA training services. Of the total amount, \$65,600 is at least 30 days past due. BCA has already been reimbursed for this \$65,600 by a forecast payment made on May 9, 2013, with the balance paid on June 20, 2013 for the remaining due on the April invoice. According to 29 CFR 97.20, subrecipients must minimize the time clapsing between the receipt of federal funds and disbursement to vendors.

Corrective Action:

By July 8, 2013 at 4:00 p.m., BCA must pay Southwest Trucking a minimum of \$65,600, for the outstanding invoices beyond 30 days, which BCA has already been reimbursed for by WC.

If the payment is not made within the time requirement indicated above, further sanctions may result. Also, if technical assistance is needed in support of correcting the deficiency, please contact me immediately. I can be reached via phone at (702) 638-8750. Your assistance in resolving this deficiency is most appreciated.

Sincerely,

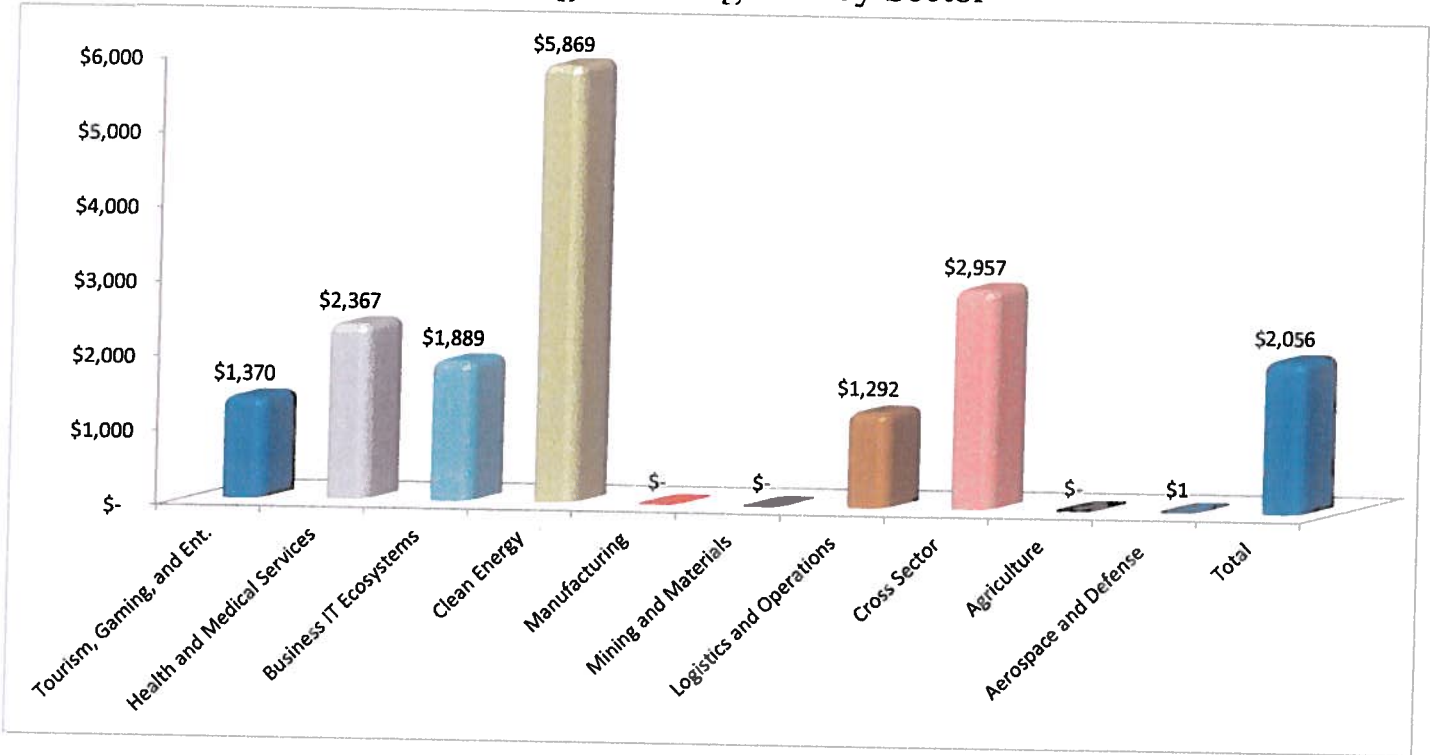


Jim Kostecki
Finance Manager

cc: Ardell Galbreth, Executive Director, Workforce Connections
MaryAnn Avendano, Sr. Financial Analyst, Workforce Connections
Jeannie Kuennen, Program Manager-A/DW
Frank Parenti, Bridge Counseling Associates
Tony Clapper, Bridge Counseling Associates

