

WIOA ANNUAL STATEWIDE PERFORMANCE REPORT NARRATIVE PROGRAM YEAR 2022



Presented by:

State of Nevada Department of Employment, Training and Rehabilitation and Nevada's Workforce Development Boards



Table of Contents:

Preface	3
Nevada’s WIOA PY 2022 Annual Narrative Report - Titles I and III	4
Governance of the Nevada Workforce System	4
Nevada’s Approach to Customer Satisfaction	12
SARA- Job Seeker Surveys	12
Data Element Validation Policy and Methodology	12
Effectiveness in Serving Employers	13
Common Exit Policy	13
Labor Exchange: Effectiveness in Serving Employers	14
Self-Appraisal System (SAS)	14
WIOA Titles I and III Performance	16
EmployNV Business and Career Hubs	17
USDOL-ETA Waivers	19
Incumbent Worker	20
Career Enhancement Program	20
Rapid Response Activities and Layoff Aversion	21
WIOA Title I Activities: Adult, Dislocated Worker, and Youth	21
Nevadaworks	21
Workforce Connections	24
Appendix	

PREFACE

We are pleased to present this Workforce Innovation and Opportunity Act (WIOA) Annual Statewide Performance Report Narrative to the U.S. Department of Labor (DOL) for Program Year (PY) 2022 in compliance with DOL Training and Employment Guidance Letter (TEGL) No. 5-18. This report represents the dedicated efforts of numerous professionals from Nevada's Department of Employment Training and Rehabilitation (DETR) and all our workforce development system partners. Nevada has been focused on helping both jobseekers and employers adapt and succeed during the ongoing recovery from the COVID-19 pandemic.

The elements contained in this report have been compiled in accordance with the DOL's TEGL 05-18. In PY 2022, the Governor's Workforce Development Board (GWDB; aka, *State Board*) continued to work with core, required and state strategic partners under the Workforce Innovation and Opportunity Act (WIOA) to achieve the vision and goals outlined in Nevada's 2020-2023 Unified State Plan. More businesses than ever used their local EmployNV Business and Career Hubs to grow and train their workforces, and Nevada has come together and collaborated across all WIOA Title programs to find new and innovative ways to serve the communities.

Nevada's work is funded by federal support and augmented through state and local initiatives to best meet the needs of Nevada's workforce and employers. Through WIOA funding, DETR, the Office of Workforce Innovation (OWINN), and the state's two Local Workforce Development Boards (LWDB: Workforce Connections serving southern Nevada; Nevadaworks serving northern Nevada) provided an array of quality programs and services during PY 2022. Opportunities throughout the state include unique approaches to engage out-of-school youth, projects to assist veterans and individuals with significant barriers to employment, services to meet Nevada employers' workforce needs, and promising programs designed to further economic growth.

Nevada's WIOA funding, in addition to other funding sources, plays an important role in providing the level of services that meets Nevada's workforce needs. Successful outcomes were attained and WIOA performance levels were met, and often exceeded, through exceptional efforts by the state and both LWDBs. The positive results of these endeavors are reflected in this PY 2022 Annual Statewide Performance Report Narrative and its supporting appendices.

A strategy for fulfilling Nevada's vision of collaborative partnerships is an important step in streamlining the workforce system. Title I (Adult, Dislocated Worker, and Youth), Title II (Adult Education and Literacy), Title III (Employment Services) and Title IV (Vocational Rehabilitation) are the four core workforce programs authorized under WIOA. These core partners meet regularly to collaboratively address processes, issues and co-enrollment opportunities. Coordinated efforts to serve employers is one example of how the core partners work together to reduce redundancies and/or duplication of services within the workforce system, and the ability to present seamless services to businesses and jobseekers.

Nevada's WIOA PY 2022 Annual Narrative Report - Titles I and III

Per TEGL 05-18

Governance of the Nevada Workforce System

The Workforce Investment Act of 1998 (WIA) provided the framework for states to build workforce investment systems that would vastly improve the delivery of employment services to the community. The Workforce Innovation and Opportunity Act of 2014 (WIOA), which reauthorized and replaced WIA as the primary federal workforce development legislation, is designed to help jobseekers access to employment, education, training, and support services to enable success in the labor market and to match employers with the skilled workers that they need to compete in the national and global economies. Under WIOA, the Governor's Workforce Development Board (GWDB) was reauthorized in Title I, Sec. 101 and authorized through the Nevada Governor's Executive Order 2015-08.

Office of Workforce Innovation (OWINN)

The Office of Workforce Innovation (OWINN) helps drive a skilled, diverse, and aligned workforce in the State of Nevada by promoting cooperation and collaboration among all entities focused on workforce development. The OWINN was created via Nevada Governor's Executive Order in 2016 and codified into state statute NRS 232.965 in 2017 under former Nevada Governor Brian Sandoval. The OWINN team convenes community stakeholders, including K-12 and higher education, business and industry, social services, and training providers to strengthen Nevada's workforce development system so all Nevadans have the skills they need to succeed providing a robust and resilient workforce benefits system for all Nevadans. OWINN is dedicated to promoting a system wherein Nevadans have access and opportunities to obtain the soft and technical skills that are necessary for them to succeed and maintain self-sufficiency, which in turn reduces the workforce shortage and diversifies Nevada's economy through workforce development programs that are aligned with regional in-demand occupations. To accomplish this, OWINN convenes and collaborates with the community and workforce stakeholders, using data-driven research to identify best practices that workforce stakeholders can use and implement building, maintaining and sustaining a unified workforce system in Nevada that works for and serves everyone in effective and efficient ways.

The OWINN oversees two public bodies: 1) The GWDB and 2) the Nevada P-20 to Workforce Research Data System (NPWR) Advisory Committee. The functions of the GWDB are to examine the statewide workforce development system including, but not limited to: the local workforce development areas, regional industry sector councils, WIOA core partners performance, career and technical education, postsecondary education, private sector workforce needs, career pathway development, economic development, alignment of statewide workforce programs, identification of barriers to employment (childcare, transportation, affordable housing), supportive services, and rural workforce development. The GWDB is comprised of 33 gubernatorial appointed members a majority of which represent business, along with state and local government, organized labor, and WIOA Title program representatives. The NPWR Advisory Committee is comprised of NPWR's data-sharing partner membership that convenes to discuss NPWR updates and opportunities for innovation and system expansion.

OWINN actively engages with core partners, state and local agencies, communities, and workforce stakeholders to achieve continuous improvement in Nevada's workforce system. These agencies include, but are not limited to the following: Nevada Department of Employment, Training, and Rehabilitation (DETR), Nevada Department of Education (NDE), Nevada System of Higher Education (NSHE), Nevada Department of Health and Human Services (DHHS), Governor's Office of Economic Development (GOED), the Office of Science, Innovation, and Technology (OSIT), Workforce Connections and Nevadaworks (the state's local workforce development boards), and the GWDB. The OWINN also engages in meaningful partnerships with the state's Regional Development Authorities (RDAs), local chambers of commerce and other community memberships.

