



Annual Report Program Year 2020 July 2020 – June 2021

Presented by:
Nevada's Workforce Development Boards

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Training and Rehabilitation

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Preface

Through Workforce Innovation and Opportunity Act (WIOA) funding, the Department of Employment, Training and Rehabilitation (DETR), the Office of Workforce Innovation (OWINN), and the state's two Local Workforce Development Boards (LWDB) provided an array of quality programs and services during Program Year (PY) 2020. Individuals and businesses benefited from well-established offerings. Opportunities around the state included unique approaches to engage out-of-school youth, projects to assist veterans and individuals with significant barriers to employment, and promising programs designed to further economic growth.

WIOA funding, as well as funds from other sources, play a role in providing a level of services that will meet Nevada's workforce needs. Successful outcomes were attained and WIOA performance levels were met, and often exceeded, through exceptional efforts by the state and the two LWDBs. The positive results of these endeavors are reflected in this Annual Report and its supporting appendices.

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 goal of the system was to provide workforce investment activities through statewide and local efforts that increased the employment, retention and earnings of participants, and increased occupational skill attainment. Under the Act, the Governor's Workforce Investment Board (GWIB) was established in accordance with WIA Section 111 (PL 105-220), and through the Governor's Executive Order.

WIOA, which replaced WIA as the primary federal workforce development legislation, is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers that they need to compete in the global economy. Under WIOA, the Governor's Workforce Development Board (GWDB) was reauthorized in Section 101 and through Governor's Executive Order 2015-08.

Governor's Office of Workforce Innovation

The Governor's Office of Workforce Innovation (GOWINN) was established through Governor's Executive Order 2016-08 and codified in Nevada Revised Statutes (NRS) 223.600. GOWINN serves as the statewide workforce coordinating agency between K-12, postsecondary, the publicly funded workforce system, and the employer community. GOWINN's mission is to help develop a skilled and diverse workforce, aligned with the needs of business and industry within the state of Nevada by promoting cooperation and collaboration among all entities focused on workforce development.

The primary responsibilities are to (1) leverage labor market data, (2) design career pathways as designated by the state of Nevada, (3) scale apprenticeships, (4) identify industry-recognized credentials, and (5) promote responsive workforce policies. In addition, GOWINN is responsible for the Nevada P-20 to Workforce Research Data System (NPWR), the statewide longitudinal data system, which helps guide and inform education and workforce policy by fostering data-driven decision-making.

GOWINN oversees nine industry sector councils consisting of representatives of Nevada businesses, education, and labor that facilitate data-driven recommendations concerning sector-specific workforce needs and challenges to help guide state workforce development efforts. The industries represented in

these sector councils are Aerospace and Defense; Natural Resources; Health Care and Medical Services; Information Technology; Manufacturing; Logistics; Mining and Materials; Tourism, Gaming and Entertainment; and Construction. Although the industry sector councils did not meet in PY2020, GOWINN staff did hold teleconferences with each of the industry sector council chairs in April of 2020 to discuss ideas on how to reconstitute and reinvigorate the councils in the future.

GOWINN engages with core partners and agencies to improve Nevada's workforce system. These agencies include 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 Governor's Workforce Development Board (GWDB). GOWINN also engages in meaningful partnerships with the state's Regional Development Authorities (RDAs) and local chambers of commerce.

GOWINN's response to COVID-19:



GOWINN
COVID-19_Respons

GOWINN: Projects

Work-based Learning has been a major priority for GOWINN over the past year with several key accomplishments to highlight:

- September 2020: GOWINN was awarded a three-year, \$13,818,298.92 grant from the U.S. Department of Education. This grant is for Supporting and Advancing Nevada's Dislocated Individuals (SANDI) Project. Project SANDI seeks to help its dislocated and underemployed workers and new job seekers by:
 - 1) Modernizing its current workforce system and replacing it with one that can translate skills and work experience into credentials;
 - 2) Expanding the use of digital platforms (including virtual reality) to remotely offer accelerated training and degree programs for in-demand occupations;
 - 3) Building an enhanced career navigation tool (Nevada CareerExplorer); and
 - 4) Developing an online, self-paced entrepreneurship module that will be embedded in training and educational programs in Nevada.
- January 2021: GOWINN was selected by the National Governor's Association (NGA) to serve as a mentor state in their Work-based Learning Academy. By serving as a mentor state, Nevada has been highlighting the development of career pathways in the state and how work-based learning is integrated into state workforce development strategies. Due to the impact of COVID-19, this award was extended through October 2021.
- January 2021: GOWINN was also awarded a four-year, \$2,500,000.00 grant from the U.S. Department of Labor. This is an H-1B rural healthcare program that is partnering with Nevadaworks, the local workforce development board in northern Nevada. It will work to address the healthcare worker shortage in the rural communities.
- March 2021: GOWINN was selected by the NGA to participate as a grantee in their Workforce Innovation Network. This grant provides Nevada with the opportunity, through vital technical assistance, to launch Nevada Job Force that will assist adult and dislocated workers who have been economically affected by the COVID-19 pandemic by re-connecting them to the workforce.
- To help align and support high growth/in-demand career pathways in Nevada, GOWINN has engaged in partnership with the Nevada Department of Education (NDE) to pull all of the 25+ Work-based Learning Coordinators in Nevada's school districts together to discuss current efforts, offer support, and discuss upcoming opportunities.
- GOWINN provided funding to subsidize industry-recognized credentials and associated costs, such as licensing fees, for sixty-five (65) high-school seniors about to enter the workforce, with certificates and certifications, which align to the state's priority industries. Nevada students have also been pursuing industry-recognized credentials through their schools or Career Technical Education (CTE) programs of study.

GOWINN: Apprenticeships

- In July 2020, GOWINN was awarded a three-year, \$450,000.00 grant from the U.S. Department of Labor for its "Building State Capacity to Expand Apprenticeship through Innovation" otherwise referred to as State Apprenticeship Expansion 2020 (SAE 2020). This opportunity seeks to expand Registered Apprenticeships in Nevada by Supporting National Apprenticeship System Building Efforts, Strengthening System Alignment, and Improving Data Sharing Data Integrity.
- GOWINN has called a consortium together to develop IT apprenticeship programs in Nevada. There has been substantial work in the development process including fund development, partner development, and the approval of an IT apprenticeship program in Nevada. Work continues to expand additional types of IT apprenticeships.
- GOWINN supported apprenticeship programs with funding issued to Truckee Meadows Community College and the College of Southern Nevada with needed tuition dollars and related-technical instruction costs (RTI), with nearly 3,700 apprentices benefiting from the support program.
- GOWINN helped develop and launch a Certified Nursing Assistant (CNA) Apprenticeship program in partnership with NSHE and NV Hope. The new partnership based in southern Nevada will place NV Hope CNA program participants into CNA apprenticeships with healthcare employers who have signed on to participate as host companies. This new program fills a huge need for healthcare providers in the state. Work continues to place the CNA graduates and will be reported on in the next report.
- A task force has been formed to support the efforts of workforce development in the City of Mesquite for apprenticeship development focused on healthcare – CNA, Medical Assistant (MA) and Heating, Ventilation, and Air Conditioning (HVAC). The College of Southern Nevada, GOWINN and local employers began the training for CNA's. The CNA apprenticeship program was launched through the support of the formed task force.
- GOWINN and DETR are part of the **2021 Evaluation Peer Learning Cohort (EvalPLC)** and are working developing our annual research study.

WIOA State Plan

The Governor's Workforce Development Board (GWDB), comprised of 33 members with representatives from all four core WIOA title programs, businesses, workforce/labor entities, and state and local government, is charged with, among several duties, leading the continuous improvement of the state workforce development system, and the development, implementation, and modification of the WIOA State Plan.