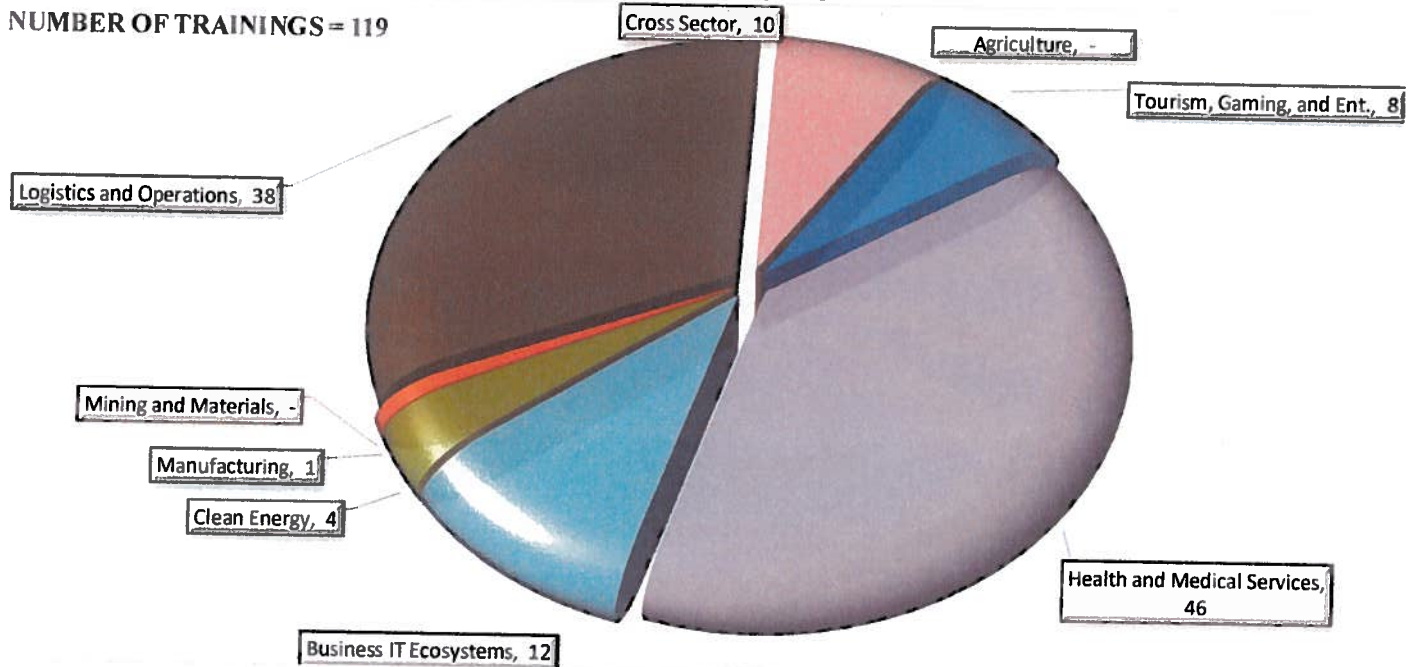
Adult and Dislocated Workers Trained by Industry Sector July 1, 2013 through July 31, 2013