WIOA State Plan

A primary responsibility of the GWDB is to prepare and submit the WIOA State Plan to DOL, which is performed every four years with an updated modification period every two years. The GWDB is currently working on the 2024-2028 WIOA Unified State Plan, which is due in early March 2024 and will include Nevada's required state plan elements of strategic planning, operational planning, coordination of programs, and program-specific reporting requirements.

The GWDB *Strategic Planning Subcommittee* has been the primary oversight of Nevada's WIOA Unified State Plan process, with the *Strategic Planning Workgroup* serving as the main authors, convenors, and editors of Nevada's WIOA Unified State Plan. Both groups are led by WIOA Title II State Director, Nancy Olsen, and her Title II Business Process Analyst II, Arianna Florence who works within the Nevada Department of Education. Workgroup contributors represented diverse agencies including both local workforce boards, Nevadaworks and Workforce Connections, DETR, DHHS's Division of Welfare and Supportive Services (DWSS), OWINN, and GWDB leadership. Additionally, statewide partners such as the GOED, OSIT, Nevada's Office of the Labor Commissioner, and other stakeholders provided insight and inputs into the Plan to strengthen its content and demonstrate a cohesive workforce system vision.

OWINN Grants

A major challenge this past year that has impacted all work, will continue to affect grant awards and deliverables, has been the abatement of the COVID-19 pandemic. Nevada was hit hard by the pandemic and OWINN is working to move forward and help the workforce efforts of Nevadans in finding new careers and better wages through training assistance. To address this challenge, OWINN worked closely with other state agencies and stakeholders statewide to develop relationships and position OWINN as a leader in this collaborative space. This strategic approach by OWINN applied to its recently awarded grants, especially Project SANDI (Supporting and Advancing Nevada's Dislocated Individuals) and ANAA (Accelerating Nevada Apprenticeships for All), has demonstrated OWINN's ability as a key convenor in the state by bringing together various entities to work together on workforce development activities.

Project SANDI

Currently, the third year for Project SANDI has been an exciting and cooperative time that includes a collaborative network of the Nevada's public colleges and universities, external training providers, and

internal Nevada partners. Project SANDI is made up of the following key entities across the state: GOED, DETR, Nevadaworks and Workforce Connections, the Nevada State Library, Archives and Public Records (NSLAPR), NDE, NSHE and its four community colleges (College of Southern Nevada (CSN) with NV Grow; Great Basin College (GBC); Truckee Meadows Community College (TMCC); and Western Nevada College (WNC); and Nevada State University (NSU). In January 2022, 10 additional training partners were added to the initiative to provide short-term training/certificates to Nevadans: 1) New Horizons Computer Learning Center; 2) NCLab; 3) V School; 4) High Sierra Area Health Education Center; 5) Nevada Department of Veterans Services; 6) Tech Impact; 7) Goodwill Industries of Southern Nevada, Inc; 8) Northern Nevada Electric Joint Apprentice Training Committee; 9) Professional Institute of Technology, Inc; and 10) Electrical Joint Apprenticeship and Training Committee of Southern Nevada. All Project SANDI partners, training providers and colleges meet regularly to discuss Project SANDI grant progress, milestone statuses, upcoming deadlines, share information, and collaborate on processes and procedures to ensure the success of Project SANDI.

Furthermore, this third year of Project SANDI has consisted of continued participant recruitment into approved training programs throughout the state of Nevada. Three of the four colleges increased enrollment this year; one of the colleges fully expended its Project SANDI funding, thus did not increase enrollment. The OWINN added Nevada State University (NSU) to its college training provider list, and NSU will begin enrolling students in their Information Technology program in October of 2023.

Nevada continues to update and expand its [Nevada Career Explorer](#) website as the OWINN, DETR and GOED enhance and promote resources that ensure the Nevada Career Explorer program cohesively connects students, training providers, and public library systems. Funded by Project SANDI, Nevada has established an information rubric from the Project SANDI catalog that will be available to all Nevadans by the 2023 calendar year end. The information displays the training provider, approximate cost, pre-requisites (if any), and locations of Nevada Career Explorer training programs across the state.

Currently, Project SANDI has provided over 100 approved training programs statewide. The NSHE, which includes four colleges and one university, has set up a unifying SANDI Grant Application using the OnBase system software. This application unifies a common intake system for students and will assist the state with a consistent student data tracking mechanism for continuous system improvement and data validity.

As Nevada moves forward, Project SANDI participants will attend ceremonies wherein employers, OWINN, DETR and NDE representatives, and college faculty will speak about the effectiveness of Project SANDI in Nevada, providing participant a certificate from the Nevada Governor's Office.

H-1B

In the past year, DOL's H-1B Rural Healthcare grant awarded to Nevada has served 49 new participants, with a total participants served of 72. Though delays due to the COVID-19 pandemic caused slow growth initially, OWINN, along with its partners at Nevadaworks and the Nevada Hospital Association, are noticing growth towards successful outcome achievements in this grant.

In November 2022, OWINN requested and received a grant modification, which allowed for the addition of training programs at Mesa View Hospital in Mesquite, Desert View Hospital in Pahrump, and Boulder

City Hospital in Boulder City. The expansion in southern Nevada provided H-1B grant recruiters with more opportunities during the second half of this reporting year to grow grant outcomes at a rate much higher than previously.

H-1B Key Highlights (04/01/2023-06/30/2023):

- 20 eligible participants were enrolled into the H-1B program and were placed into academic courses beginning in April and May 2023. Completion of these academic programs will enable these participants to be employed directly into patient care occupation upon completion.
- One participant that graduated from their academic program in December 2022 obtained full-time employment in their desired patient care occupation (Sonography).
- 33 previously enrolled participants successfully completed their Spring academic semesters; 25 participants have continued their academic programs this quarter.
- Eight participants graduated from their academic programs this quarter: six from Registered Nursing (RN) programs with five gaining full-time employment as Registered Nurses. The remaining RN graduate has an offer of employment and will begin next quarter. Two graduated from their Radiology Tech programs and both gained full-time employment as Radiology Technicians. Four of these new graduates will enter on-the-job training (OJT) contracts with their new employers next quarter.
- One participant who gained full-time employment last quarter completed an OJT contract with their employer this quarter.
- 42 participants have been screened this quarter and are eligible to be enrolled in academic programs next quarter.

Program awareness and outreach continues to be the top priority during the second half of this H-1B grant. New and ongoing on-site meetings with partnering hospitals and schools in rural Nevada communities are important for program staff to share grant information with key leaders/educators and build strong relationships with Nevada's less populated areas struggling with workforce shortages in healthcare.

Participants are learning about the H-1B grant program through outreach and speaking engagements conducted by the grant's program staff at local colleges, via distribution of a printed materials with grant information, the Nevada Hospital Association's (NHA) website, NHA's monthly newsletter, informational videos, and referrals from current participants. Referrals also originate through local college academic instructors and partnering hospital managers sharing grant information with prospective participants.

Collaboration efforts with team members at Nevadaworks for their newest grant funding stream, Northern Nevada Equity in Employment Project (NNEEP), as well as JOIN, Inc. and Community Services Agency (CSA) will yield higher enrollment opportunities through these co-enrollment efforts.

