



WIOA Annual Narrative Report Program Year 2024

Presented by:
**State of Nevada Employment, Training and Rehabilitation &
Nevada's Workforce Development Boards**

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Waivers

Nevada had three (3) USDOL-ETA waivers in effect during PY24 and did not file any extensions:

1. Waiver of WIOA Section 134(c)(3)(H)(i) and 20 CFR 680.720(b) to increase on-the-job training (OJT) employer reimbursement up to 90 percent for businesses with 50 or fewer employees. This waiver is approved through June 30, 2026, 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.
 - **PY 2024 Outcomes;** Utilization of the 90% OJT waiver was 100 or 68% with over 78% completing an OJT successfully. The participants who benefited from the OJTs had an average wage of \$17.01 per hour as compared to a wage of \$20.08 for all OJT participants. 39% of the participants served identify as African American/Black; American Indian; Asian; Hawaiian/Other Pacific Islander; or more than one race with 46% identifying as Hispanic or Latino. The participants had the following barriers: 5.6% re-entry; 1.4% veteran; and 13.9% persons with a disability. Statewide performance was not measurably impacted by the waiver.
2. Waiver of 20 CFR 681.550 to allow WIOA individuals training accounts (ITA) for in-school youth (ISY). This waiver is approved through June 30, 2025. 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.
 - **PY 2024 Outcomes;** Utilization of the ISY waiver in Nevada has allowed ISY enrollments to maintain 22% of total enrollments. ISY represented 24 % of active youth participants. Approximately 45% of the participants served identify as African American/Black; American Indian; Asian; Hawaiian/Other Pacific Islander; or more than one race with 48% identifying as Hispanic or Latino. The participants had the following barriers: 8.1% re-entry; 47.3% basic skills deficient (BSD); and 46.5% persons with a disability. High School diploma rates for ISY were 41.3% compared to OSY drop-out recovery diploma rates of 16.3%. Also entered employment was 82.6% for ISY as compared to 65.0% for OSY drop-out recovery.
3. Waiver associated with the requirement at WIOA Section 129(a)(4)(A) and 20 CFR 681.410 to allow state and local areas to expend 75% of Governor's Reserve youth funds and local youth formula funds on Out-of-School Youth (OSY). The waiver is approved through June 30, 2026
 - **PY 2024 Outcomes;** Utilization of the ISY ITA waiver was 23 or 9% of ISY. Approximately 38% of participants identified as African American/Black; Asian; or more than one race with 25% identifying as Hispanic or Latino. Eleven percent (11%) chose not to answer when asked about race. The largest barrier identified was BSD at 50%.

Evaluations

Nevada continues to advance its evaluation capacity through rigorous research, strategic coordination, and evidence-based innovation. The state's current and planned evaluation efforts focus on improving program effectiveness, enhancing claimant engagement, and informing policy decisions across the workforce system. Nevada has had evaluation activities with Actus Policy Research as well as the University of Nevada, Reno (UNR).

RESEA Evaluations – Actus Research Study

The ongoing RESEA evaluation, initiated in 2023, is scheduled for completion in December 2025, with findings to be published no later than March 2026. The evaluation employs LOGIT regression modeling to statistically profile Unemployment Insurance (UI) claimants and predict the likelihood of benefit exhaustion. Separate models were developed for Nevada’s three labor market areas, Southern, Northern, and Balance of State, and refined using out-of-sample validation. Claimants with the highest profiling scores are prioritized for RESEA participation due to resource constraints. The dependent variable is defined as exhaustion of benefits (i.e., claimants receiving more than 96% of their total available benefits). The sample excludes partial claims of less than 13 weeks.

Coordination with WIOA Core Programs, State Agencies, and Local Boards:

Nevada’s RESEA program is closely aligned with WIOA core programs and is integrated into the EmployNV system. Coordination efforts include:

- Joint planning and service delivery with local workforce development boards
- Collaboration with state agencies, including the Department of Veterans Services, to support UCX claimants
- Cross-training of staff to deliver both eligibility assessments and reemployment services
- Use of shared data systems to track claimant progress and service outcomes

Completed Evaluations and Public Access to Reports-Recent and Historical Evaluations:

- [Implementation of Practices of the RESEA Program](#)
- [RCT Impact Study of the Nevada RESEA Program](#)

State Efforts to Support Federal Evaluations: Nevada fully supported the U.S. DOL audit conducted in September 2023. All requested documentation, including case files and profiling models, was submitted in advance of the site visit (August 21–25, 2023).

The audit included:

- Observation of RESEA appointments
- Staff interviews and Q&A sessions
- Review of data systems and vendor reporting

Findings:

- One reporting issue identified (vendor-related)
- One promising practice recognized: SARA Program for enhanced participant communication

Continuous Improvement Strategies and Evidence-Based Practices: Nevada is implementing several innovative, low-cost strategies to improve RESEA outcomes and increase claimant engagement:

1. Informal Follow-Up Calls

- Purpose: Encourage continued job search and remind claimants of available services
- Implementation: Post-RESEA service calls by workforce staff

2. Behavioral Interventions via Letters

- Purpose: Use behavioral economics to increase job search intensity
- Implementation: Letters with encouraging or stern messaging, listing available services

3. In-Person vs. Remote Meetings

- Implementation: Mixed-mode delivery during and post-pandemic

4. Timing of RESEA Meetings

- Implementation: Staggered scheduling of RESEA appointments

Planned Timeline for Completion and Publication of Evaluations:

Milestone	Timeline
Ongoing Data Collection & Pilots	Through Q3 2025
Final Evaluation Completion	December 2025
Publication of Findings	No later than March 2026
Integration of Findings into Practice	Q2–Q3 2026

Migrant Seasonal Farmworker (MSFW) – UNR Research Prevailing Practice Survey

The ETA Office of Foreign Labor Certification ensures that labor certifications do not adversely affect U.S. workers’ wages or conditions. Nevada’s Farmworker Prevailing Wage and Practice Survey, conducted with UNR, protects fair pay, working standards, and access to employment by establishing prevailing wages and practices for both domestic and H-2A workers. The survey examines wages, hours, housing, transportation, and methods of pay to ensure employers provide conditions equal to or better than local norms. The collected data helps the U.S. DOL and state agencies monitor compliance, design better labor protections, and target investigations where violations are likely. It also informs policymakers about labor shortages and regional pay trends. Results support fair competition, prevent wage suppression, and provide critical data for enforcement and policy development.