Average Training Cost by Sector



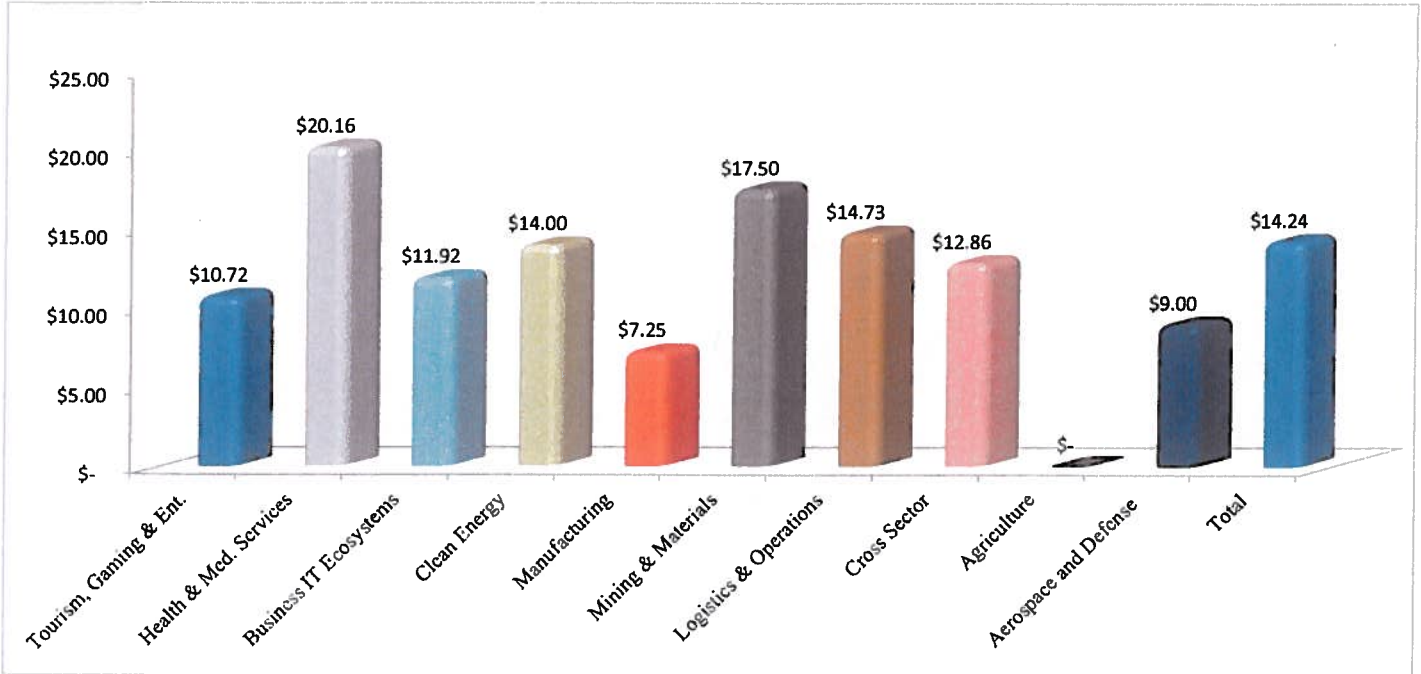
Number of Trainings by Sector

NUMBER OF TRAININGS = 119

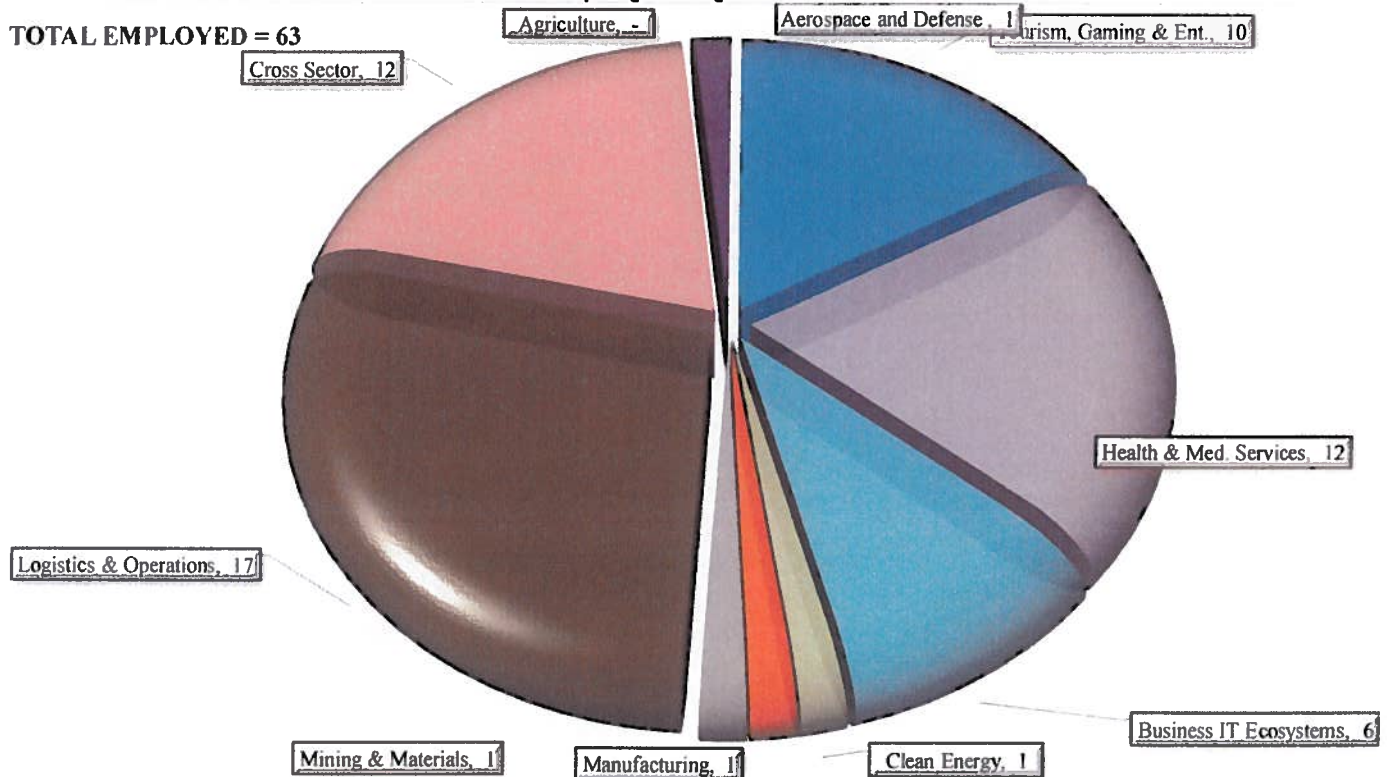


Adult and Dislocated Workers Employed by Industry Sector July 1, 2013 through July 31, 2013

Wage by Sector



Employed by Sector



workforce CONNECTIONS
Job Titles Report (Sorted by Impact on Average Wage Descending)
July 1, 2012 through June 30, 2013

Sector / Job Title	Job Count	Avg. Wage
<u>Agriculture</u>		
Landscaping and Groundskeeping Workers	5	\$8.45
Grounds Maintenance Workers, All Other	1	\$9.50
Agricultural Workers, All Other	1	\$9.25
Ushers, Lobby Attendants, and Ticket Takers	1	\$8.00
Agriculture	8	\$8.63
<u>Business IT Ecosystems</u>		
Customer Service Representatives	14	\$10.48
Computer Support Specialists	4	\$24.60
Insurance Sales Agents	4	\$15.23
Software Quality Assurance Engineers and Testers	3	\$14.58
Security Guards	3	\$13.00
Network and Computer Systems Administrators	2	\$17.00
Web Developers	2	\$16.82
General and Operations Managers	1	\$29.30
Inspectors, Testers, Sorters, Samplers, and Weighers	3	\$8.83
Computer Hardware Engineers	1	\$26.44
Computer Specialists, All Other	1	\$25.00
Sales and Related Workers, All Other	2	\$11.63
Computer Software Engineers, Applications	1	\$20.19
Market Research Analysts	2	\$10.00
Telemarketers	2	\$9.63
Information and Record Clerks, All Other	1	\$18.15
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	1	\$18.00
Computer Security Specialists	1	\$16.00
Bus Drivers, School	1	\$15.00
Office Clerks, General	1	\$15.00
Bill and Account Collectors	1	\$14.90
Geological Sample Test Technicians	1	\$14.42
Employment, Recruitment, and Placement Specialists	1	\$14.00
Bookkeeping, Accounting, and Auditing Clerks	1	\$13.00
Computer and Information Systems Managers	1	\$13.00
Executive Secretaries and Administrative Assistants	1	\$13.00
Gaming and Sports Book Writers and Runners	1	\$13.00
Graphic Designers	1	\$10.00
Retail Salespersons	1	\$10.00
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1	\$8.85
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	1	\$8.00
Business IT Ecosystems	61	\$14.11
<u>Clean Energy</u>		
Sales Engineers	2	\$37.62
Heating and Air Conditioning Mechanics and Installers	3	\$18.07
Maintenance and Repair Workers, General	4	\$12.25
Geological Sample Test Technicians	2	\$19.23
Customer Service Representatives	3	\$12.42
Plant and System Operators, All Other	1	\$37.00
General and Operations Managers	1	\$33.18
Executive Secretaries and Administrative Assistants	2	\$15.82
Service Unit Operators, Oil, Gas, and Mining	1	\$21.00
Aircraft Mechanics and Service Technicians	1	\$20.00
Electrical and Electronic Engineering Technicians	1	\$20.00
Installation, Maintenance, and Repair Workers, All Other	1	\$19.17
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	1	\$18.00

workforce CONNECTIONS
Job Titles Report (Sorted by Impact on Average Wage Descending)
July 1, 2012 through June 30, 2013