ANAA (Accelerating Nevada Apprenticeships for All)

The key grant goals worked on this year focused on OWINN working with the vendor providing the intermediary support (i.e., Institute for American Apprenticeships; IAA) to ensure grant information and activities progressed forward with grant partners and project activities ramped up, all of which are outlined in reporting sections below. After reflection of the year and work produced by IAA, OWINN decided to cancel the contract and move the allocated funds to the Nevada Department of Business & Industry (B&I), who is the state agency in Nevada prescribed in statute with the charge of overseeing and administering Registered Apprenticeship Programs (RAPs).

OWINN is in the process of modification requests with the DOL to help realign and ensure completion of this grant:

- (1) A budget modification to reallocate IAA remaining funds to the Nevada Department of Business & Industry (B&I) to be able to continue to meet the goals under the ANAA grant's Statement of Work.
 - a. B&I houses the State Apprenticeship Director and Council under the Office of the Labor Commissioner, which will streamline the work of this grant.
 - b. These funds also include those initially sub-awarded to IAA to conduct outreach and distribute tuition payments and employer incentives in order to enhance delivery of services and strengthen performance outcomes that integrate greater alignment of apprenticeship programming in Nevada.
- (2) To expand the apprenticeship opportunities from health, IT, and advanced manufacturing to include the in-demand occupations of teacher/education and public safety; specific occupations in education to include early childhood educators, K-12 public school teachers, and paraprofessionals.
- (3) To expand the geographic scope of the grant project to include the entire state of Nevada. Note: There is a great need for apprenticeship programs in the teacher/education and public safety/corrections fields in all areas of the state.

OWINN continues to hold monthly meetings with IAA, NSHE, Western Governor's University (WGU), IONnovate, and the College of Southern Nevada (CSN) to discuss ANAA grant initiatives and move the grant program forward. These meetings have led to additional employer connections and have also identified areas of needed follow-up including discussion to ensure the message about the ANAA grant initiative is being effectively shared. Nevada has managed to reach out to over 150 prospective students and several employers in related fields through presentations and meetings conducted in the administration of the ANAA grant. Organizations and employers include but are not limited to the Las Vegas Global Economic Alliance, Vegas Chamber, Workforce Connections, Viticus Group, UMC, Lithion Battery, City of Henderson & Las Vegas, Dignity Health, DaVita, Fresenius Medical Care and Healthy Tech solutions.

The apprentice pipeline has added apprenticeship opportunities in the health care industry through United Health Group Medical Assistant Program. It has also added information technology opportunities apprenticeships in partnership with IONnovate and the NV Help Desk Cybersecurity Support Tech

Program. Through these efforts, Nevada has obtained 25 registered students in the information technology program and 15 students registered through UHG 10- week medical assistant program.

SAE 2020

The key work for OWINN this year focused on moving the grant towards the new focused goal with partners to build capacity in the area of prison apprenticeships by creating a framework for what an individual can complete while incarcerated, and to provide a clear plan and pathway upon her/his release that will lead to an apprenticeship with the employer.

Core partner discussions clarified each partner's role, contracts were developed between OWINN and each partner, and an intermediary was identified to help facilitate education around Registered Apprenticeships (RAs) for the partners, models of best practices, and employer connections.

OWINN has been researching other states and their programs for frameworks and best practices that Nevada could utilize and incorporate for Nevada's reentry programs. It is also noteworthy that the Nevada Attorney General's Office has awarded OWINN \$3,000,000 for an innovative program - Reducing Recidivism of Nevada's Female Prison Population - with a project period of 36-months (07/01/2023-06/30/2026). Said funding will be leveraged to capitalize on the work developed in this SAE 2020 grant. In concert, OWINN is working with the Nevada Department of Corrections (NDOC) on this initiative and will be taking the lead to complete the pathway work on developing the apprenticeship model for reentry individuals.

OWINN is also researching several other state models as frameworks that could be promising for Nevada's practices of apprenticeship opportunities within the prison system, e.g., Iowa, Maryland, Vermont, Missouri, and certain programs in Vermont, California and West Virginia. The state and/or programs that are being considered have taken innovative steps to enable individuals to gain meaningful experiences to prepare them for reentry and Nevada is excited to visit and learn more about these state's models. Based on the partner conversations for this grant, Nevada believes it could learn from these models and work with the NDOC system in Nevada to pilot a project and implementation plan based on this research of best practices. Additionally, the Reducing Recidivism of Nevada's Female Prison Population project will be leveraged to capitalize on the work developed in this grant.

Workforce Research Data System (NPWR)

The Nevada P-20 to Workforce Research Data System (NPWR) is a state-of-the-art research tool that provides Nevadans with unparalleled access to the knowledge needed to understand the trends shaping our state's education and workforce outcomes. NPWR was built on a federated system that merges data across participating agencies using a sophisticated matching algorithm. NPWR leaves all private data behind the existing firewalls of each agency and de-identifies all data during the matching process. Using this de-identified and matched aggregate data, NPWR is a reporting tool that can be used by participating agencies for the purpose of better understanding the trends shaping Nevada's education and workforce outcomes. A public-facing NPWR presence is also available to enable transparent and data-driven decision making in the state.

NPWR is truly a statewide collaboration, with the NPWR Advisory Committee made up of data-sharing partners and established to assist in the support of the statewide longitudinal system. These data-sharing partners include but are not limited to the following: DETR for wage data and Title I and Title III data; NDE for Title II data; NSHE for postsecondary data; Nevada DMV for the unique matching ID data link; DHHS for early childhood information (at the moment that is collected through NDE, but working towards sharing more data); NDOC; Nevada Department of Veteran Services (NDVS); the Nevada Department of Business and Industry (B&I) for apprenticeship data.

The past year has seen tremendous growth in NPWR. OWINN hired a new NPWR Data Manager, Kristen Dwyer, to manage the administration of the NPWR system and she continues to move the initiative forward in the state through collaborative engagements and promotion of additional NPWR system partners, as well as through implementing best practices as recommended at national levels.

In December 2022, OWINN hosted the inaugural NPWR Research Forums in Reno and Las Vegas to bring together professionals from the academic, business, and research communities in anticipation of the launch of the NPWR portal system for researchers to access de-identified data. In that same month, OWINN received approval from the Nevada Legislature's Interim Finance Committee to launch competitive NPWR research grants using \$100,000 funding provided by Nevada's WIOA Governor's Reserve funding that supported research studying Nevada's most challenging policy problems in the areas of workforce development, economic diversification, and education. The inaugural 2023 funded projects included:

Workforce and Economic Development

- The Brookings Mountain West's project *The Gender Gap in Nevada: A K-12, Higher Education, and Workforce Study*, which will explore the gender gap in Nevada and propose public policy interventions to improve educational and workforce outcomes.
- The Kenny Guinn Center for Policy Priorities and the University of Nevada, Las Vegas (UNLV) Center for Business and Economic Research's (CBER) project *An Analysis of Nevada's Pre- and Post-Pandemic Labor Force Participation Rate*, which will identify and evaluate factors contributing to Nevada having the 3rd largest decrease in labor force participation following the pandemic.
- The University of Nevada, Reno's (UNR) Center for Economic Development's Examination of the *Relationship between Workforce Development and Housing, Education and Childcare Services, and Healthcare Services*, which will explore how labor force barriers impact workforce and economic development and business creation, retention, and expansion abilities.