To create a more engaged and focused board, the GWDB approved the creation of several subcommittees with different focus areas in August of 2020. Strategic Planning subcommittee was made responsible for developing and overseeing modifications for the current 2020 WIOA State Plan; due in the Spring of 2022. As the 2020 state plan was developed before the COVID-19 pandemic, many of the plan's components need revamping to reflect current realities and ambitions. The Strategic Planning subcommittee is comprised of state-board members and representatives from other parts of the state workforce system and is chaired by the WIOA Title II State Director who is also a board member.

The revision of key sections of the WIOA State Plan was conducted by two work groups: The Data and Accountability Work Group and the Common Processes and Customer Flow Work Group. Both work groups comprised of representatives from GOWINN, the Department of Employment, Training and Rehabilitation (DETR), the Department of Welfare and Social Services (DWSS), the two local workforce development boards (Workforce Connections in southern Nevada and Nevadaworks in northern Nevada), the Nevada

Department of Education (DOE), one of the state community colleges and one of the local workforce development service providers.

Over the course of several months during the summer of 2021, both work groups met virtually on a bi-weekly basis to discuss and develop recommendations for sections of the WIOA state plan that needed revision within their particular focus areas, specifically in sections that detailed the strategies that WIOA core programs and other partners will utilize to align Nevada's workforce system with the state's workforce development goals and objectives. These recommended inputs were then sent to a Core Group of representatives from DETR, DWSS, GOWINN, DOE, and the two local boards.

The Core Group met virtually multiple times to go over these recommendation revisions and make any necessary adjustments. After briefing members of the Strategic Planning subcommittee of these revisions and incorporating additional updates from each of the core title programs as well as key workforce development agencies like GOWINN to reflect the most current information, the revised version of the state plan will be posted online for a 60-day public comment period. The revised plan will then go to the Governor's Workforce Development Board likely in February 2022 for final approval before being submitted to the Department of Labor.

State's Approach to Customer Satisfaction

During PY20, Nevada's customer survey system was changed from Opinionmeter to SARA. While Opinionmeter relied on computers at each Job Connect office to gather survey data, SARA is designed to contact clients/consumers via text and/or email. The switch to SARA proved advantageous during the pandemic.

SARA:

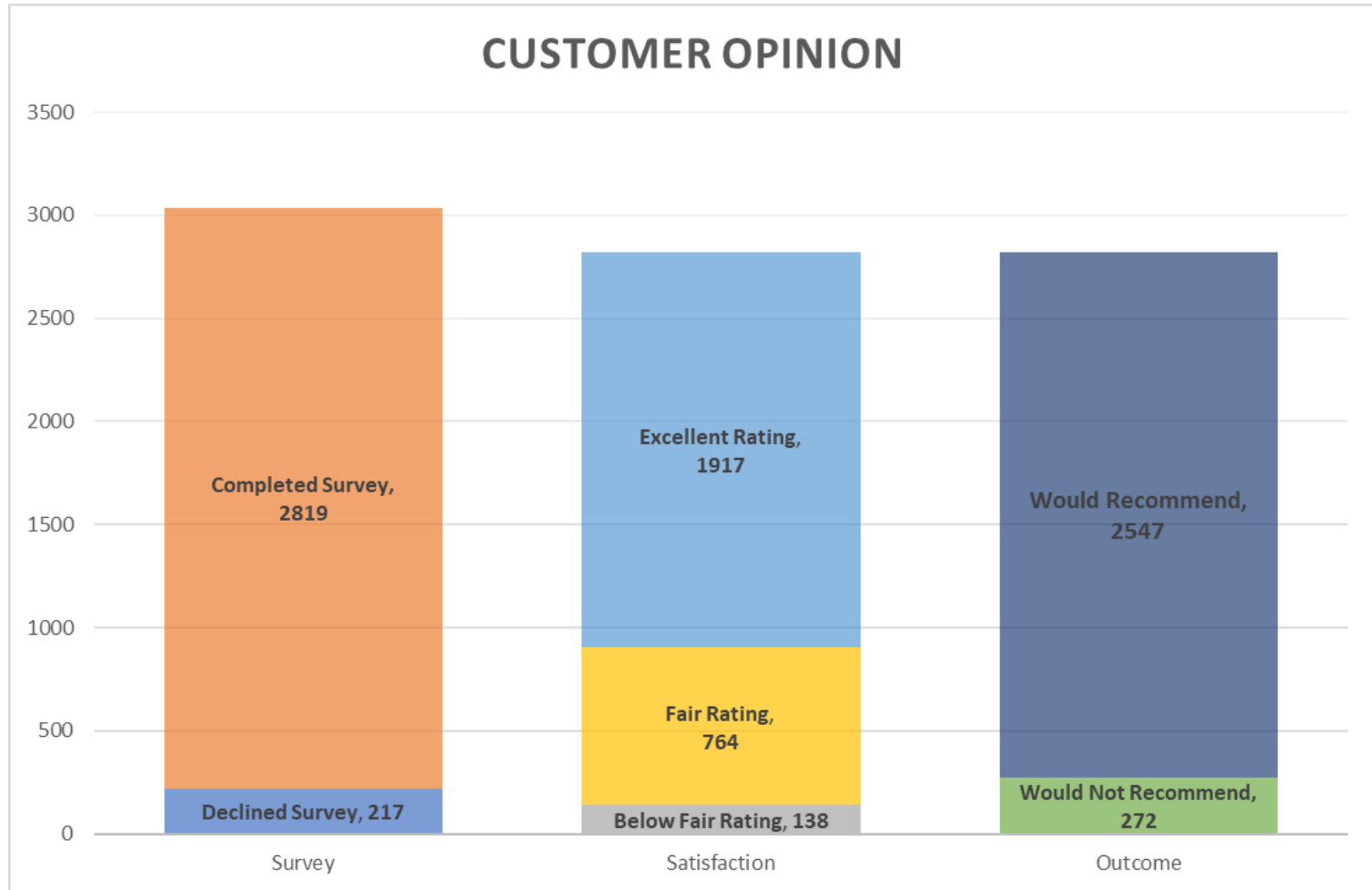
SARA was developed by The Career Index (TCI) and was offered for state piloting by the U.S. Department of Education, Rehabilitation Services Administration (RSA). Nevada participated in that state pilot. Nevada was one of three states nationwide that was awarded this Workforce Innovation Pilot Project (with Alaska and Kentucky). Subsequently, DETR successfully applied for and was awarded a competitive grant from the U.S. Department of Labor (DOL) in October 2016 that included \$1,400,000.00 each year for two years for statewide implementation of the SARA software. DETR applied for and received a one-year extension on the grant with access to one year's worth of the funding through September 30, 2019. With the successful outcomes from case managed individuals, Nevada has agreed to continue its agreement with TCI and discussions are in place for them to take over the entire customer survey experience.

SARA

SARA (Semi-Autonomous Research Assistant)

- SARA is a cloud-based virtual assistant software designed to contact clients/consumers via text and/or email that provides a two-way communication pipeline between SARA and the client, recording these communications directly into Nevada's workforce management information system (MIS), EmployNV, and case notes.
- SARA can perform some of the more menial tasks and data entry for staff, thereby freeing up their time for more complex tasks and increased direct customer service.
- SARA can also communicate shared information between statewide agencies, facilitating potential common registration.
- SARA collects common performance measure data directly from the client including employment information, wages, credential attainment and skill gains.
 - A client/consumer may take a picture of a wage stub or credential and send the image to SARA, where it is then uploaded it into the individual's EmployNV case notes.
- At the conclusion of the communication, SARA sends a request to the client to complete a customer satisfaction survey.

Customer Satisfaction



PY 2020 - 7/1/2020 – 6/30/2021

WIOA TITLES I AND III

The following demonstrate the negotiated and actual levels of performance obtained for this PY19 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	74.0%	70.5%
Employment 4 th quarter after exit	61.40%	62.5%
Median Earnings in the 2 nd quarter after Exit	\$5,100	\$5,034
Credential attainment rate	54.0%	78.4%
Dislocated Workers		
Employment 2 nd quarter after exit	84.1%	62.1%
Employment 4 th quarter after exit	65.3%	70.9%
Median Earnings in the 2 nd quarter after Exit	\$6,900	\$8,486
Credential attainment rate	62.0%	81.8%
Youth		
Education or training activities or employment in the 2 nd quarter after exit	61.0%	53.0%
Education or training activities or employment in the 4 th quarter after exit	49.0%	56.5%
Credential attainment rate	41.0%	44.2%
Wagner-Peyser		
Employment 2 nd quarter after exit	73.3%	63.3%
Employment 4 th quarter after exit	72.3%	63.2%
Median Earnings	\$5,400	\$5,091