Findings show that most employers require workers to pay for housing, meals, or transportation advances, with transportation costs typically lower than housing and meals. This reflects a consistent cost-recovery approach in Nevada’s agricultural sector, highlighting areas for further research on impacts on worker conditions.¹

Customer Satisfaction

EmployNV Career Hub offices across Nevada continue to provide comprehensive employment services to job seekers through nine local offices, offering support virtually, by phone, and in person. To evaluate service quality and strengthen customer experience, case-managed clients are invited to complete electronic feedback surveys administered via text and email through the SARA program. In order to capture a wider range of perspectives, SARA is being expanded to reach all registered job seekers, not just those receiving case management, creating a more inclusive system for gathering customer insights. Although every case-managed client is offered the survey, participation remains voluntary, with responses collected only from those who choose to engage. When asked about their willingness to

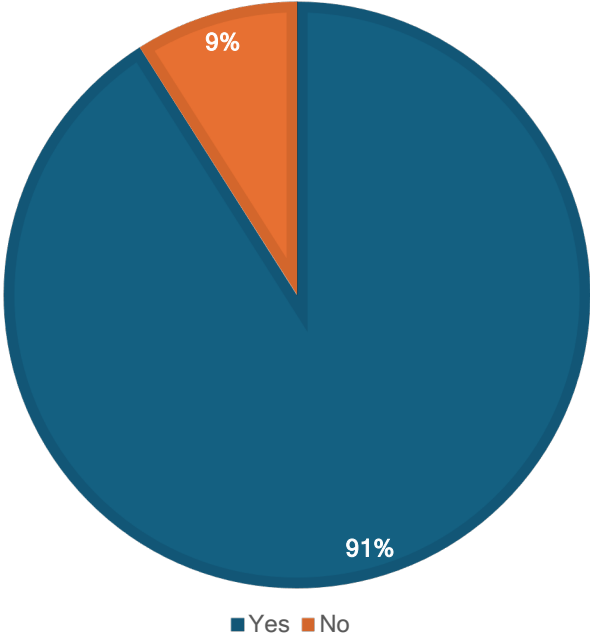
¹ In a letter dated November 20, 2025, the Nevada Department of Employment, Training and Rehabilitation (DETR) formally requested the U.S. Department of Labor’s Office of Foreign Labor Certification (OFLC) to nullify the 2025 H-2A prevailing wage survey conducted by the University of Nevada, Reno. DETR cited methodological flaws, including failure to survey a single crop activity, inadequate geographic distinctions, and insufficient sampling, rendering the survey noncompliant with 20 C.F.R. §655.120(c). DETR has since ceased wage survey activities with UNR and will default to the Adverse Effect Wage Rate (AEWR) for H-2A job orders filed on or after October 2, 2025. See Appendix D for FLC Survey and Methodology

participate, 1,271 clients agreed, while 121 declined. To improve the depth of feedback, the survey was lengthened in Program Year 2024 from four to six questions, allowing for a more thorough assessment of client experiences and service delivery.

Question #1:

Your opinion matters! We would like to know how you feel about the services you have received from us. Will you take a minute to help us improve the services we provide to you?

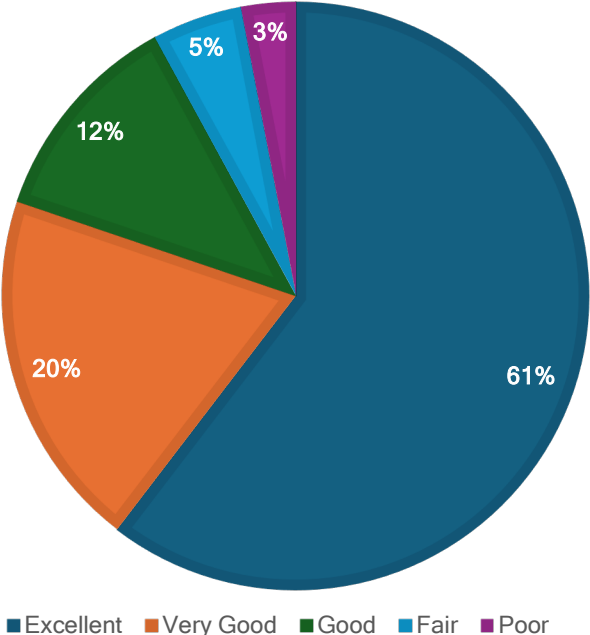
Total Responses: 1,392



Question #2:

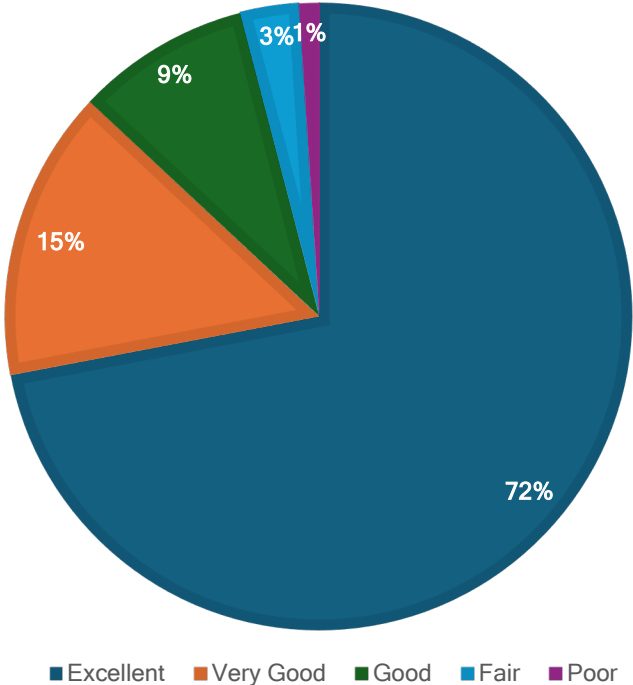
How would you rate the service you received from us?

Total Responses: 1,248



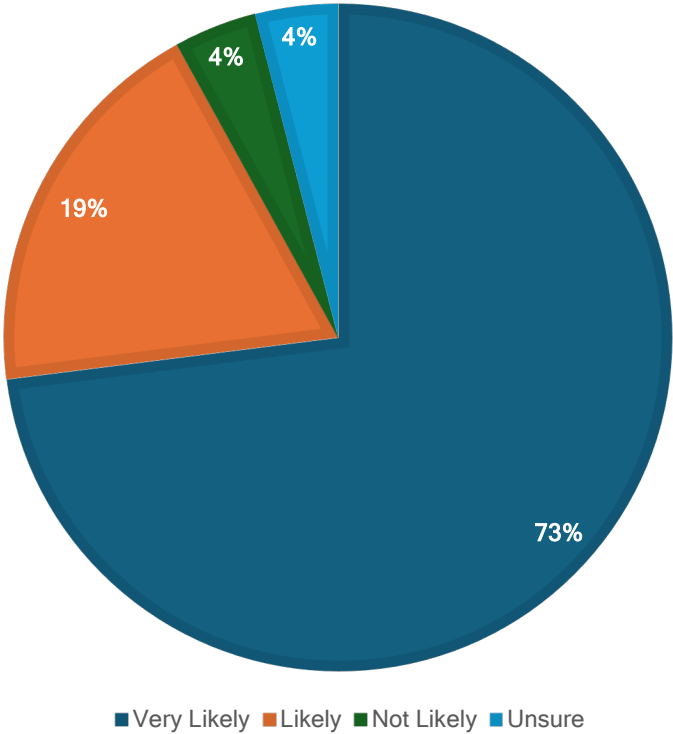
Question #3:
How would you rate the politeness of the staff?

Total Responses: 1,269



Question #4:
How likely are you to recommend our services?