Education

- The Lincy Institute's project *Nevada K-12 Performance and Implications for Economic Diversification*, which will evaluate the differentiating factors between Nevada's highest and lowest performing schools and districts in terms of on-time graduation rates, performance on standardized tests, and college-going rates.

- UNLV’s Center for Research, Evaluation, and Assessment’s project *Piloting School Funding Equity: How the Enactment of Senate Bill 178 Impacted Student Outcomes After Graduation*, which explores how Nevada's student funding pilot program impacted students’ post-secondary and vocational outcomes.
- Dr. Megan Rauch Griffard from UNLV’s Department of Educational Psychology and Higher Education’s project *Dissecting the Educator Talent Pipeline and Educators’ ROI in Nevada*, which will focus on whether career and technical education (CTE) certificates in education concentrations lead to eventual employment in education, seek to understand how long NSHE education majors take to earn their desired degree by educational attainment level, and how the wages of educators compare to other workers with comparable education and experience in Nevada by educational attainment level.

Students

- Anna Dreibelbis, a UNLV law and doctorate student, for her project *Assessing Career Readiness Gaps in Nevada*, which will facilitate understanding of what the gaps are in soft skill development in CTE programs across Nevada.
- Curtis L. Cobbins, a doctorate student, for his project *Causes of Innovation Engineering Management Failure in Workforce Development Within the Nevada System of Higher Education*, which will facilitate understanding of how strong the correlation is, if any, between employee analysis of skills gap alignment and the role of innovation engineering management.

The NPWR system continues to expand its capabilities for public and private users to leverage state data to make data-driven policy. Kristen Dwyer is actively identifying and applying best practices for NPWR by actively seeking out, applying, and participating in programs such as the 2023 Data Labs, which was a nationwide initiative led by the Beeck Center for Social Impact + Innovation at Georgetown University and the National Governors Association. Additionally, the 2023 NPWR Research Forums are already scheduled in December 2023 in Reno and Las Vegas to share the findings of the 2022 NPWR research grant recipients, unveil NPWR’s Strategic Plan, and share the project proposals for the awarded 2023 NPWR research grant recipients.

*For more information on OWINN over the program year, please see **Appendix A**.*

Nevada's Approach to Customer Satisfaction

Nevada's customer survey system is known as SARA (Semi-Autonomous Research Assistant) which is designed to contact clients/consumers via text and/or email. SARA has proved advantageous during and post-pandemic, throughout PY 2022.

Effective and timely feedback is crucial to improving the customer experience. Based on the feedback received, actions are taken to improve service delivery. Survey results allow us to see any potential pitfalls and which areas may require growth and improvement.

SARA- Job Seeker Surveys

Nevada's EmployNV Career Hub offices offer a variety of employment services to jobseekers through their nine local offices virtually, over the phone, and in person. The jobseekers, who are case managed, are sent electronic customer feedback surveys using the Semi-Autonomous Research Assistant (SARA) program via text and/or email. In efforts to collect surveys for all jobseekers who receive services, case managed or not, SARA is being upgraded to send out surveys to all registered jobseekers to capture customer feedback.

Although all case managed jobseekers receive the customer feedback survey, feedback is limited to only the jobseekers who choose to complete the survey.

The following questions were ranked as “**fair**” or better.

1. Will you take a minute to help us improve the services we provide to you? **-1,291** (90%)
2. How would you rate the politeness of the staff? **-1,217** (97%)
3. How would you rate the service you received from us? **-1,163** (92%)
4. How likely are you to recommend our services? **-1,085** (88%)

Data Element Validation Policy and Methodology

Statewide evaluations conducted during PY 2022 consisted of monitoring activities of all Workforce Innovation and Opportunity Act (WIOA) programs conducted by the Workforce Innovation Support Services (WISS) Monitoring Team pursuant to WIOA Sec. 184, 2 CFR part 200 and 20 CFR Part 600, data element reviews completed by DETR's Workforce Innovation Support Services (WISS) program staff, and corresponding State Compliance Policy (SCP) 5.7, in addition to random participant qualitative surveys completed by statewide program participants.

Nevada uses several strategies for data element validation (DEV). First, the WIOA program monitoring worksheets that are utilized for on-site reviews have been updated to include the elements outlined in the Source Documentation Requirements for Programs Guide issued by DOL. Additionally, program staff assigned to WIOA conduct desktop monitoring to validate that the correct data is being captured. In addition, each quarterly Participant Individual Record Layout (PIRL) report is analyzed by the DETR

WISS Automated Reporting team with program staff. Lastly, Nevada’s management information system (MIS), EmployNV, has audit forms for conducting DEV. This programming allows for PIRL data elements to be audited by program funding. Elements can be limited to program-required only elements as needed for auditing purposes.

Furthermore, the Governor’s Workforce Development Board, which is comprised of members from all core WIOA title programs, business/employer representatives, workforce/labor institutions, and state and local government agencies, assists in improving the state workforce system through policy procedure development, and process reviews providing recommendations for revisions/updates if/when needed.

*For more information on SCP 5.7, please see **Appendix B**.*

Effectiveness in Serving Employers

The statewide DETR’s Business Solutions Offices (BSO) focus on providing the best possible services to the business community. All employers who receive service from BSO staff are asked to provide feedback. Following completion of services (e.g., hiring events), employers are provided with a survey to complete. This year’s survey yielded the following *fair or better* ratings:

1. How would you rate the services provided to you? **–180 (99%)**
2. Will you utilize the services provided to you in the future? **–179 (99%)**
3. How would you rate the quantity of applicants? **–178 (98%)**
4. How would you rate the applicant’s preparedness to meet you? **–179 (99%)**
5. How would you rate the length of the job fair? **–181 (100%)**

Common Exit Policy

Per TEGL 10-16 Change 2

Nevada DETR’s Technical Assistant Guide’s (TAG) 20-5 purpose is to provide the local workforce development boards (LWDB; Workforce Connections serving southern Nevada; Nevadaworks serving northern Nevada) with guidance on participant common exit policy and related processes. A “common exit” occurs when (1) a participant, enrolled in multiple Department of Labor (DOL) administered programs, has not receive services from any DOL-administered program to which the common exit policy applies for at least 90 consecutive days, and (2) no future services are scheduled, with the exception of self-service, information-only activities, or follow-up services. A participant is only exited when all exit criteria for each program are met. The common exit date is auto-calculated retroactively to the last qualifying participant-level activity service. Nevada’s EmployNV has established business rules that provide assurance that the common exit methodology required by DOL is utilized.