EmployNV

EmployNV is Nevada's state-of-the-art workforce management information system (MIS), which was fully implemented in the prior reporting period. EmployNV has significantly expanded the reporting capabilities of WIOA partners and programs and provides additional service delivery capabilities and self-service improvements. EmployNV captures WIOA Participant Individual Record Layout (PIRL) data at the time of client/participant registration and automatically updates through the progression from reportable individuals to actual participants in WIOA Title I and/or Title III Wagner-Peyser. Additionally, EmployNV has established business rules that provide assurance that the common exit methodology required by DOL is utilized. This affects all enrolled participants who have not received a DOL administered program service for at least 90 days, when no future services are planned.

In response to the COVID-19 pandemic CARES Act, EmployNV was enhanced to implement and administer Pandemic Unemployment Assistance (PUA) benefits. In partnership with DETR's Unemployment Insurance Support Services (UISS) office, DETR's Workforce Investment Services (WISS) office implemented the PUA module in May 2020.

DETR: TAG 20-5 Common Exit Policy



TAG 20-5
Common Exit Polic



Nevada JobConnect: The Employment Security Division

Proud Partner of the American Job Centers of Nevada

The Employment Security Division (ESD) is organizationally a statutorily defined division within DETR (NRS 612.049). The Nevada JobConnect offices are the employment services delivery system of ESD. Nevada JobConnect has nine (9) offices strategically located throughout the metropolitan and rural areas of Nevada, all of which provide a full range of employment services that meet the needs of the residents and businesses in the community in which they are located. In addition, ESD also operates day labor offices in Reno and Las Vegas and a JobConnect Business Services Office in both Reno and Las Vegas. JobConnect is also a seated partner in the comprehensive One-Stop American Job Centers in Reno and Las Vegas.

Nevada's economy, like other state's economies, has continued to be severely impacted by the COVID-19 pandemic which resulted in both business closures and downsizing. The hospitality industry, which is the largest business sector in the state, was the most significantly impacted. In January 2020, the state's pre-pandemic insured unemployment rate was 4 percent. By April of 2020, the unemployment rate had increased to 30 percent. In June 2020, the state's insured unemployment rate was 15 percent and by July of 2021 it was 7.8 percent.

Businesses, including the hospitality industry, are still feeling the impact of the economic downturn caused by the pandemic. Statewide first quarter visitor volume in 2021 was still 33 percent lower than the corresponding quarter in 2020.

In March 2020 due to the pandemic, all Nevada JobConnect offices were closed to the public and 90 percent of the Workforce Service Representatives were reassigned to work in the unemployment insurance program as claims examiners, adjudicators or other support positions.

Although the JobConnect offices were closed until October of 2021, 10 percent of the JobConnect staff continue to provide veterans services, reentry services, rapid response services, and business services. These services area all being provided virtually (e.g., telephone or online). DETR reopened its nine JobConnect offices, its Lake Mead outreach office and its and two Business Services Offices in the second quarter of the program year. Reopening necessitated a complete revamping of the JobConnect business model to emphasize telephone services, virtual services, and appointment driven in person services. Prior to the closure, JobConnect offices had visitor counts as high as 3,500 per month.