Sector / Job Title	Job Count	Avg. Wage
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1	\$17.00
Biofuels Processing Technicians	1	\$16.00
Inspectors, Testers, Sorters, Samplers, and Weighers	2	\$8.00
Insurance Sales Agents	1	\$15.23
Counselors, All Other	1	\$15.00
Helpers--Installation, Maintenance, and Repair Workers	1	\$15.00
Life, Physical, and Social Science Technicians, All Other	1	\$14.25
Traffic Technicians	1	\$14.00
First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	1	\$11.50
Engineers, All Other	1	\$11.00
Software Quality Assurance Engineers and Testers	1	\$10.50
Automotive Body and Related Repairers	1	\$10.00
Combined Food Preparation and Serving Workers, Including Fast Food	1	\$10.00
Cooks, Restaurant	1	\$10.00
Solar Sales Representatives and Assessors	1	\$8.25
Clean Energy	39	\$16.61
<u>Cross Sector</u>		
Construction Laborers	38	\$18.95
Customer Service Representatives	38	\$10.92
Security Guards	26	\$10.63
Truck Drivers, Heavy and Tractor-Trailer	13	\$17.78
Electricians	10	\$22.56
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	24	\$9.18
Cashiers	20	\$9.12
Insurance Sales Agents	12	\$15.09
Executive Secretaries and Administrative Assistants	12	\$13.22
Office and Administrative Support Workers, All Other	9	\$15.14
Stock Clerks- Stockroom, Warehouse, or Storage Yard	11	\$10.98
Maintenance and Repair Workers, General	7	\$14.83
Accountants and Auditors	5	\$18.65
Maids and Housekeeping Cleaners	7	\$12.39
NULL	7	\$11.18
Receptionists and Information Clerks	7	\$10.93
Teacher Assistants	7	\$10.62
Automotive Service Technicians and Mechanics	7	\$10.53
Computer Support Specialists	5	\$14.71
Paralegals and Legal Assistants	5	\$14.42
Preschool Teachers, Except Special Education	6	\$11.05
Education Administrators, Preschool and Child Care Center/Program	4	\$16.09
Painters, Construction and Maintenance	5	\$12.80
Telemarketers	7	\$8.89
Sales and Related Workers, All Other	5	\$10.85
Child, Family, and School Social Workers	3	\$17.62
Cooks, All Other	5	\$10.49
Welders, Cutters, and Welder Fitters	2	\$26.00
Sales Representatives, Services, All Other	5	\$10.18
Tutors	1	\$50.00
Carpenters	2	\$24.50
Plasterers and Stucco Masons	2	\$23.94
Secretaries, Except Legal, Medical, and Executive	4	\$11.84
General and Operations Managers	3	\$15.33
Social Workers, All Other	3	\$14.97
Financial Analysts	2	\$21.88
Administrative Services Managers	3	\$14.37

workforce CONNECTIONS
Job Titles Report (Sorted by Impact on Average Wage Descending)
July 1, 2012 through June 30, 2013

Sector / Job Title	Job Count	Avg. Wage
Bookkeeping, Accounting, and Auditing Clerks	3	\$14.33
Data Entry Keyers	4	\$10.75
First-Line Supervisors/Managers of Office and Administrative Support Workers	3	\$13.67
Social and Human Service Assistants	2	\$19.75
Bill and Account Collectors	3	\$12.67
Healthcare Support Workers, All Other	3	\$12.42
Personal and Home Care Aides	4	\$9.25
Personnel Recruiters	2	\$18.18
Accountants	2	\$17.50
Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	1	\$34.63
Cement Masons and Concrete Finishers	1	\$34.17
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	2	\$17.02
Mental Health Counselors	2	\$16.25
Sheet Metal Workers	1	\$32.45
Plumbers	2	\$16.13
Electrical Power-Line Installers and Repairers	1	\$32.00
Office Clerks, General	3	\$10.67
Teachers and Instructors, All Other	3	\$10.67
Retail Salespersons	3	\$10.58
Driver/Sales Workers	3	\$10.50
Counselors, All Other	2	\$15.40
File Clerks	3	\$10.09
Bus and Truck Mechanics and Diesel Engine Specialists	1	\$30.00
Operating Engineers and Other Construction Equipment Operators	1	\$30.00
Baggage Porters and Bellhops	2	\$14.97
Postal Service Clerks	2	\$14.80
Property, Real Estate, and Community Association Managers	2	\$14.50
Loan Officers	2	\$14.03
Food Servers, Nonrestaurant	3	\$8.95
Industrial Production Managers	1	\$26.44
Chemists	2	\$13.00
Laborers and Freight, Stock, and Material Movers, Hand	3	\$8.58
Telephone Operators	3	\$8.58
Advertising and Promotions Managers	2	\$12.75
Educational, Vocational, and School Counselors	2	\$12.63
Packers and Packagers, Hand	2	\$12.25
Construction and Building Inspectors	1	\$24.00
Loading Machine Operators, Underground Mining	1	\$23.82
Crane and Tower Operators	1	\$23.53
Assemblers and Fabricators, All Other	2	\$11.75
Medical Assistants	2	\$11.75
Fitness Trainers and Aerobics Instructors	2	\$11.50
Taxi Drivers and Chauffeurs	2	\$11.13
Floor Layers, Except Carpet, Wood, and Hard Tiles	1	\$21.87
Fitness and Wellness Coordinators	1	\$21.59
Registered Nurses	1	\$21.20
Cooks, Restaurant	2	\$10.50
Roofers	2	\$10.50
Managers, All Other	2	\$10.26
Automotive Specialty Technicians	2	\$10.00
Cooks, Fast Food	2	\$10.00
Substance Abuse and Behavioral Disorder Counselors	1	\$20.00
Cost Estimators	1	\$20.00
Advertising Sales Agents	2	\$9.63
Hairdressers, Hairstylists, and Cosmetologists	2	\$9.50
Personal Care and Service Workers, All Other	2	\$9.50

workforce CONNECTIONS
Job Titles Report (Sorted by Impact on Average Wage Descending)
July 1, 2012 through June 30, 2013