Programs: Nevada’s workforce management information system, EmployNV, common exit takes into consideration enrollment and activities for the following listed programs:

- Title I Adult/ Dislocated Worker (DW)/ Youth
- Title III Wagner-Peyser (WP)

- Jobs for Veterans State Grants (JVSG)
- National Dislocated Worker Grants (NDWG)
- Trade Adjustment Assistance (TAA)
- Career Enhancement Program (CEP)/ Silver State Works (SSW)

Labor Exchange: Effectiveness in Serving Employers

Nevada's Labor Exchange, also referred to as Employment Services under WIOA Title III, is the most robust reemployment program in Nevada. It is the driver of over 70% of all workforce activities in Nevada's EmployNV Career Hubs. The EmployNV Business Hub brand to the business community and jobseekers is synonymous with recruitment and employment services to employers and jobseekers. A reflection of this in PY 2022 is demonstrated through the EmployNV Business Hubs' listing of over 32,000 job orders, and the 74% above-the-plan goal achievement for the program year. Many businesses have multiple job openings due to the low unemployment rate.

Self-Appraisal System (SAS)

During PY 2022, the Self-Appraisal System (SAS) reviews were conducted on the WIOA Title I Program, Wagner-Peyser WIOA Title III Program, Nevada's Career Enhancement Program, and Nevada's Silver State Works Program entries to determine the following:

- Success in reaching *State Entered Employment* and *Placement* goals for participants.
- Appropriateness of services provided to employers and participants.
- Timeliness in service delivery to employers and participants.

In PY 2022, DETR's program staff monitored, analyzed, and coached Nevada's EmployNV Career and Business Hub offices to ensure goals were met and appropriate program services were recorded. Staff utilized the Semi-Autonomous Research Assistant (SARA), integrated with EmployNV, to ensure consistent and timely communication with participants. SARA has allowed for DETR program staff to send scheduled program-specific communications via text and email, schedule and remind participants about appointments, allowed for documentation to be obtained and recorded, helped alert staff to urgent client needs, and has enhanced participant and staff communications overall.

Nevada was able to exceed the participant *Employment 2nd Quarter After Exit* goal by **166%** and missed the placement goal by **47%** due to changes in office policies and procedures. The offices are no longer recording placements in EmployNV. Placements were used to track staff effectiveness in putting jobseekers to work. Instead, offices are now aligned with the goals of the DOL and are working towards keeping jobseekers employed in the 2nd and 4th quarters after they exit the WIOA Title II Wagner-Peyser program, as well as median earnings in the 2nd quarter after exit.

Nevada's Silver State Works Program saw a decrease this PY 2022: a total of 73 participants who remained employed, which is **34% less than** the goal of 383. However, the total number of participants

was 76, and the number of participants who remained employed was 73. This demonstrates a *retention rate* of **96%**, which exceeds Nevada’s goal by 11%.

Job Orders received from employers *exceeded* the planned goal by **174%**. While the number of jobs available exceeded the goal, the number of jobseekers registered was *significantly under* Nevada’s PY 2022 goal. The high number of Job Orders can be attributed to employers using self-services to post their own jobs and not being able to fill all their positions due to the low unemployment rate.

Efforts to ensure the appropriateness of services and timeliness of service delivery were successful and supported by the customer survey results received. Ninety-two percent (**92%**) of participants receiving employment services rated the services received as beneficial.

Quarterly & Annual Numeric	
<i>EmployNV Services</i>	
• # of Employment Service Participants Who Gained Employment 2 nd qtr. after exit	
Plan: 7,896	Actual: 13,094
• # of Career Enhancement Program Participants Who Gained Employment after receiving services	
Plan: 2,670	Actual: 1,229
• # of Silver State Works Program Participants Who Remained Employed	
Plan: 383	Actual: 73
• # of Placements	
Plan: 11,580	Actual: 6,113
<i>EmployNV Services to Employers</i>	
• # of Job Orders from Employers	
Plan: 18,780	Actual: 32,723
• # of Job Openings Received	
Plan: 47,400	Actual: 84,079
• Employer Penetration	
Plan: 3.50%	Actual: 8.2%
• Repeat Customer Business	
Plan: 41.00%	Actual: 26.4%

Annual Non-Numeric
<i>Qualitative Review</i>
<ul style="list-style-type: none"> Local Office and Administrative Oversight
Reviews showed staff and offices are within compliance.
<ul style="list-style-type: none"> Customer Survey Results Review
88% of customers responded they would recommend the services of EmployNV Career Hubs to a friend or colleague. Nevada will continue with efforts to increase this number.
<ul style="list-style-type: none"> Employer Survey Results Review
99% of employers responded that the services they received were fair to excellent.

WIOA Titles I and III Performance

The following demonstrates the negotiated and actual levels of performance obtained for PY22 reporting period in the WIOA Titles I (Adult, Dislocated Worker and Youth) and III (Wagner-Peyser) programs:

Performance Measures	Negotiated level of Performance	Actual Performance
Adults		
Employment 2 nd quarter after exit	70.2%	79.3%
Employment 4 th quarter after exit	66.9%	76.2%
Median Earnings in the 2 nd quarter after exit	\$5,700	\$7,961
Credential attainment rate	78.0%	77.8%
Dislocated Workers		
Employment 2 nd quarter after exit	78.5%	81.0%
Employment 4 th quarter after exit	77.5%	79.0%
Median Earnings in the 2 nd quarter after exit	\$8,200	\$8,812
Credential attainment rate	82.5%	85.2%
Youth		
Education or training activities or employment in the 2 nd quarter after exit	65.0%	69.5%

Education or training activities or employment in the 4th quarter after exit	61.5%	68.9%
Credential attainment rate	51.5%	48.7%
Wagner-Peyser		
Employment 2nd quarter after exit	66.0%	72.4%
Employment 4th quarter after exit	63.0%	71.8%
Median Earnings	\$5,400	\$7,670

EmployNV Business and Career Hubs

Nevada DETR’s Employment Security Division (ESD) is organizationally a statutorily defined division within DETR (Nevada Revised Statute 612.049). The Nevada EmployNV offices are the employment services delivery system of DETR’s ESD. Nevada has nine (9) affiliate sites, controlled by ESD, strategically located throughout the metropolitan and rural areas of Nevada, and all of which provide a full range of employment services that meet the needs of the residents and businesses of the community in which they are located. In August of 2022, ESD in collaboration with the local workforce development boards and all the state’s public workforce partners, worked diligently to unify Nevada’s workforce system under the EmployNV branded system. This feat has taken the former individual Nevada JobConnect offices and One-Stop Career Centers and consolidated them under one brand – EmployNV Career and Business Hubs - to eliminate confusion and streamline services. Nevada’s ESD operates EmployNV Business Hubs in both Reno and Las Vegas, offering business services to their surrounding communities. Nevada’s Day Labor Offices located in Reno and Las Vegas, operated by ESD, were closed in July of 2023 due to business needs.