Nevada JobConnect Job Seeker Services

Upon offices reopening in October 2021, the business and job seeker communities may expect to be provided the same outstanding service choices they have grown accustomed to from Nevada JobConnect offices. Each JobConnect includes a self-service resource center with personal computers and Internet access where job seekers can avail themselves with resume assistance, employment information, skill testing, and other services beneficial to their securing employment. These services include:

- **Wagner-Peyser:** Wagner-Peyser labor exchange services are heavily utilized by both the business community and job seekers throughout the state. Business customers range from multi-national corporations, world class casino/entertainment companies and small neighborhood businesses.
- **Veterans Services:** Veterans services target veterans with significant barriers to employment (SBE). Seven of the nine JobConnect offices have at least one Disabled Veteran Outreach Program (DVOP) on site. The two that do not have a DVOP on site are served as outreach locations by a DVOP from a nearby office.
- **Day Labor Services:** Day Labor Services offices are in Sparks and Las Vegas, and at each of the rural JobConnect offices. Day labor services are a targeted safety net for workers who must work in a job that pays daily, because of homelessness or other economic problems. These services also provide the DVOPs and Wagner-Peyser staff a chance to reach out to these workers to assist them to break out of the cycle of day labor circumstances. Due to the pandemic risk factors with this population the two dedicated day labor office in Sparks and Las Vegas have delayed reopening until the new year (2022).
- **Career Enhancement Program (CEP):** Career Enhancement Program services include short-term occupational training, assistance with items needed 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 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:** The ESD Work Experience initiative targets hard-to-place individuals. It allows a business to “test drive” an employee for approximately 320 hours before making a hiring decision. During the 320 hours, JobConnect pays the individual’s wages.
- **Pathway to \$15 program:** This program targets the underemployed or part-time worker. It provides intensive employment services, training and other services to assist an individual to obtain a job paying at least \$15.00 per hour or puts them on a pathway to a position paying at least that wage.
- **Trade Adjustment Act (TAA):** TAA services assist individuals who have become displaced due to foreign competition.
- **Rapid Response Services:** Provide workforce services to individuals who are dislocated or pending dislocation.
- **Reentry Program:** Nevada has two full time staff tasked 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.

In addition to the above-referenced services, all JobConnect offices are certified affiliate sites and when open have the presence of WIOA title I services either in person or virtually.

Labor Exchange Effectiveness in Serving Employers

Labor Exchange, also referred to as Employment Services, is the most robust reemployment program in Nevada. It is the driver of over 70 percent of all workforce activities in the nine JobConnect offices. The JobConnect brand to the business community and job seekers is synonymous with recruitment or employment.

A reflection of this is that during the last full calendar year in which they were open (2019), they had 208,603 in-person customer visits. Metropolitan JobConnect offices in Las Vegas often have traffic in excess of 1,000 job seekers per week.

As a result of this very high usage by job seekers, businesses put a high value on utilizing JobConnect to assist with their small and large recruitments. In the last full calendar year, the offices were open (2019) businesses listed over 80,000 job openings with Nevada JobConnect.

Career Enhancement Program

The Nevada Career Enhancement Program (CEP) is an integral part of the menu of services that JobConnect makes available to businesses and job seekers. The intent of this program is to expedite unemployed individuals' ability to return to work through short-term vocational skill training or the removal of financial barriers that prevent their accepting an offer of employment.

Financial barriers include expenses that a prospective employee often incurs before beginning employment in an offered position. Examples of these include costs for health cards, gaming cards, background checks, security clearances, alcohol awareness classes and certifications, work clothing, safety shoes, and basic tools. While these costs are nominal, they can be an insurmountable hurdle to an individual suffering financial hardship due to being unemployed. The financial inability to purchase required items often prevents job seekers from being able to accept offered employment.

The flexibility and responsiveness of CEP allows the JobConnect offices to react quickly to real-time needs of Nevada's job seekers and employers.

Effectiveness in Serving Employers

Nevada chose Employer Penetration Rate and Repeat Business Customers as business effectiveness performance measures. Nevada switched over from Opinionmeter to SARA in PY2021 to survey businesses.

Nevada's statewide Business Service Offices (BSOs) focus on providing quality workforce and employment services to Nevada's business community. All businesses who receive service from the BSOs are asked to provide feedback. Businesses are either provided with a printed survey to complete in the BSO after receiving in-office services (e.g., at hiring events) or surveys are emailed to a business to complete when a job order closes.