Sector / Job Title	Job Count	Avg. Wage
Business Operations Specialists, All Other	1	\$18.50
Computer Specialists, All Other	1	\$18.00
Eligibility Interviewers, Government Programs	1	\$18.00
Employment, Recruitment, and Placement Specialists	1	\$18.00
Truck Drivers, Light or Delivery Services	2	\$9.00
Technical Directors/Managers	1	\$18.00
Recreational Therapists	1	\$17.78
Bakers	2	\$8.88
Landscaping and Groundskeeping Workers	2	\$8.63
Court Clerks	1	\$17.08
Chefs and Head Cooks	1	\$16.50
Cleaners of Vehicles and Equipment	2	\$8.25
Market Research Analysts	2	\$8.25
Kindergarten Teachers, Except Special Education	1	\$15.38
Community and Social Service Specialists, All Other	1	\$15.05
Commercial Divers	1	\$15.00
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1	\$15.00
Structural Iron and Steel Workers	1	\$15.00
Web Developers	1	\$15.00
Postal Service Mail Carriers	1	\$14.89
Lawyers	1	\$14.50
Loan Interviewers and Clerks	1	\$14.42
Electrical and Electronic Engineering Technicians	1	\$14.00
Legal Support Workers, All Other	1	\$14.00
Construction Managers	1	\$14.00
Vocational Education Teachers, Middle School	1	\$13.75
Financial Specialists, All Other	1	\$13.50
Payroll and Timekeeping Clerks	1	\$13.40
Order Fillers, Wholesale and Retail Sales	1	\$13.22
Billing, Cost, and Rate Clerks	1	\$13.00
Building Cleaning Workers, All Other	1	\$13.00
Bus Drivers, School	1	\$13.00
Glaziers	1	\$13.00
Title Examiners, Abstractors, and Searchers	1	\$13.00
Purchasing Agents and Buyers, Farm Products	1	\$13.00
Purchasing Managers	1	\$12.50
Billing and Posting Clerks and Machine Operators	1	\$12.40
Special Education Teachers, Preschool, Kindergarten, and Elementary School	1	\$12.03
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	1	\$12.00
Correspondence Clerks	1	\$12.00
Grounds Maintenance Workers, All Other	1	\$12.00
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	1	\$12.00
Human Resources Assistants, Except Payroll and Timekeeping	1	\$12.00
Installation, Maintenance, and Repair Workers, All Other	1	\$12.00
Personal Financial Advisors	1	\$12.00
Residential Advisors	1	\$12.00
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1	\$12.00
Sales Agents, Financial Services	1	\$12.00
Graphic Designers	1	\$11.75
Nursing Aides, Orderlies, and Attendants	1	\$11.75
Elementary School Teachers, Except Special Education	1	\$11.25
Bartenders	1	\$11.00
Education Administrators, All Other	1	\$11.00
Production Workers, All Other	1	\$11.00
Laundry and Dry-Cleaning Workers	1	\$10.84
Social and Community Service Managers	1	\$10.75

workforce CONNECTIONS
Job Titles Report (Sorted by Impact on Average Wage Descending)
July 1, 2012 through June 30, 2013

Sector / Job Title	Job Count	Avg. Wage
Automotive Glass Installers and Repairers	1	\$10.00
Computer Operators	1	\$10.00
Data Warehousing Specialists	1	\$10.00
Drywall and Ceiling Tile Installers	1	\$10.00
Heating and Air Conditioning Mechanics and Installers	1	\$10.00
Helpers, Construction Trades, All Other	1	\$10.00
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	1	\$10.00
Insurance Claims and Policy Processing Clerks	1	\$10.00
Marketing Managers	1	\$10.00
Producers	1	\$10.00
Real Estate Sales Agents	1	\$10.00
Dishwashers	1	\$9.50
First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	1	\$9.50
Shuttle Car Operators	1	\$9.50
Tellers	1	\$9.50
Dispatchers, Except Police, Fire, and Ambulance	1	\$9.00
Interviewers, Except Eligibility and Loan	1	\$9.00
Maintenance Workers, Machinery	1	\$9.00
Skin Care Specialists	1	\$9.00
Entertainment Attendants and Related Workers, All Other	1	\$9.00
Combined Food Preparation and Serving Workers, Including Fast Food	1	\$8.75
Stock Clerks and Order Fillers	1	\$8.65
Food Preparation and Serving Related Workers, All Other	1	\$8.50
Child Care Workers	1	\$8.25
Computer, Automated Teller, and Office Machine Repairers	1	\$8.25
Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	1	\$8.25
First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	1	\$8.25
Gaming Dealers	1	\$8.25
Helpers--Production Workers	1	\$8.25
Cooks, Institution and Cafeteria	1	\$7.25
Waiters and Waitresses	1	\$7.25
Cross Sector	537	\$13.29
<u>Health and Medical Services</u>		
Registered Nurses	180	\$29.78
Medical Assistants	51	\$11.44
Dentists, General	16	\$36.20
Nursing Aides, Orderlies, and Attendants	47	\$11.75
Personal and Home Care Aides	21	\$11.31
Counselors, All Other	12	\$19.15
Mental Health Counselors	14	\$16.33
Dental Assistants	15	\$12.73
Dentists, All Other Specialists	3	\$62.13
Medical and Clinical Laboratory Technicians	11	\$14.92
Substance Abuse and Behavioral Disorder Counselors	9	\$16.64
Home Health Aides	13	\$10.20
Healthcare Support Workers, All Other	10	\$13.14
Office and Administrative Support Workers, All Other	8	\$12.63
Personal Care and Service Workers, All Other	10	\$9.13
Social Workers, All Other	5	\$18.21
Surgical Technologists	4	\$19.53
Community and Social Service Specialists, All Other	4	\$19.34
Administrative Services Managers	4	\$17.50
Receptionists and Information Clerks	5	\$13.10
Medical Records and Health Information Technicians	4	\$15.14

workforce CONNECTIONS
Job Titles Report (Sorted by Impact on Average Wage Descending)
July 1, 2012 through June 30, 2013