The co-location of WIOA Title programs allows clients access to all services, statewide. Each EmployNV Career Hub includes a self-service resource center with personal computers and internet access wherein jobseekers can avail themselves with resume assistance, employment information, skill testing, and other services beneficial to their securing employment. These services include:

- **WIOA Title III, Wagner-Peyser:** Wagner-Peyser labor exchange services are heavily utilized by both the business community and jobseekers throughout the state. Business customers range from multi-national corporations, world class casino/entertainment companies and small neighborhood businesses.
- **Veterans Services:** Under the Jobs for Veterans State Grant (JVSG), Veterans services targeted at veterans with significant barriers to employment (SBE) are available. Seven (7) of the nine (9) EmployNV Career Hubs have a Disabled Veteran Outreach Program (DVOP) staff located on site. The two (2) hubs that do not have a DVOP on site are served as outreach locations by a DVOP from a nearby office. A Local Veterans’ Employment Representative (LVER) located in

each of the EmployNV Business Hubs, works with local businesses conducting outreach to employers to advocate the hiring of veterans.

- **Career Enhancement Program (CEP):** Career Enhancement Program (CEP) is a state-funded program offering services such as short-term academic or vocational training, assistance with items required to begin training and assistance with items needed to begin employment (e.g., work cards, health cards, tools, and uniforms).
- **Silver State Works (SSW) program:** The Silver State Works initiative is a state-funded program designed to create an opportunity for business to help strengthen Nevada's economy while receiving incentives to hire pre-screened qualified workers. The Silver State Works program targets unemployment claimants, reentry individuals, Temporary Assistance for Needy Families (TANF) recipients, disabled individuals, and veterans providing on-the-job training and incentive-based employment opportunities.
- **ESD Work Experience (WEX):** The ESD state-funded Work Experience initiative targets hard-to-place individuals. It allows a business to provide a work-based learning experience to an individual for approximately 320 hours before making a hiring decision. During the 320 hours, EmployNV Career Hub will pay the individual's wages.
- **Pathway to \$20 program:** This state-funded program targets the underemployed or part-time worker by providing intensive employment services, training, and other services to assist an individual to obtain a job paying at least \$20.00 per hour or puts them on a pathway to a position paying at least that wage.
- **Trade Adjustment Act (TAA):** Designated Workforce Service Representative staff in the EmployNV Career Hubs assist with the federal TAA program participants by providing TAA training and employment services to assist individuals who have become displaced due to foreign competition.
- **Rapid Response Services:** Designated Account Managers in the EmployNV Business Hubs provide workforce services through the federal Rapid Response program to individuals who are dislocated or pending dislocation by quickly coordinating business-focused services and providing immediate assistance to businesses and their affected workers with flexible strategies designed to respond to layoffs and plant closures.
- **Reentry Program:** Nevada has two full-time staff charged with providing reentry services: one in Washoe County and one in Clark County. Both provide employment and training services to the reentry population and collaborating with corrections, parole and probation and other reentry service organizations. Working closely with the EmployNV Business Hub staff, the Reentry staff provide job development and advocacy services to justice involved individuals for reentry into employment.

In addition to the above-referenced services, all EmployNV Career Hubs are certified affiliate sites and have the presence of WIOA Title I services either in person or virtually.

USDOL-ETA Waivers

Nevada currently has in effect the following USDOL-ETA Waivers:

- Waiver to allow WIOA individuals training accounts (ITA) for in-school youth (ISY). This waiver is approved through June 30, 2024. This waiver allows the State to waive the requirement limiting ITAs to only out of school youth (OSY), ages 16-24; the State may use individualized training accounts (ITAs) for ISY ages 18-21. The approval of the waiver should not impede State's efforts to prioritize OSY, including outreach to the OSY population.
 - Utilization of the ISY ITA waiver was 21 or 6.8% of ISY. Approximately 51% of participants identified as African American/Black; Asian; or more than one race with 49% identifying as Hispanic or Latino. The largest barrier identified was BSD at 71%.
- Waiver to increase on-the-job training (OJT) employer reimbursement up to 90% for businesses with 50 or fewer employees. This waiver is approved through June 30, 2024, for WIOA Title I Adult, Dislocated Worker and Youth formula funds. The waiver permits the State and its local workforce areas to increase the reimbursement rate for OJT contracts up to 75%. The State may also reimburse up to 90% for OJT for businesses with 50 or fewer employees. DOL-ETA expects the operation of OJTs to increase in Nevada as a result of the waiver.
 - Utilization of the 90% OJT waiver was 138 or 63.6% with over 73% completing an OJT successfully. The participants who benefited from the OJTs had an average wage of \$18.82 per hour as compared to a wage of \$18.42 for all OJT participants. Approximately 47% of the participants served identify as African American/Black; Asian; or more than one race with 37.7% identifying as Hispanic or Latino. The participants had the following barriers: 2% re-entry; 2.9% veteran; and 7.3% persons with a disability. Statewide performance was not measurably impacted by the waiver.
- Waiver to allow State and local areas to expend 75% of Governor's Set-aside (Reserve) youth funding and local formula funds on Out-of-School Youth (OSY). The waiver is approved for PY 2022, which includes the entire time period for which the state is authorized to spend PY 2022 funding.
 - Utilization of the ISY waiver in Nevada has allowed ISY enrollments to grow to 24.8% of total enrollments. Approximately 51% of the participants served identify as African American/Black; Asian; or more than one race with 49% identifying as Hispanic or Latino. The participants had the following barriers: 5.6% re-entry; 71.0% Basic Skills Deficient (BSD); and 23% persons with a disability. High School diploma rates for ISY were 37% compared to OSY drop-out recovery diploma rates of 18%. Also entered employment was 77% for ISY as compared to 76% for OSY drop-out recovery.

Incumbent Worker

Nevada DETR is partnering with Nevadaworks and Workforce Connections to provide training in high-demand occupations with the Incumbent Worker Training (IWT) Grant. Training in high-demand occupations includes but is not limited to the following: Information Technology, Logistics, Manufacturing, and Healthcare. The IWT is designed to improve the skills of employees and the competitiveness of an employer by offering support with the costs associated with upskilling the employer's workforce in addition of having support from the LWDBs. The training has allowed employers to avert layoffs, promote effective employees, provide wage increases and title changes.

In PY 2022 to current, there have been 57 companies successfully enrolled with a total of 137 incumbent workers for a variety of training that supports the grant outline for the industries outlined. The IWT program continues to receive interest from local businesses in Reno, Las Vegas and the surrounding rural communities including Fallon and Fernley.

Success Story: “As a recipient of the Incumbent Worker Training Program, I can confidently say that this program was a lifesaver for our office. Thanks to the grant, we were able to send four employees to undergo training on a specific scanner to take impressions of crowns and nightguards. At a time when the economy is at an all-time high, the opportunity to improve our skills and knowledge was crucial in maintaining our business. The training not only helped us save considerable cost, but also equipped us with the tools to perform better and provide more efficient service to our patients. We are grateful to have been part of this program and highly recommend it to other businesses looking to improve the skills of their staff.” -Columbia Dental

Career Enhancement Program

The Nevada Career Enhancement Program (CEP) is a state-funded training and re-employment program funded through statutorily prescribed employer taxes that provides jobseekers with training designed to increase job skills required in today's job market. It is a fundamental element of the services that EmployNV Career Hub offices offer to businesses and jobseekers services that may not be available through other federal programs. This program aims to facilitate unemployed individuals' abilities to return to work through short-term vocational skill training or the removal of financial barriers that prevent them from accepting an offer of employment.