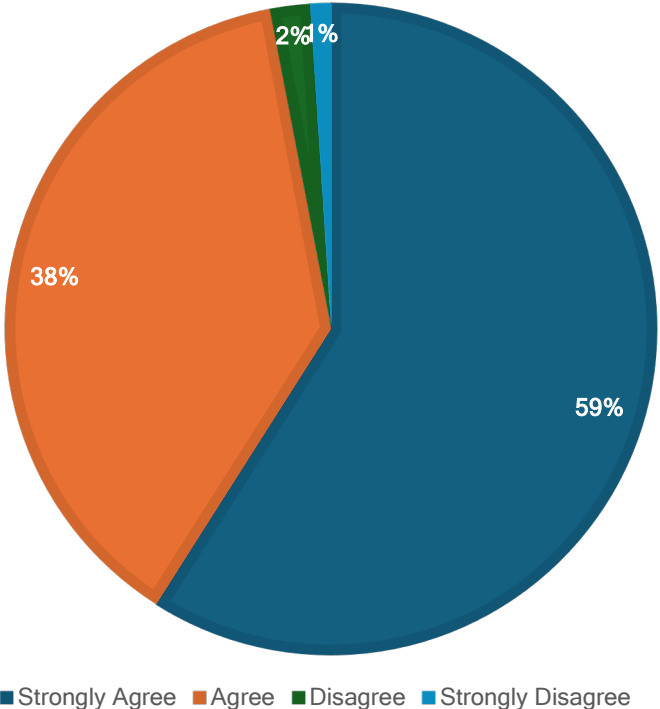
Total Responses: 1,217



Question #5:

It is easy to respond to SARA.

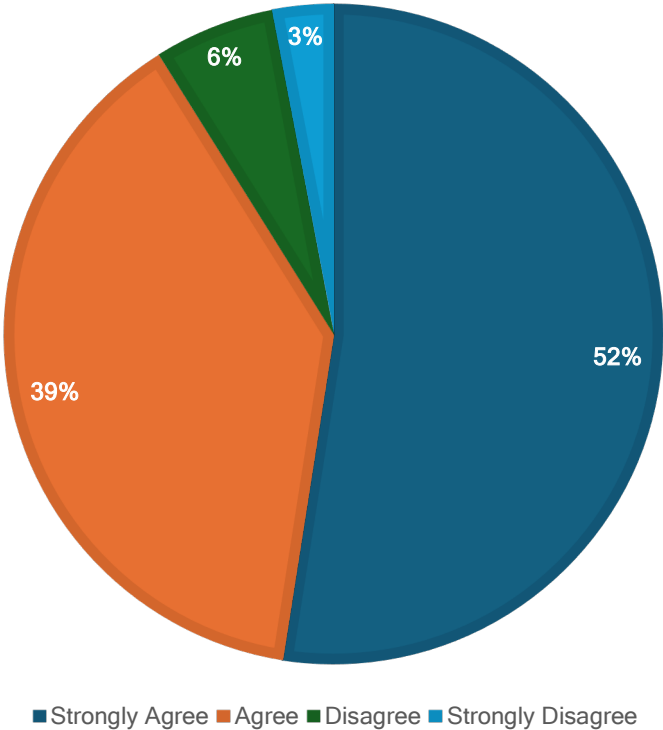
Total Responses: 1,213



Question #6:

SARA has made it easier to stay in touch with (Career Coach first name).

Total Responses: 1,203



State Strategies

Nevada’s strategic workforce development goals, as outlined in the PYs 2024–2027 Unified State Plan, emphasize advancing equity and economic mobility by ensuring all Nevadans, particularly those from underserved communities, have access to quality jobs and career pathways. The state is committed to strengthening employer engagement through expanded sector partnerships and work-based learning opportunities, while enhancing system alignment across education, workforce, and economic development entities. Nevada also prioritizes the expansion of career pathways in high-demand industries, the use of labor market data to drive decision-making, and investments in digital skills and innovation to build a resilient, future-ready workforce.

OWINN’s recent activities demonstrate meaningful progress toward Nevada’s strategic workforce goals by advancing equity, expanding access to career pathways, and strengthening employer engagement. The graduation ceremony at Florence McClure Women’s Correctional Center showcased the impact of targeted investments in skills-based training for underserved populations, aligning with the state’s commitment to economic mobility and inclusive workforce development. The nearly \$1.4 million grant supporting hospitality education for incarcerated women reflects a strategic effort to reduce barriers to employment and promote self-sufficiency. Additionally, OWINN’s leadership role at the Nevada Lithium Summit, particularly moderating the workforce panel on bridging development gaps, underscored the state’s focus on aligning training initiatives with employer needs in high-demand STEM sectors. These efforts collectively support Nevada’s vision of a resilient, future-ready workforce that drives economic growth and opportunity.

Regional Industry Sector Partnerships: This year, Workforce Connections dove deeper into the quality and impact of our ISPs, ensuring they remain a proven, employer-driven framework for aligning Southern Nevada’s talent pipeline with the evolving needs of our region’s industries.

These partnerships have now supported over 80 collective actions and have expanded into bi-monthly employer roundtables, creating a direct feedback loop where employer insights actively shape workforce training programs, micro-credentials, and work-based learning opportunities.

Over the last year, these partnerships have delivered tangible results:

- Employers have leveraged ISP support to build customized training pathways that align with real-time industry demand, including connections to CTE programs across the school district.
- Jobseekers have accessed upskilling and credentialing opportunities that lead to higher wages and stronger career trajectories.
- Local businesses have shared success stories highlighting how ISP grants and support have helped them retain talent, build internal capacity, and remain competitive in evolving markets.

By bringing together employers, education partners, and community organizations, ISPs have closed the loop between workforce demand and talent supply, ensuring that regional investments drive measurable impact for both businesses and workers.

Work with Regional Industry Sector Partnerships has been augmented with additional non-formula funding from Nevada DETR, US Department of Labor and City of Las Vegas ARPA funding:

- **Incumbent Worker Training (Upskill Pilot):** Through PY24, Workforce Connections continued implementing more than \$1.3 million in Career Enhancement Program (CEP) funding provided by DETR to support incumbent worker training. Through training agreements with employers, these funds provided critical upskilling opportunities for their workforce in high-demand roles. Employer interest in the program remains strong, with a pipeline of additional contracts underway and extending into PY25.
- **ISP Work Ready Funds:** The \$1.8 million ISP Work Ready Fund, secured through DETR Governor’s Reserve Funds, provides targeted support to employers seeking to strengthen their workforce. The program delivers customized upskilling opportunities, industry-recognized credentialing, and incumbent worker training to help businesses retain skilled talent and address critical workforce needs. By combining financial support with tailored workforce services, the Work Ready Fund helps align talent pipelines with employer demand and fosters a more resilient regional economy by providing flexibility to support career pathways, business engagement strategies and work experience through direct reimbursements to industry sector businesses.
- **Department of Labor Community Project Fund:** Workforce Connections continued implementation of a second federal grant of \$800,000 through the Department of Labor's Community Project Fund. This funding, sponsored by U.S. Congresswoman Susie Lee, is utilized to provide training for Southern Nevada's most in-demand occupations, in alignment with the Industry Sector Partnerships initiative.