Sector / Job Title	Job Count	Avg. Wage
Customer Service Representatives	6	\$9.96
Bus Drivers, Transit and Intercity	6	\$9.75
Patient Representatives	4	\$13.81
Executive Secretaries and Administrative Assistants	5	\$10.90
Medical Secretaries	4	\$13.29
Social and Human Service Assistants	3	\$16.42
Dental Hygienists	2	\$24.50
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4	\$11.94
Dental Laboratory Technicians	3	\$15.00
Pharmacy Technicians	3	\$13.57
Maids and Housekeeping Cleaners	3	\$12.67
Program Directors	2	\$18.75
Acute Care Nurses	2	\$18.00
Education Teachers, Postsecondary	2	\$18.00
Licensed Practical and Licensed Vocational Nurses	2	\$16.13
Child, Family, and School Social Workers	2	\$15.73
Teachers and Instructors, All Other	2	\$15.52
Massage Therapists	2	\$15.00
Office Clerks, General	2	\$13.75
Medical and Clinical Laboratory Technologists	2	\$13.50
Clinical, Counseling, and School Psychologists	1	\$25.00
Cooks, All Other	2	\$12.00
Health Technologists and Technicians, All Other	2	\$11.63
Social and Community Service Managers	1	\$21.63
Truck Drivers, Light or Delivery Services	2	\$10.75
Rehabilitation Counselors	1	\$20.74
Medical and Public Health Social Workers	1	\$20.00
Driver/Sales Workers	2	\$9.50
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	2	\$9.25
Bookkeeping, Accounting, and Auditing Clerks	1	\$16.00
Clinical Research Coordinators	1	\$16.00
Maintenance and Repair Workers, General	1	\$15.50
Recreational Therapists	1	\$15.45
Bill and Account Collectors	1	\$15.00
First-Line Supervisors/Managers of Office and Administrative Support Workers	1	\$15.00
Medical and Health Services Managers	1	\$15.00
Mental Health and Substance Abuse Social Workers	1	\$15.00
Personnel Recruiters	1	\$15.00
Life, Physical, and Social Science Technicians, All Other	1	\$14.66
Billing, Cost, and Rate Clerks	1	\$14.00
Business Operations Specialists, All Other	1	\$14.00
Nurse Practitioners	1	\$12.75
Emergency Medical Technicians and Paramedics	1	\$12.59
Cardiovascular Technologists and Technicians	1	\$12.00
Information and Record Clerks, All Other	1	\$12.00
Secretaries, Except Legal, Medical, and Executive	1	\$12.00
Transportation Workers, All Other	1	\$12.00
Concierges	1	\$10.50
Clinical Nurse Specialists	1	\$10.00
Residential Advisors	1	\$10.00
Physical Therapist Aides	1	\$10.00
Cooks, Institution and Cafeteria	1	\$9.00
Waiters and Waitresses	1	\$9.00
Data Entry Keyers	1	\$8.50
Dishwashers	1	\$8.50
Food Preparation Workers	1	\$8.50

workforce CONNECTIONS
Job Titles Report (Sorted by Impact on Average Wage Descending)
July 1, 2012 through June 30, 2013

Sector / Job Title	Job Count	Avg. Wage
Cashiers		
Educational, Vocational, and School Counselors	1	\$8.25
Security Guards	1	\$8.25
Photographic Process Workers	1	\$8.25
	1	\$8.25
Health and Medical Services		
	552	\$19.50
Logistics and Operations		
Truck Drivers, Heavy and Tractor-Trailer		
Stock Clerks- Stockroom, Warehouse, or Storage Yard	54	\$16.59
Customer Service Representatives	16	\$9.87
Truck Drivers, Light or Delivery Services	10	\$10.86
Security Guards	7	\$14.27
Retail Salespersons	10	\$9.08
Executive Secretaries and Administrative Assistants	6	\$9.65
Office and Administrative Support Workers, All Other	4	\$12.30
Administrative Services Managers	4	\$11.88
Production Workers, All Other	2	\$22.60
Driver/Sales Workers	4	\$10.46
Taxi Drivers and Chauffeurs	4	\$10.12
Bus Drivers, Transit and Intercity	3	\$12.29
Graphic Designers	3	\$11.37
Sales Representatives, Services, All Other	1	\$33.65
Construction Laborers	3	\$10.08
Statistical Assistants	3	\$9.67
Cashiers	1	\$27.90
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3	\$8.97
Order Fillers, Wholesale and Retail Sales	2	\$12.75
Dispatchers, Except Police, Fire, and Ambulance	2	\$12.00
Advertising Sales Agents	2	\$11.13
Receptionists and Information Clerks	2	\$11.00
Sales Managers	2	\$11.00
Material Moving Workers, All Other	1	\$22.00
Security and Fire Alarm Systems Installers	2	\$10.50
Bill and Account Collectors	2	\$10.37
Human Resources Managers	1	\$19.23
Web Developers	1	\$19.23
Machinists	1	\$19.23
Welders, Cutters, and Welder Fitters	1	\$18.00
Transportation Attendants, Except Flight Attendants and Baggage Porters	1	\$18.00
Electrical Engineers	1	\$17.02
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1	\$17.00
First-Line Supervisors/Managers of Food Preparation and Serving Workers	2	\$8.25
Operating Engineers and Other Construction Equipment Operators	1	\$15.90
Teachers and Instructors, All Other	1	\$15.00
Bus Drivers, School	1	\$15.00
Transportation Workers, All Other	1	\$14.00
General and Operations Managers	1	\$13.00
Transportation Vehicle, Equipment and Systems Inspectors, Except Aviation	1	\$12.00
Purchasing Agents, Except Wholesale, Retail, and Farm Products	1	\$12.00
Pest Control Workers	1	\$12.00
Automotive Service Technicians and Mechanics	1	\$11.00
Heating and Air Conditioning Mechanics and Installers	1	\$10.00
Public Relations Specialists	1	\$10.00
Civil Engineering Technicians	1	\$10.00
First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	1	\$10.00
	1	\$9.00

workforce CONNECTIONS
Job Titles Report (Sorted by Impact on Average Wage Descending)
July 1, 2012 through June 30, 2013