The program assists jobseekers by paying for employment-related expenses. These expenses often occur when a prospective employee is offered a position before beginning employment. Examples include costs for health cards, gaming cards, background checks, security clearances, alcohol awareness classes and certifications, work clothing, safety shoes, and essential tools. While these costs are nominal, they can be an insurmountable hurdle to an individual suffering financial hardship due to being unemployed. Financial assistance to purchase the required items for a job helps the jobseeker with entry into the local labor force.

The workability and responsiveness of CEP allow the EmployNV Career Hub offices to react quickly to the relevant needs of Nevada's jobseekers and employers.

Rapid Response Activities and Layoff Aversion

The responsibility prescribed in WIOA to carry out statewide Rapid Response activities remains with the state workforce agency, DETR. Rapid Response services are coordinated through DETR's WISS unit. Nevada's Rapid Response team consists of individuals from the WIOA Title I LWDBs, their program service providers, representatives from Nevada's Unemployment Insurance (UI) program staff, Nevada's Health Insurance Exchange, and DETR's ESD division all of whom are part of the American Job Centers of Nevada. Rapid Response activities are triggered by employers submitting a Worker Adjustment and Retraining Notification Act (WARN) to DETR or through non-WARN instances when a formal WARN is not required.

The Rapid Response team endeavors to educate businesses and their affected workers about services and information available through federal, state, and local organizations to reduce the effects of businesses in transition. The team makes every effort to conduct immediate assessments with employers, employee representatives and affected workers to evaluate the specific needs, in person or virtually, to provide intervention services that include layoff aversion activities when possible. And the Rapid Response team works in conjunction with the Trade Adjustment Assistance (TAA) program for workers who have lost their job or whose hours of work and wages are reduced because of foreign trade.

WIOA Title I Activities: Adult, Dislocated Worker, and Youth

In compliance with WIOA Title I Sec. 107, there are two local workforce development boards (LWDBs) designated by the Governor serving the state: Nevadaworks serves the 13 northern Nevada counties and Workforce Connections serves the four (4) southern Nevada counties. Both LWDBs continue to expand their activities. Local board activities are described in detail in the report appendices.

Nevadaworks



Nevadaworks administers WIOA Title I programs across the 13 northern Nevada counties of Carson City, Churchill, Douglas, Elko, Eureka, Humboldt, Lander, Lyon, Mineral, Pershing, Storey, Washoe, and White Pine. This region covers 70,172 square miles, making it one of the largest single workforce geographic areas in the country. Staffed by eight dedicated individuals and with a budget of approximately \$8 million dollars, Nevadaworks contracted with seven partner agencies and funded 26 local programs which served 747 participants from July 1, 2022, to June 30, 2023 (PY 2022). The clients served were seen across the WIOA Title I programs (Adult, Dislocated Worker, and Out-of-School Youth) and the National Dislocated Worker Grants (Employment Recovery and Disaster Recovery).

The Comprehensive One-Stop Center for Northern Nevada, American Job Center of Nevada (AJCN) located at the Reno Town Mall (Reno, NV) continued to assist both jobseekers and employers alike during PY 2022. Nevadaworks continued to work with the required and optional partners in the Reno

AJCN. WIOA Title I mandated partners and all required services were available at the Reno AJCN as the Reno AJCN incorporated a campus approach with other partners located on the same property.

In Nevada's quest to continually improve customer experience, the Reno AJCN was rebranded as an EmployNV Business Hub and an EmployNV Career Hub and serves as a central hub for both jobseekers looking for employment, training and skill development and for employers looking for a skilled workforce. The name change/branding is intended to allow clients to locate our services in any region within the State of Nevada. Continuing to improve on the customer experience, Nevadaworks and its One-Stop Operator (KRA Corporation) staff have worked together to implement and create an area within the EmployNV Career Hub specifically for clients coming into the center with children. There are two computers that have been specifically designated for parents. There is a children's play area a few feet from the parent computers with a table and chairs, books, toys, and other items to keep children occupied while their parents are at the center seeking services. This area is now designated as the "Family Corner". Parents are still responsible for their children and must take their child with them when meeting with service providers at the Career Hub. The children can take the toys with them while they attend the sessions with their parents and then return them to the Family Corner at the end of their visit. The Family Corner allows our clients to receive services without having to worry about procuring childcare while at the Career Hub. When utilizing the "Family Corner", each child is allowed to take home a book of their choice upon departure.

The EmployNV Career Hub began hosting workshops focusing on the various needs of jobseekers. These workshops include but are not limited to: resume writing, interview skills, financial education, and soft skills instruction. These workshops are open to everyone and are a perfect opportunity to expand our reach to provide services to jobseekers within our region that have been historically underserved. Nevadaworks, the EmployNV Business & Career Hub, and KRA staff worked together to provide services to the public and community-based organizations in a more coordinated manner. The EmployNV Business and EmployNV Career Hubs work in conjunction with one another during job fairs hosted by the EmployNV Business Hub. These job fair events now include a table representing the EmployNV Career Hub to provide information about employment services available to jobseekers regardless of if the jobseeker obtains a job offer at the event. This comprehensive approach enhances the range and quality of workforce development services provided to those in need of assistance. Program services are offered through a collaboration of partners responsible for the delivery, integration, and coordination of workforce development services.

Nevadaworks staff continue to actively cooperate with DETR to assist in the formulation of policies and procedures for WIOA. Nevadaworks staff collaborated with DETR to identify best practices and to help resolve issues within the EmployNV system. Nevadaworks provided EmployNV training and technical assistance to its contracted service providers on an ongoing basis to ensure accurate and timely data entry. Nevadaworks staff also managed the Eligible Training Provider List (ETPL) through the EmployNV system. The total number of ETPL Training Programs during PY 2022 was 338, with 36 training providers represented.

Nevadaworks held several of their regular meetings of regional workforce development professionals, including local elected officials, employers, community-based organizations, and state agencies, with the Northern Nevada Workforce Alliance holding regularly scheduled bi-monthly meetings the third Thursday of every other month in the Reno Town Mall Board Room. Meetings are divided into segments to include presentations for businesses as well highlighting opportunities for jobseekers, with guided tours of the One-Stop always available immediately following. Robust networking among attendees is also always encouraged and enjoyed.

Nevadaworks' 2019 pilot program with Metrix Learning called "SkillUp Northern Nevada" continues to see increased enrollment and participation in PY 2022. Over 1,366 registrants have signed up for on-line classes, explored career pathways and prepared for industry-recognized certifications. Metrix Learning utilizes a course catalog from Skillsoft, a leader in online training and eLearning. With over 5,500 courses and 24/7 access, individuals with internet capability have unlimited access to work at their own pace through a variety of courses that teach both technical and soft skills so they could learn new skills and earn certifications. During PY 2022, Nevadaworks continued to see more service providers incorporating SkillUp in their arsenal of training tools.