Expanding Apprenticeships: Workforce Connections continued to strengthen efforts to expand Registered Apprenticeship opportunities in Southern Nevada. A key objective this year was to increase the number of apprenticeship programs on the ETPL, ensuring more job seekers can access and benefit from earn-and-learn career pathways. Staff also attended regular Southern Nevada Building Trades Union monthly meetings to align apprenticeship programs with workforce needs and expand opportunities in the skilled trades. Workforce Connections is also collaborating closely with Nevadaworks (its sister board) to explore and establish non-traditional apprenticeship models in sectors such as healthcare, IT, and business services, broadening access beyond traditional industries. Workforce Connections engages ISP employers, in cybersecurity and manufacturing spaces. These efforts are part of Workforce Connection’s commitment to advancing apprenticeship as a proven strategy for building a skilled workforce and supporting the region’s economic development.

Chicanos Por La Causa (CPLC) was awarded the PY22 DOL YouthBuild grant for Southern Nevada, which continued into PY24. As part of their program design, and as one of WIOA’s 17 partners, CPLC implemented a co-enrollment strategy with WIOA Title I Youth programs. The partnership between Equus Workforce Solutions and CPLC ensured that the cohort of YouthBuild participants had full access to a wide menu of services. CPLC served as the lead on case management and pre-apprenticeship activities, and Equus Workforce Solutions provided paid WEXs, supplemental support services, and financial literacy workshops.

Success Story - When a participant first came to EmployNV Youth Hub, he was seeking job placement assistance, preferably within a warehouse or distribution center, as a way to stabilize his finances and secure long-term employment. Like many participants, he came from a low-income background without prior experience in manufacturing. Through the Work Experience (WEX) program, he joined NutraResolution as a Production Line Technician. His dedication and strong work ethic did not go unnoticed. Upon completing his WEX, he was offered a permanent position with a promotion to QA Inspector, including a pay raise. He is now continuing his career pathway through the On-the-Job Training (OJT) program, further building his skills in a high-demand industry.

Performance Accountability

The following section provides a summary of Nevada’s performance outcomes and data integrity results for Program Year 2024, across WIOA Titles I and III programs. The data reflects annual progress toward state performance goals, identifies areas of deficiency, and highlights findings from the Data Element Validation (DEV) process.

Performance Measures and Progress Toward Goals:

Youth Program

The Youth program met or exceeded targets in co-enrollment, program entry and exit alignment, occupational code of employment, and record accuracy. The program also achieved 100% reporting for youth barriers. Successful training completion was slightly below target, and the category of disability response rate remained significantly below expectations.

Success Story - A recent high school graduate enrolled in the youth program seeking support to pursue a career in the automotive industry. Eager to gain technical skills and hands-on experience, the participant successfully completed Automotive Technology training. The program, supported by WIOA Title I Youth funding, provided the industry knowledge, certifications, and practical experience needed to prepare for the workforce.

Adult Program

The Adult program demonstrated strong performance, meeting or exceeding targets in Individual Employment Plan (IEP) completion, service in quarter, training occupational skills code, program entry/exit alignment, priority of service, and record accuracy. Successful training completion was within 5% of the target. The category of disability response rate was below the 98% benchmark.

Success Story - After several years as a stay-at-home parent, one participant was eager to rejoin the workforce but worried about lacking current skills. Through the WIOA Title I Adult Program, they received resume support, interview preparation, and placement into an On-the-Job Training (OJT) with a financial institution as an IT Risk Analyst. The participant excelled, successfully completed the OJT, and was hired full-time. Today, they are thriving in a professional role with long-term career potential.

Dislocated Worker Program

The Dislocated Worker program met or exceeded expectations in IEP completion, service in quarter, training occupational skills code, program entry/exit alignment, employment related to training, and

record accuracy. However, successful training completion and the category of disability response rate were both below target.

Success Story - Following a layoff, a participant enrolled in both the WIOA Title I Dislocated Worker Program and QUEST services at an EmployNV Career Hub. With a strong interest in transportation, they began Occupational Skills Training to earn a Commercial Driver's License (CDL). After completing training, the participant secured full-time employment as a CDL driver. This transition highlights how WIOA and QUEST can help individuals pivot toward new, in-demand careers.

Wagner-Peyser Program

Wagner-Peyser performance remained strong, with service in quarter, veteran priority, program entry/exit alignment, and record accuracy all meeting or exceeding targets. The category of disability response rate was slightly below the 98% target.

Performance Deficiencies and Contributing Factors:

- Training Completion Rates were below target for Youth, Adult, and Dislocated Worker programs. Contributing factors may include early exits, incomplete documentation, or gaps in follow-up procedures.
- Disability Response Rates were consistently low across all programs except Wagner-Peyser, indicating systemic challenges in intake processes or participant reluctance to disclose disability status.
- Data Entry Errors such as mismatched dates for training, measurable skill gains (MSG), and credentials were noted in DEV reports and may have impacted performance outcomes.

DEV Summary:

The overall DEV failure rate for PY24 was 0.90%, indicating strong data integrity across programs.

Quarter	Failure Rate
Quarter 1	1.15%
Quarter 2	0.58%
Quarter 3	1.25%
Quarter 4	0.61%

Common Issues Identified:

- Wage data not found in NV/SWIS files (requires additional investigation to find hidden wages in an EmployNV table.)
- Mismatched or missing documentation for training, MSG, credential dates, and dislocation verification.
- IEPs not created, uploaded, or aligned with services (notably in JVSG).

Recommendations:

- Enhance staff training on accurate data entry, documentation alignment, and intake procedures. Including providing training sessions on quarterly reports analysis elements regarding disability disclosure and barrier verification.
- Continue to conduct DEV reviews quarterly and during the current program year to identify and correct discrepancies early.
- Work to resolve wage file access to review which has been impacting validation.

Common Exit Policy (Per TEGL 10-16, Change 3)

Nevada continues to implement a common exit policy encompassing Title I Adult, Dislocated Worker, and Youth programs; Title III Wagner-Peyser; Jobs for Veterans State Grants; National Dislocated Worker Grants; Trade programs; the Career Enhancement Program; and Silver State Works. DETR provides guidance on this policy through [Technical Assistance Guide \(TAG\) 20-5](#), which outlines procedures for LWDBs regarding common exit processes. A common exit is defined as occurring when a participant, enrolled in multiple programs administered by the U.S. DOL, has not received services from any applicable program for a minimum of 90 consecutive days, and no additional services are scheduled, excluding self-service, informational activities, or follow-up services. Exit from the system only takes place once all program-specific exit criteria are satisfied. The common exit date is automatically determined based on the last qualifying participant-level service. Nevada's Management Information System, EmployNV, incorporates system rules that ensure compliance with DOL's common exit requirements and support accurate tracking of participant progress.