Sector / Job Title	Job Count	Avg. Wage
Food Preparation Workers	1	\$9.00
Maintenance and Repair Workers, General	1	\$9.00
Photographers	1	\$9.00
Veterinary Assistants and Laboratory Animal Caretakers	1	\$8.50
Team Assemblers	1	\$8.36
Inspectors, Testers, Sorters, Samplers, and Weighers	1	\$8.25
Stock Clerks, Sales Floor	1	\$8.25
Automotive Body and Related Repairers	1	\$8.00
Landscape Architects	1	\$8.00
First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	1	\$7.85
Food Preparation and Serving Related Workers, All Other	1	\$7.55
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	1	\$7.55
Logistics and Operations	188	\$13.01
<u>Manufacturing</u>		
Construction Laborers	5	\$12.07
Stock Clerks- Stockroom, Warehouse, or Storage Yard	5	\$10.21
Electricians	2	\$22.00
Maintenance Workers, Machinery	1	\$36.06
Electrical Engineers	1	\$34.00
Quality Control Systems Managers	1	\$28.50
Receptionists and Information Clerks	2	\$12.75
Truck Drivers, Heavy and Tractor-Trailer	1	\$25.00
Payroll and Timekeeping Clerks	1	\$18.00
Food Preparation Workers	2	\$8.58
Combined Food Preparation and Serving Workers, Including Fast Food	2	\$8.25
Automotive Service Technicians and Mechanics	1	\$16.00
Floor Layers, Except Carpet, Wood, and Hard Tiles	1	\$15.00
Packaging and Filling Machine Operators and Tenders	1	\$14.75
Executive Secretaries and Administrative Assistants	1	\$13.75
Supply Chain Managers	1	\$13.00
Sewers, Hand	1	\$11.88
Food Cooking Machine Operators and Tenders	1	\$10.88
Customer Service Representatives	1	\$10.00
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	1	\$10.00
Laborers and Freight, Stock, and Material Movers, Hand	1	\$10.00
Recycling and Reclamation Workers	1	\$10.00
Shipping, Receiving, and Traffic Clerks	1	\$10.00
Slot Key Persons	1	\$10.00
Manufacturing Production Technicians	1	\$9.00
Sheet Metal Workers	1	\$9.00
Assemblers and Fabricators, All Other	1	\$8.50
Bakers	1	\$8.25
Manufacturing	40	\$13.65
<u>Mining and Materials</u>		
Biofuels Processing Technicians	8	\$16.25
Rotary Drill Operators, Oil and Gas	1	\$13.50
Executive Secretaries and Administrative Assistants	1	\$12.00
Automotive Service Technicians and Mechanics	1	\$10.00
Construction Laborers	1	\$9.00
Mining and Materials	12	\$14.54

workforce CONNECTIONS
Job Titles Report (Sorted by Impact on Average Wage Descending)
July 1, 2012 through June 30, 2013

Sector / Job Title	Job Count	Avg. Wage
Tourism Gaming and Entertainment		
Maids and Housekeeping Cleaners	28	\$14.18
Cashiers	39	\$8.67
Cooks, All Other	23	\$11.42
Security Guards	20	\$11.18
Customer Service Representatives	21	\$10.41
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	12	\$13.31
Waiters and Waitresses	15	\$10.05
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	14	\$8.97
Food Servers, Nonrestaurant	14	\$8.96
Cooks, Restaurant	10	\$12.33
Sales Representatives, Services, All Other	11	\$9.92
Food Preparation and Serving Related Workers, All Other	9	\$11.81
Dishwashers	11	\$9.30
Retail Salespersons	7	\$9.82
Bartenders	8	\$8.48
Bookkeeping, Accounting, and Auditing Clerks	4	\$12.20
Hotel, Motel, and Resort Desk Clerks	4	\$11.84
Stock Clerks- Stockroom, Warehouse, or Storage Yard	4	\$11.60
Sales Managers	2	\$22.06
First-Line Supervisors/Managers of Retail Sales Workers	3	\$14.60
Taxi Drivers and Chauffeurs	5	\$8.75
Food Preparation Workers	4	\$9.89
Food Service Managers	3	\$12.82
Cooks, Short Order	3	\$12.53
Sales and Related Workers, All Other	3	\$12.50
Truck Drivers, Heavy and Tractor-Trailer	2	\$18.50
First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	2	\$17.99
Cooks, Fast Food	4	\$8.69
Cooks, Institution and Cafeteria	3	\$11.45
General and Operations Managers	2	\$17.12
Maintenance and Repair Workers, General	2	\$16.63
Video Game Designers	3	\$10.50
Network Systems and Data Communications Analysts	1	\$29.80
First-Line Supervisors/Managers of Food Preparation and Serving Workers	2	\$13.50
Gaming Change Persons and Booth Cashiers	2	\$13.25
Combined Food Preparation and Serving Workers, Including Fast Food	3	\$8.50
Web Administrators	1	\$25.00
First-Line Supervisors/Managers of Non-Retail Sales Workers	1	\$23.44
Advertising Sales Agents	2	\$11.50
Bakers	2	\$11.26
Truck Drivers, Light or Delivery Services	2	\$11.25
Security Managers	1	\$21.63
Merchandise Displayers and Window Trimmers	2	\$10.38
Human Resources Managers	1	\$20.19
Web Developers	1	\$20.00
Stock Clerks, Sales Floor	2	\$9.63
Travel Agents	1	\$19.23
Gaming Dealers	2	\$9.38
Receptionists and Information Clerks	2	\$9.25
Tour Guides and Escorts	2	\$9.25
Producers and Directors	1	\$17.31
Baristas	2	\$8.25
Gaming Surveillance Officers and Gaming Investigators	1	\$16.48
Automotive Service Technicians and Mechanics	1	\$15.64
Coin, Vending, and Amusement Machine Servicers and Repairers	1	\$15.00

workforce CONNECTIONS
Job Titles Report (Sorted by Impact on Average Wage Descending)
July 1, 2012 through June 30, 2013

Sector / Job Title	Job Count	Avg. Wage
Human Resources, Training, and Labor Relations Specialists, All Other	1	\$15.00
Slot Key Persons	1	\$14.00
Dining Room and Cafeteria Attendants and Bartender Helpers	1	\$13.02
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	1	\$13.00
Credit Authorizers, Checkers, and Clerks	1	\$13.00
Material Moving Workers, All Other	1	\$12.00
Transportation Workers, All Other	1	\$12.00
Gaming Service Workers, All Other	1	\$12.00
Amusement and Recreation Attendants	1	\$12.00
Office Clerks, General	1	\$11.50
Driver/Sales Workers	1	\$10.75
Reservation and Transportation Ticket Agents and Travel Clerks	1	\$10.75
Managers, All Other	1	\$10.00
Public Relations Specialists	1	\$10.00
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1	\$10.00
Securities, Commodities, and Financial Services Sales Agents	1	\$10.00
Shipping, Receiving, and Traffic Clerks	1	\$10.00
Gaming and Sports Book Writers and Runners	1	\$10.00
Parking Lot Attendants	1	\$10.00
Laborers and Freight, Stock, and Material Movers, Hand	1	\$9.80
Ushers, Lobby Attendants, and Ticket Takers	1	\$9.30
Stock Clerks and Order Fillers	1	\$9.00
Telemarketers	1	\$9.00
First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	1	\$8.65
Market Research Analysts	1	\$8.50
Order Fillers, Wholesale and Retail Sales	1	\$8.25
Tourism Gaming and Entertainment	357	\$11.24
Report Total	1,794	\$14.86

workforce CONNECTIONS
Employment Wage Distribution
July 1, 2012 through June 30, 2013