Northern Nevada in general, and Washoe County specifically, continued to experience a housing shortage that drastically increased costs and decreased housing availability. This year, Nevadaworks observed more people relocating from larger metropolitan areas to take advantage of new remote working options. The median sales price for a single-family home in Reno reached \$522,780 in August 2023 and median days on the market was 40 according to Realtor.com. Although multiple large apartment projects have recently been completed, current market rates continued to price most of those out of reach of most individuals.

Nevadaworks is governed by its Board that is comprised of the northern Nevada Local Elected Officials (LEO), and the Nevadaworks Council through a cooperative agreement. Regular board meetings are held throughout the year with active participation from members. While the meetings are held in Reno, members unable to attend in person (due to travel distance or work considerations) are able to participate through teleconferencing and virtual meetings. Members of the two standing committees of the Nevadaworks Board have been active throughout the year. These committees are the Executive Committee, which provides overall administrative oversight, and the Nevadaworks Youth Council, which provides direction for youth programs in the region. Nevadaworks Board continued to convene Strategic Planning Meetings to discuss the Strategic Plan implementation and plans for becoming a high performing local board. Board and staff relations remained excellent as the Board provided guidance in such areas as budget development, WIOA performance reporting, program monitoring, policy creation, and performance standards management. As required by WIOA Title I Sec. 107, board members represent a composite of northern Nevada's business and community leaders providing a direct linkage to employers in the service area. The Chairperson and most of the Board are employed in the business community.

Workforce Connections



During PY 2022 (July 1, 2022 through June 30, 2023), Workforce Connections (WC) and our system partners enjoyed many accomplishments and faced many challenges. Throughout the year, WC continued to gain momentum and trust with local partners and elected officials resulting in increased cooperation, additional infrastructure, new solutions and additional funding to better serve business customers and Southern Nevadans. With the increased partnerships came the opportunity to open additional American Job Centers, additional funding, and the expansion of successful initiatives.

As southern Nevada continued to grow and recover, elected officials, economic development, local chambers, businesses and system partners have increasingly looked to WC to be a critical part of the solution. With a renewed focus and a realization that workforce development is critical to continued recovery and growth, new opportunities continue to arise. Expanding on the success of the first EmployNV Youth Hub at West Charleston Library, WC in partnership with the North Las Vegas Library District and a private business launched two additional EmployNV Youth Hubs at the Alexander Library and at Movement Fitness. The two new hubs allow youth to have One-Stop access points for resources vital to their success. In addition, the EmployNV Youth Hub at Movement Fitness is a first in the nation American Job Center located in a private business.

In the first half of PY 2022, Workforce Connections in partnership with LVGEA, local chambers, Clark County School District (CCSD), CSN, NSC, UNLV, DETR, and other workforce stakeholders, stood up four additional regional industry sector partnerships: Transportation & Logistics Technologies, Clean Technologies, Business & Financial Services, and Creative Industries. All seven industry sector partnerships identified within the 2022 Workforce Blueprint have been successfully launched. Employers participating in these partnerships reviewed collective action items, ensuring that progress continued. Moreover, these convenings became avenues for connecting employers to vital funding opportunities, including recovery and upskilling pilot programs. Based on continued success, WC received \$3.3M in additional non-WIOA funding from DETR, the City of Las Vegas and the US Department of Labor to help employers hire, train, and retain their workforce and to supplement existing WIOA Title I programs. Continuing into PY23, WC is anticipating over \$10M in funding from Clark County and USDOL to continue the innovative work concentrating on individuals in transient housing, Emergency Medical Technicians and supporting our ISPs in Southern Nevada.

As Workforce Connections looks back on PY 2022, they are confident that the investments made will help them make PY 2023 an even better year.

The Workforce Connections Board: During PY 2022, the Board continued to be enthusiastically involved in workforce development activities. The Board is a diverse group of people actively engaged

in the community who identify needs and opportunities and align resources towards effective workforce development. The Board members are leaders from various areas of the community, including:

- Private business sectors
- Public workforce organizations
- Labor organizations
- Education and training institutions
- Government and economic development
- Other areas as appointed by the Chief Local Elected Officials Consortium

The Board uses its understanding of the local labor market and the economic forces impacting southern Nevada to define the scope of work performed by WC and its system partners. Working with economic development, K-12, post-secondary educators, chambers of commerce, and community service organizations, the board keeps its ear to the ground and aligns strategies that build better partnerships for better workforce development investments in the community.

*For more information on both LWDBs for the program year, please see **Appendices C and D**.*

National Dislocated Worker Grants

Nevada was awarded two WIOA Dislocated Worker National Dislocated Worker Grants (NDWG) for funding to address the emergency response to the COVID-19 Pandemic. Nevada requested statewide funding for both the Disaster and Employment Recovery grants, which was sub-granted out to the two LWDBs.





The Disaster Recovery grant (DW-34818-20-60-A-32) effective April 20, 2020, worked towards responding to the Governor's emergency declaration by providing relief employment opportunities in medical facilities experiencing shortages, State of Nevada Unemployment Insurance office call center for increased staffing, and social service agencies staffing to assist with greater need of services for basic needs such as food, shelter and clothing. All services are to provide humanitarian services to the affected communities statewide. On June 29, 2022, Nevada was granted a no-cost extension of the grant period of performance for an additional year without any change to the scope or statement of work to continue providing emergency services. This grant extended through June 30, 2023.

The Employment Recovery grant (DW-35240-20-60-A-32) effective July 1, 2020, focused on those individuals dislocated due to COVID-19 that would benefit from acquiring emergency employment and/or short-term training geared towards expanding their skills for increase employability. Case management from Title I-WIOA providers included development of an Individual Employment Plan (IEP) and career assessments. On September 19, 2022, Nevada was granted a no-cost extension on the period of performance to provide continued employment recovery services. This grant extended through September 30, 2023.

National Dislocated Worker Grants (NDWG) Disaster Recovery - DW34818	Planned PY2022/SFY23	Actual PY2022/SFY23
Employment Rate (2 nd Quarter after exit)	78.5%	82.8%
Employment Rate (4 th Quarter after exit)	77.5%	79.1%
Median Earnings (2 nd Quarter after exit)	\$8,200	\$8,005
Credential Rate	82.5%	85.3%
Measurable Skills Gain Rate	50.0%	67.1%

National Dislocated Worker Grants (NDWG) Employment Recovery - DW35240	Planned PY2022/SFY23	Actual PY2022/SFY23
Employment Rate (2 nd Quarter after exit)	78.5%	79.2%
Employment Rate (4 th Quarter after exit)	77.5%	80.8%
Median Earnings (2 nd Quarter after exit)	\$8,200	\$10,125
Credential Rate	82.5%	85.8%
Measurable Skills Gain Rate	50.0%	82.2%

Nevada's Annual Narrative Report PY 2022 – Appendix

Appendix A	 OWINN PY22 Narrative Report
Appendix B	 SCP 5.7
Appendix C	 NEVADAWORKS PY22 Narrative
Appendix D	 WFC PY22 Narrative