Self-Appraisal System

During PY24, the Self-Appraisal System (SAS) reviews were conducted on the WIOA Title I Program, Wagner-Peyser Title III Program, Jobs for Veteran Services Grant (JVSG), Nevada's Career Enhancement Program, and Nevada's Silver State Works Program entries to determine:

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

In PY24, 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, the statewide workforce case management system, to ensure consistent and timely communication with participants. SARA has allowed staff to send scheduled program specific communication 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 communication. Staff have also been able to utilize SARA Video (formerly called ODIN) through SARA. SARA Video is a virtual meeting space where staff can schedule appointments with participants. This has been especially advantageous for the Wagner-Peyser's Reemployment and Eligibility Services and Eligibility Assessment (RESEA) program staff because rural offices are still required to complete appointments but have a limited selection pool of participants. It has enabled them to recruit from regions in Nevada with a high number of participants, while giving rural offices greater capacity to support program objectives. SARA Video has helped Nevada modernize the responsibilities of workforce staff and streamline processes to make participation easier.

Nevada did not exceed the participant employment 2nd quarter after exit goal by 16%. The number of Job Seekers Registered is 14% less than the goal. However, the number of exiters has dramatically

increased, ending the year at a staggering 670% over the goal. Exiters started increasing in the 2nd quarter and continued that trend through the 4th quarter of PY 2024. The increased exiters also drastically increased the number of participants who gained employment in the 2nd quarter after exit. Offices are aligned with the goals of the Department of Labor and are working towards keeping job seekers employed in the 2nd and 4th quarter after they exit the Wagner-Peyser program, as well as median earnings in the 2nd quarter after exit.

The Silver State Works Program had a total of 61 participants who remained employed, which is 86% less than the goal of 383. Participation in Silver State Works has decreased this program year; however, the total number of participants was 63, and the number of participants who remained employed was 61. This makes our retention rate 97%, exceeding the goal by 12%.

Job Orders received from Employers exceeded the planned goal by 20%. While the number of jobs available exceeded the goal, the number of job seekers registered was below its goal by 14%. The high number of job orders can be attributed to employers using self-service 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 – seven (97%) of participants receiving employment services rated the services received as beneficial.

Quarterly & Annual Numeric	
<i>EmployNV Hub Services to Participants</i>	
Number of employment service participants who gained employment 2nd qtr. after exit:	
Plan: 7,896	Actual: 6,671
Number of CEP participants who gained employment after receiving services:	
Plan: 2,670	Actual: 2,471
Number of Silver State Works program participants who remained employed:	
Plan: 400	Actual: 53
<i>EmployNV Hub Services to Employers</i>	
Number of job orders from employers:	
Plan: 18,780	Actual: 22,589
Number of job openings received:	
Plan: 47,400	Actual: 53,613
Employer penetration rate:	
Plan: 3.50%	Actual: 6.7%
Repeat customer business rate:	
Plan: 41%	Actual: 24%
Retention with same employer 2nd and 4th quarters after exit:	
Plan: 50%	Actual: 64.3%
Annual Non-numeric	
<i>Qualitative Review</i>	
Local office and administrative oversight:	
Reviews showed staff and offices are within compliance.	

Customer survey results review:
92% 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.
Employer survey results review:
99% of employers responded that the services they received were fair to excellent.

Title I Negotiated Performance Levels for Local Boards

Nevadaworks Performance Measures	Negotiated Level of Performance	Actual Performance	PY25 Negotiated Target
Adults			
Employment 2nd quarter after exit	77.2%	77.9%	77.2%
Employment 4th quarter after exit	72.1%	78.2%	72.1%
Median earnings in the 2nd quarter after exit	\$8,143	\$9,432	\$8,143
Credential attainment rate	90.0%	73.1%	90.0%
Measurable Skill Gains	86.0%	87.6%	86.0%
Dislocated Workers			
Employment 2nd quarter after exit	83.3%	88.7%	83.3%
Employment 4th quarter after exit	80.2%	90.0%	80.2%
Median earnings in the 2nd quarter after exit	\$11,918	\$9,776	\$11,918
Credential attainment rate	76.6%	71.4%	76.6%
Measurable Skill Gains	81.9%	88.2%	81.9%
Youth			
Education or training activities or employment in the 2nd quarter after exit	66.6%	79.4%	66.6%
Education or training activities or employment in the 4th quarter after exit	77.6%	81.7%	77.6%
Median earnings in the 2nd quarter after exit	\$6,287	\$9,116	\$6,287
Credential attainment rate	55.8%	68.6%	55.8%
Measurable Skill Gains	70.3%	74.2%	70.3%

Workforce Connections Performance Measures	Negotiated Level of Performance	Actual Performance	PY25 Negotiated Target
Adults			
Employment 2 nd quarter after exit	75.6%	75.0%	75.6%
Employment 4 th quarter after exit	73.3%	74.4%	73.3%
Median earnings in the 2 nd quarter after exit	\$7,286	\$7,637	\$7,286
Credential attainment rate	72.6%	79.7%	75.6%
Measurable Skill Gains	64.7%	78.6%	64.7%
Dislocated Workers			
Employment 2 nd quarter after exit	75.0%	77.3%	75.0%
Employment 4 th quarter after exit	78.0%	79.0%	78.0%
Median earnings in the 2 nd quarter after exit	\$8,027	\$9,797	\$8,027
Credential attainment rate	78.0%	75.7%	78.0%
Measurable Skill Gains	72.7%	84.1%	72.7%
Youth			
Education or training activities or employment in the 2 nd quarter after exit	66.6%	69.6%	66.6%
Education or training activities or employment in the 4 th quarter after exit	64.8%	69.1%	64.8%
Median earnings in the 2 nd quarter after exit	\$8,027	\$5,090	\$8,027
Credential attainment rate	45.0%	50.4%	45.0%
Measurable Skill Gains	49.9%	58.3%	49.9%

Statewide Governor’s Reserve Funds

To address critical workforce challenges and expand economic opportunity across the state, Nevada strategically invested its WIOA Governor’s Reserve Funding in a diverse portfolio of initiatives during Program Year 2024. These targeted investments supported innovative partnerships, vocational training programs, youth engagement efforts, leadership development platforms, and infrastructure enhancements, all designed to strengthen the talent pipeline and meet the evolving needs of Nevada’s employers. From empowering disconnected youth and returning citizens to equipping small businesses and underserved communities with leadership tools, each funded project reflects Nevada’s commitment to inclusive, skills-based workforce development that drives long-term prosperity.

Workforce Connections – Industry Sector Partnerships (ISPs) \$1,875,000.00

Employers from Southern Nevada’s ISPs continue to face a shortage in talent availability. Workforce Connections mission is to support the local economy by “Connecting Employers to a Ready Workforce”. Workforce Connection’s “Meeting the Talent Needs of Employers” program will focus on services that promote career pathways and skill-acquisition for employment in Southern Nevada’s target industries, without the restriction of WIOA Title I eligibility. In collaboration with employers from the ISPs, the program will deploy resources to align the local development pipeline with the needs of employers from the region’s target industries, which include, but are not limited to: Healthcare Services; General & Advanced Manufacturing; Information & Communication Technology; Transportation & Logistics Technology; Clean Technologies; Business & Financial Services; and Creative Industries.