Sector	Wage Distribution				
	Minimum Wage	Median Wage	Average Wage	Max Wage	Total Employed
Aerospace and Defense	0.00	0.00	0.00	0.00	0
Agriculture	8.00	8.38	8.63	9.50	8
Business IT Ecosystems	8.00	12.00	14.11	52.88	61
Clean Energy	8.00	15.00	16.61	40.86	39
Cross Sector	7.25	11.50	13.29	53.00	537
Health & Med. Services	7.00	15.00	19.50	89.90	552
Logistics & Operations	7.25	12.00	13.01	43.33	188
Manufacturing	8.00	10.25	13.65	36.06	40
Mining & Materials	9.00	16.00	14.54	18.00	12
Tourism, Gaming & Ent.	7.00	10.00	11.24	34.62	357
Total	7.00	12.00	14.86	89.90	1,794

workforce CONNECTIONS
Awards and Expenditures
Program Year 2011/2012 Adult/Dislocated Worker Programs
August 31, 2013

Amounts for Providers reflect invoiced allowable expenditures through July. Starred lines only reflect expenditures through June 2013.
 Providers highlighted in pink have an active pink paper or are on high risk status.

WIA PY11 One-Stop

Provider	Contract Dates	Contract Award	Adult Expenditures	DW Expenditures	Total Invoiced	% Spent	Remaining Balance
Bridge Counseling Associates* (HIGH RISK STATUS)	6/1/13-6/30/14	\$ 400,000	\$ 2,191	\$ 1,282	\$ 3,473	0.87%	\$ 396,527
Foundation for an Independent Tomorrow	6/1/13-6/30/14	\$ 800,000	\$ 7,302	\$ 6,583	\$ 13,885	1.74%	\$ 786,115
GNJ Family Life Center	6/1/13-6/30/14	\$ 400,000	\$ 27,734	\$ 16,314	\$ 44,048	11.01%	\$ 355,952
Goodwill of Southern Nevada	6/1/13-6/30/14	\$ 400,000	\$ 5,903	\$ 1,375	\$ 7,279	1.82%	\$ 392,721
Latin Chamber Foundation	6/1/13-6/30/14	\$ 800,000	\$ 9,382	\$ 6,742	\$ 16,124	2.02%	\$ 783,876
Nevada Hospital Association	6/1/13-6/30/14	\$ 400,000	\$ 8,799	\$ 352	\$ 9,151	2.29%	\$ 390,849
Nevada Partners, Inc	6/1/13-6/30/14	\$ 1,200,000	\$ 31,697	\$ 23,191	\$ 54,888	4.57%	\$ 1,145,113
So. NV Regional Housing Authority	6/1/13-6/30/14	\$ 400,000	\$ 2,859	\$ 13,738	\$ 16,597	4.15%	\$ 383,403
Total		\$ 4,800,000	\$ 95,868	\$ 69,577	\$ 165,445	3.45%	\$ 4,634,555

WIA PY11 Home Office

Provider	Contract Dates	Contract Award	Adult Expenditures	DW Expenditures	Total Invoiced	% Spent	Remaining Balance
Bridge Counseling Associates* (HIGH RISK STATUS)	7/1/13-6/30/14	\$ 600,000	\$ 30,940	\$ 27,940	\$ 58,880	9.81%	\$ 541,120
Foundation for an Independent Tomorrow	7/1/13-6/30/14	\$ 600,000	\$ 27,518	\$ 17,659	\$ 45,177	7.53%	\$ 554,823
GNJ Family Life Center	7/1/13-6/30/14	\$ 600,000	\$ 9,241	\$ 14,679	\$ 23,921	3.99%	\$ 576,079
Goodwill of Southern Nevada	7/1/13-6/30/14	\$ 600,000	\$ 15,639	\$ 12,301	\$ 27,939	4.66%	\$ 572,061
Latin Chamber Foundation	7/1/13-6/30/14	\$ 600,000	\$ 8,730	\$ 1,359	\$ 10,089	1.68%	\$ 589,911
Nevada Hospital Association	7/1/13-6/30/14	\$ 600,000	\$ 24,123	\$ 13,316	\$ 37,439	6.24%	\$ 562,561
Nevada Partners, Inc	7/1/13-6/30/14	\$ 600,000	\$ 49,182	\$ 1,007	\$ 50,189	8.36%	\$ 549,811
So. NV Regional Housing Authority	7/1/13-6/30/14	\$ 4,800,000	\$ 165,373	\$ 88,261	\$ 253,634	5.28%	\$ 4,546,366
Total		\$ 13,600,000	\$ 1,760,510	\$ 746,214	\$ 2,506,723	18.43%	\$ 15,639,643

WIA PY11 Other (Disabilities, Re-Entry, Rural)

Provider	Contract Dates	Contract Award	Adult Expenditures	DW Expenditures	Total Invoiced	% Spent	Remaining Balance
Easter Seals	4/1/13-6/30/14	\$ 800,000	\$ 75,456	\$ 18,934	\$ 94,390	11.80%	\$ 705,611
Foundation for an Independent Tomorrow	7/1/12-6/30/14	\$ 1,400,000	\$ 668,292	\$ -	\$ 668,292	47.74%	\$ 731,708
Lincoln County School District*	10/1/12-6/30/14	\$ 100,000	\$ 28,249	\$ 18,084	\$ 46,333	46.33%	\$ 53,667
Nve Communities Coalition	7/1/11-6/30/14	\$ 1,700,000	\$ 727,271	\$ 551,359	\$ 1,278,630	75.21%	\$ 421,370
Total		\$ 4,000,000	\$ 1,499,268	\$ 588,376	\$ 2,087,645	52.19%	\$ 6,458,721
Total PY11-PY12 Adult/DW		\$ 13,600,000	\$ 1,760,510	\$ 746,214	\$ 2,506,723	18.43%	\$ 15,639,643

70%

30%