Hope for Prisoners – Vocational Village \$2,500,00.00

Hope for Prisoners has been operating for 14 years and has served approximately 5,200 clients. They have been expanding its evidence-based pre and post release reentry service model as it launched the Vocational Village in collaboration with the Nevada Department of Corrections (NDOC). Based at the Southern Desert Correctional Center and Three Lakes Valley Conservation Camp, HPF operates and manages a comprehensive vocational training center with a goal of providing returning citizens with marketable skills, in-demand occupations prior to their release. Some training courses that are offered are the following: Welding, HVAC, Electrical, Plumbing, Commercial Driver’s License, Masonry, and Warehouse Logistics. They also offer one-on-one consulting, ACT testing, OSHA 10, assessments, moral recognition therapy, trauma informed therapy, support services, workforce readiness and leadership training.

Workforce Connections – Disconnected Youth \$562,500.00

One of Southern Nevada’s most critical workforce development and community investment opportunities is the extraordinary number of young adults, ages 16-24, not meaningfully employed. Clark County has a young adult population of nearly a quarter of million people, and nearly 1 in 6 are not in any type of skill-acquisition or employed. The following services are provided to the young adults: Prevocational Services, Vocational Training, Work Experience, On-the-Job Training, and Supportive Services.

University of Nevada, Las Vegas – Leaderverse \$500,000.00

Leaderverse offers a flexible, self-paced online platform designed to support entry-level and underrepresented staff through three programs: Success@Work, WomenUp, and Dream Academy. Over the past few months, the Leaderverse team has visited 68 Nevada career centers, youth and business hubs, and local workforce development boards, distributing digital and printed materials and promoting the program at career fairs and employer events. The WomenUp Fall 2024 cohort concluded with 20 participants and received overwhelmingly positive feedback, with attendees praising the program’s impact on their leadership confidence and professional growth. The next WomenUp cohort is scheduled to begin on September 24–25, 2025, and will run through the winter.

College of Southern Nevada (CSN) - Realizing Opportunities for the American Dream to Succeed (ROADS) \$500,000.00

The mission of the ROADS program is to provide training for an estimated 100+ unemployed/under-employed participants in high demand occupations. and to assist in filling workforce shortages with well-trained employees. This program will promote the delivery of a reliable and workforce-ready "pipeline" of skilled workers who have earned nationally recognized certifications that will enable businesses to fill immediate vacancies and provide Nevada workers with the upward mobility necessary to earn livable wages to achieve independence and success. In the quarter from April 1, 2025 – June 30, 2025, 57 students were enrolled in the program, 8 students completed their classes, and 48 students are currently attending classes.

Latin Chambers of Commerce (LCC)

\$500,000.00

The LEADers Program, launched by the LCC, aims to empower leadership and business growth through two parallel training tracks offered in both English and Spanish:

1. Executive Business Accelerator – For small business owners and entrepreneurs to build business and team leadership skills.
2. Personal Leadership Development – For adults seeking to grow standout leadership skills to advance in their current or future careers.

Program Goals:

- Equip participants with leadership and business growth skills
- Foster career advancement and entrepreneurial success
- Improve productivity, retention, and satisfaction in the workforce

Launch Highlights (April–June 2025):

- Over 200 applications received
- 60+ professionals expressed interest in mentoring
- Mentors include business owners, executives, and coaches with expertise in marketing, finance, operations, and leadership
- Community outreach included media coverage in the Las Vegas Sun and Spanish-language radio

Nevadaworks - Assist

\$500,000.00

Nevadaworks has faced annual reductions of approximately 10% in WIOA funding due to Nevada’s funding formula, which favors southern Nevada based on population and unemployment figures. These ongoing cuts have significantly limited Nevadaworks’ capacity to deliver innovative, high-quality workforce services in northern Nevada. In response, Nevadaworks has sought to diversify its funding through additional federal grants, but struggles with cash flow due to delayed reimbursement processes, such as those in the Good Jobs Challenge grant. Operating with minimal reserves, Nevadaworks cannot cover expenses, putting its grant-funded projects at risk. To address this, Nevadaworks is requesting a \$500,000 line of credit from the WIOA Governor’s Reserve to serve as a revolving reserve fund. This would allow Nevadaworks to cover allowable expenses upfront and request timely reimbursements, ensuring compliance with federal regulations and maintaining continuity in service delivery without increasing its overall funding.

Nevadaworks – Disconnected Youth Project

\$187,500.00

To support Nevada employers and our regional economy with the much-needed talent, we are focusing on our disconnected youth population. The “Future Wanted” Career Launch Program will provide the

services and training resources necessary to connect employers to a ready workforce. In collaboration with the Reno Bike Project, RBP will implement the “Future Wanted” program by addressing the unique needs of at-risk youth through a holistic approach that combines hands-on technical training, mentorship, and supportive services. The 17-week program includes 10 weeks of bike mechanical skills training, job training, customer service practice, and certification acquisition at Reno Bike Project, followed by 5 weeks of an internship at a partnering bike shop in Reno. An additional two weeks are customizable for each intern based on their interests and needs. The “Future Wanted” program focuses on removing barriers to career readiness by providing paid hands-on bike mechanic training opportunities, reliable transportation (a bicycle earned through the program), and a supportive learning environment. Additionally, the work with Nevadaworks will further access to career readiness workshops, job placement assistance, and industry connections, ensuring that participants are equipped to transition into the workforce. For Disconnected Youth – ages 16-24 years old, not meaningfully employed.

Rotary Club of Sparks – Vocational Training Match

\$1,000,000.00

Rotary District 5190 of Sparks has entered into a contract with DETR for the purpose of supporting vocational and leadership training programs for youth in Northern Nevada.

Vocational projects may include the purchase of new or additional equipment to complement classroom instruction already in place in High Schools and Community Colleges. DETR funding is allocated dollar-for-dollar and restricted to two main project categories:

1. Vocational Education: Supports equipment purchases for high school and community college programs. (i.e., Trades/Construction, Culinary/Service Industry, etc.)
2. Leadership Training & Development

Covers scholarships and costs for youth leadership programs.

- RYLA (Rotary Youth Leadership Awards)
- REGL (Rotary Eighth Grade Leadership)
- Other Youth Programs

ePath USA

\$ 494,648.00

Software/Website Hosting & Maintenance Agreement. ePATH USA agrees to host and maintain the website built for DETR. Work and services include hosting and maintaining -website on ePATH USA's web server(s) onsite -within the USA, backup services on the data stored, site security, site monitoring, making the site available to Internet users, reporting and technical support in coordination with the agency. DETR will maintain content management control for the entire site through a content management administrator through the agency Public Information Officer (PIO).

Through strategic deployment of Governor’s Reserve Funding, Nevada has demonstrated a bold commitment to inclusive workforce development, economic resilience, and community empowerment. These investments reflect a statewide vision that prioritizes innovation, equity, and collaboration, bridging gaps in opportunity and preparing Nevadans of all backgrounds for success in high-demand industries. Whether supporting disconnected youth, returning citizens, small businesses, or underserved communities, each initiative plays a vital role in strengthening Nevada’s talent pipeline and driving long-term prosperity across the state.

Rapid Response

Rapid Response is a non-cost, proactive program tailored to support businesses facing layoffs or plant closures. It offers adaptable strategies that swiftly mobilize services and deliver immediate aid to both employers and impacted employees. The Rapid Response team collaborates closely with employers and employee representatives to efficiently leverage public and private resources, helping reduce the disruption caused by job loss. Services can be customized and delivered either on-site or virtually to meet specific needs. All employers are encouraged to provide notice of layoffs or plant closings to DETR as quickly as possible. However, in some cases, employers are required to provide written notice under provisions of the Worker Adjustment and Retraining Notification (WARN) Act.

Benefits to the Employer:

- Lower unemployment insurance costs as workers are re-employed more quickly
- Higher morale among employees as they feel management is being proactive in helping them during the lay-off
- Positive company image within the community for treating employees with respect

Benefits to the Employees:

- Unemployment insurance claims
- Information about career counseling and job training
- Information provided on the labor market, health benefits, pensions and financial planning
- Job search assistance
- Help with resume writing and interviewing skills

The Rapid Response Packet provided to laid-off workers includes details about employment services, Unemployment Insurance, healthcare options, and various support programs available through state and partner agencies. The Rapid Response packet can be found on the [DETR](#) website as well as the [EmployNV](#) homepage.

Las Vegas Spring Job Fair at the Convention Center:

- 120 Employers
- 6,400+ candidates were in attendance
- 1,000+ people hired
- 1,872 interviewed

Clark County School District Student Career Workshop:

- 400+ students in attendance
- Resume building
- Interview skills
- Professional networking
- Talks by Clark County Commissioners Jim Gibson and Tick Segerbloom

In PY24 Nevada served 182 companies with layoffs or closures and over 10,000 individuals affected by those layoffs and closures.

Wagner-Peyser Activities

Nevada used Wagner-Peyser Act funding to deliver a wide range of employment services that supported job seekers, employers, and workforce partners statewide. These efforts strengthened labor force participation, promoted economic resilience, and aligned with federal workforce priorities.

Core Employment Services (90% of Funds)

These funds supported essential statewide services:

- **Job Search & Placement:** Personalized support for UI claimants and other job seekers through counseling, assessments, labor market info, and job referrals.
- **Employer Engagement:** Helped businesses recruit talent and navigate workforce programs.
- **Program Integration:** Evaluated service effectiveness and coordinated with WIOA, the Rehabilitation Act, Pell Grants, and the GI Bill.
- **Layoff Response:** Assisted dislocated workers with reemployment services and training access.
- **Labor Market Tools:** Maintained data systems to guide policy and service delivery.
- **UI Work Tests & RESEA:** Ensured claimants remained active in job search and met eligibility requirements.
- **Training Referrals:** Connected claimants to education and training for long-term employment success.

Innovation & Targeted Support (10% Governor's Reserve)

These funds enhanced service quality and responsiveness through:

- **Performance Incentives:** Rewarded offices for strong service outcomes.
- **Targeted Services:** Partnered with local groups to support veterans, individuals with disabilities, and other underserved populations.
- **Innovation & Staff Development:** Invested in pilot programs, tech upgrades, and staff training.

This approach reflects Nevada's commitment to delivering high-impact, inclusive employment services that meet the needs of both job seekers and employers.

Reemployment Services and Eligibility Assessment (RESEA)

RESEA representatives conduct UI Eligibility Assessments while delivering Wagner-Peyser employment services that help job seekers overcome barriers and achieve career success. They assist with applications and provide staff-supported activities such as assessments, career guidance, testing, job search planning, resume preparation, workshops, job fairs, and referrals to local and interstate opportunities. Additional services include vocational guidance, labor market information, proficiency testing, and bonding assistance. RESEA staff also connect individuals to training programs, including high school equivalency, college, apprenticeships, and federally funded opportunities, as well as supportive services like childcare, transportation, food assistance, and mental health resources. Through this comprehensive approach, RESEA representatives bridge the gap between unemployment and meaningful employment.

First-in-the-Nation RESEA Innovation

On July 7, 2025, Nevada became the first state to launch a fully automated and integrated RESEA system within the Nevada Unemployment Insurance (NUI) platform. This groundbreaking achievement streamlines service delivery, reduces administrative burden, and improves access to reemployment resources.

The system features automated claimant selection and scheduling, integrated communication through SARA for reminders and messaging, real-time updates to selection criteria, and unified case management with EmployNV. In 2025, Nevada also introduced a weekly text messaging initiative to reinforce job search requirements and promote EmployNV services. The results are faster service delivery, higher claimant engagement, improved access to resources, and national recognition for workforce innovation.

National Dislocated Worker Grants

This program year Nevada had the QUEST Disaster-Recovery NDWG. These grants offer supplemental flexibility to address unexpected events such as the COVID-19 pandemic that result in widespread job loss. On September 14, 2023, the U.S. Department of Labor awarded \$5 million to serve 533 individuals seeking employment and training in high-demand occupations. Participants have accessed occupational skills training, work experience, on-the-job training and supportive services.

Program Year 2024 Highlights

During Program Year 2024, both Nevadaworks and Workforce Connections made significant progress in participant engagement and service delivery. Key accomplishments include:

- **Enrollment & Services:**
 - 444 individuals enrolled in the QUEST grant (7/1/24-6/30/25)
 - 106 participants co-enrolled with Title I WIOA and the Good Jobs Grant
- **Employer Engagement:**
 - Collaboration with DETR’s Business Services offices to strengthen employer partnerships
 - Development of direct job placement pipelines
- **Outreach & Recruitment:**
 - Targeted efforts in tribal communities
 - Participation in career fairs
 - Active social media campaigns, MOUs, and advertising companies
 - Sector Partnerships: Technology, Healthcare, Logistics, and Manufacturing
 - Grassroots outreach including flyer distribution in local communities

NDWG Performance Measures	Planned PY24/FY25	Actual PY24/FY25
Employment 2nd quarter after exit	78.5%	82.3%
Employment 4th quarter after exit	77.5%	81.6%
Median Earnings 2nd quarter after exit	\$8,200	\$4,852
Credential Rate	82.5%	100%
Measurable Skill Gains	68.0%	85.1%
Program Enrollments	533	478

***Success Story** - A participant came to our team after losing her job as a machine operator. After her divorce from her husband, she lost custody of her two children and has found it incredibly difficult to find work that allows her to provide for herself and her children. She had attempted to complete CNA training in the past but faced several challenges. With assistance from our program, we were able to help her begin and complete CNA training and obtain her CAN License. Now she works full time as a CNA making a fair wage and is in a capacity to advocate for custody of her two young boys. While she still has some barriers in her personal life that she is working through, having a reliable job has made taking care of herself and her family possible.*

State Best Practices and Needs

Challenges the State Workforce System Faces

Nevada's workforce development system is grappling with several interrelated challenges that hinder its ability to fully meet the needs of job seekers and employers. One of the most pressing issues is the skills mismatch, despite leading the nation in job growth in recent years, Nevada also has one of the highest unemployment rates, indicating that many job seekers lack the qualifications required for available positions. This disconnect is particularly acute in high-demand sectors like healthcare, construction, and advanced manufacturing, where workforce shortages are exacerbated by rapid population growth and an aging demographic. Rural areas present additional barriers, including limited access to training providers, broadband connectivity, and transportation. These geographic disparities contribute to uneven service delivery and workforce participation across the state.

To address these challenges, Nevada would benefit from:

- Technical assistance to enhance data integration, performance measurement, and financial management (SMART training).
- Support for regional planning and coordination, especially to align workforce strategies with local economic development.
- Investments in digital infrastructure and remote service delivery models to reach underserved communities.

This support would help Nevada build a more agile, inclusive, and data-informed workforce system capable of adapting to economic shifts and meeting the needs of both employers and job seekers.

Promising Practices, Lessons Learned, and Success Stories

Nevada's workforce development system has made significant progress in advancing business-driven strategies, strengthening community partnerships, and delivering services to individuals with barriers to employment. Our work is guided by ongoing evaluation and research that highlights the effectiveness of innovative approaches such as employer upskilling, re-entry support, and partnerships that directly engage underserved populations.

Serving Employers Through Workforce Upskilling

One of our most promising strategies has been the implementation of Worker Upskilling program through the EmployNV Business Hubs. By helping employers offset training costs, these programs allow businesses to increase productivity, retain a skilled workforce, and avert layoffs. Employers have

reported that participating workers are advancing into higher-wage positions and promotions while gaining skills critical to business competitiveness. These investments also strengthen employer relationships with the workforce system, creating a model of shared responsibility for skill development that fosters employer buy in.

“To be aware and informed of the changing needs of our workforce, it is important to be an active member of the communities where we work, live and play. Empire Cat is honored to partner with Workforce Connections and the Industry sector partnerships because they listen to our workforce needs and passionately make a difference in the lives of those they support and serve.”

- Lori Calderon Flahive, GM, Recruiting- Arizona, Nevada and California Empire Cat

Community Partnerships for Justice-Involved and Homeless Populations

Nevada has also prioritized breaking down barriers for justice-involved individuals through the work of Re-Entry Specialists. By engaging clients through courts, shelters, parole, probation, and community events, these specialists provide one-on-one job development tailored to both individual goals and employer needs. This personalized approach increases placement success and reduces recidivism, while simultaneously meeting employer demand for skilled workers.

In northern Nevada, our EmployNV Career Hubs have partnered with Volunteers of America and local governments to serve individuals experiencing homelessness. Programs such as Reno Works provide a pathway from homelessness to sustainable employment and stable housing. Participants gain critical job readiness and soft skills through workshops led by EmployNV staff, and upon securing employment, they transition into permanent housing with support from the City of Reno. Similarly, our collaboration with Cares Campus offers bi-weekly outreach where Career Coaches connect individuals with job searches, resume preparation, applications, and referrals to supportive services. These partnerships empower clients to rebuild confidence, gain employment, and reintegrate successfully into the workforce.

Success Story - *A participant came to our team as a low-income Justice Involved individual who, after his incarceration, found it difficult to find employment that would provide for himself and his wife. After his CDL Training program, he quickly found employment as a CDL Class A Driver. There were conversations during his training where the participant was worried that he would be unable to make his rent payments. Now, he and his wife are in a much more comfortable living situation and are making plans to buy their first home within the next 6 months. He is so thankful for the opportunity to go through our program as it gave him the ability to find purpose in his employment and provide for his family.*

Outreach to Rural and Tribal Communities

Recognizing the unique challenges faced by rural and tribal communities, EmployNV Career Coaches conduct monthly outreach to Schurz, providing consistent career services to veterans and Native American community members at the local VFW. These services include EmployNV registration, resume support, training referrals, and career exploration. Participation in the Walker River Paiute Tribe

College & Career Fair has further strengthened our connection with tribal communities, allowing us to highlight career pathways and resources to students and families. These efforts have been instrumental in building trust, a key lesson learned in extending services to rural and underserved populations.

Strengthening Education and Career Pathways

Partnerships with higher education institutions, including UNLV, Nevada State University, and the College of Southern Nevada, have expanded the reach of workforce programs to graduating students. By integrating Coursera into campus Career Centers, students have gained access to no-cost online training that supports smoother transitions into the workforce. Simultaneously, DETR has invested in the professional development of its own Workforce Service Representatives. All Career Coaches in the EmployNV Career Hubs are required to complete the Goodwill Career Navigating and Coaching program. This ensures EmployNV Career Hub staff are equipped with advanced skills in career coaching, leading to clients receiving the highest quality of guidance and support.

“With the expansion of EmployNV Business Hubs throughout the greater Las Vegas area, Sunshine Minting, Inc. Sunshine Minting has been able to take advantage of programs and incentives that make it possible for us to hire, train and upskill our workforce which will contribute to the future success of our company while providing good paying, stable employment for individuals and families that want to make southern Nevada their permanent home. Sunshine Minting looks forward to our continuing relationship with EmployNV as we move forward into the new year.” - Tom Power, President & CEO of Sunshine Minting, Inc.

Looking Forward

Employer engagement is maximized when training investments directly align with business needs and provide measurable returns such as promotions or avoided layoffs. Individualized support, whether for justice-involved individuals, people experiencing homelessness, or residents of rural and tribal communities, is most effective when paired with strong community partnerships. Ongoing staff development ensures the workforce system itself remains adaptive, innovative, and ready to meet evolving challenges.

Nevada is building a dynamic workforce system that not only supports employers in sustaining a competitive workforce but also empowers individuals facing barriers to employment to secure meaningful careers.

“We are incredibly grateful for the invaluable strategic and financial support extended to Avanti Green Eco Cleaning by the Las Vegas Chamber of Commerce and Employ Nevada. The funds will enable us to provide essential safety training for our employees to ensure a secure work environment. Their support will also help us hire a new operations manager for quality control purposes, as well as more janitorial staff for our commercial accounts. Their amazing support means the world to us, and we're so thankful for everything they've done. With their backing, we are confident in achieving our expansion goals and continuing to deliver top-notch cleaning services to our clients.” - Claudia Meneses, President of Avanti Green Eco Cleaning

Pay-for-Performance Contracting

Nevada does not currently implement Pay-for-Performance (P4P) contracting within its WIOA-funded programs, choosing instead to pursue alternative strategies that enhance accountability and service effectiveness. While the state acknowledges the potential advantages of P4P, such as incentivizing outcomes, fostering innovation, and aligning funding with performance, it prioritizes rigorous performance monitoring, continuous improvement, and strong collaboration with local boards and service providers. Through data-driven and outcome-based evaluations, Nevada ensures its programs effectively serve job seekers and employers, encouraging local areas to adopt evidence-based practices and pilot innovative approaches within the existing framework. The state continues to track national trends and best practices in P4P and remains open to adopting such models if future conditions align with its strategic objectives and operational capacity.

Appendix

Appendix A	<u>OWINN Report PY24</u>
Appendix B	<u>WF Connections Report PY24</u>
Appendix C	<u>Nevadaworks Report PY24</u>
Appendix D	<u>FLC Survey & Methodology</u>