The following questions were ranked as "fair" or better:

1. Please rate the number of applicants who attended the virtual job fair. **–71%**
2. Please rate the quality of applicants who attended the virtual job fair. **–71%**
3. Please rate the job seeker's preparedness to meet you. **–86%**
4. Would you attend future job fairs sponsored by us (virtual or face-to-face)? **–100%**

A – PY2020 Self Appraisal System (SAS) Report



Acrobat
Document

B – PY2020 State Evaluation Activities Report



Acrobat
Document

USDOL-ETA Waivers

Approved June 20, 2020 (PY2019)

- Waiver of the obligation of eligible training providers (ETPs) to report performance data on all students in a training program. **This waiver was approved through June 30, 2021.** The State's obligation to report performance data on all students is reinstated effective July 1, 2021.
- Waiver that the State and local areas expend 75 percent of Governor's reserve youth funds and local area funds on out-of-school youth (OSY). **This waiver is approved for Program Years (PYs) 2019 and 2020, which includes entire period the State is authorized to spend PY19 and PY20 funds.** Nevada may lower the expenditure requirement to 50 percent of OSY. DOL-ETA expects the number of in-school youth served will increase and performance accountability will remain steady or increase.

Approved November 13, 2020 (PY2020)

- Waiver in order 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, 2021,** 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 percent. The State may also reimburse up to 90 percent for OJT for businesses with 50 or fewer employees. DOL-ETA expects the operation of OJTs to increase in the State as a result of the waiver.
- Waiver to allow WIOA individuals training accounts (ITA) for in-school youth (ISY). **This waiver is approved through June 30, 2021.** This waiver allows the State to waive the requirement limiting ITAs to only OSY, ages 16-24; State may use 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.

Approved June 29, 2021 (PY2020)

- Waiver to allow WIOA individuals training accounts (ITA) for in-school youth (ISY). **This waiver is approved through June 30, 2022.** This waiver allows the State to waive the requirement limiting ITAs to only OSY, ages 16-24; State may use 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.
- Waiver in order 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, 2022,** 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 percent. The State may also reimburse up to 90 percent for OJT for businesses with 50 or fewer employees. DOL-ETA expects the operation of OJTs to increase in the State as a result of the waiver.
- Waiver to allow State and local areas to expend 75 percent of Governor's reserve youth funds and local formula funds on OSY. **The waiver is approved for PY2021 which includes the entire time period for which the State is authorized to spend PY 2021 funds.** Nevada may lower the expenditure requirement of Governor's reserve funds to 50 percent for OSY.



PY19 DOL Waiver
Response



PY20 DOL Waiver
Response1



PY20 DOL Waiver
Response2

Performance Impact of Waivers

OJT Waiver

For the Adult and Dislocated Worker programs statewide, utilization of OJT has increased by 16.5 percent when comparing PY19 to PY20. When adjusted for changes in program design as a result of a procurement, the utilization has increased 391 percent or 90 OJTs. The average OJT wage has also increased from \$12.82 to \$14.81. Increases were realized across the 90 percent reimbursement category accompanied by a decline in the 50 percent category. There have also been significant increases in the 75 percent category associated with local policy. Additionally, there were 31 OJTs which were not associated with the waiver within the National Dislocated Worker Grants.

OJTs are being implemented through a combination of partnerships. In Southern Nevada, there are now four business hubs as the result of partnerships with local chambers, library districts, local municipalities and DETR. The OJT is an important service component within the business hubs which benefits both the employer and the participant. In Northern Nevada, OJTs are being implemented through partnerships with trade groups and local apprenticeships. The result is high wage placements with an average wage around \$30.00.

OJTs were provided to a wide-variety of individuals with barriers to employment, including:

- 188 Low-income or individuals on public assistance.
- 33 Individuals with a re-entry background.
- 3 Individuals with disabilities.
- 9 Veterans.
- 84 Dislocated Workers

ISY Waiver

For the Youth program, ISY enrollments increased from 46 in PY19 to 169 in PY20, a 122 percent increase. The overall mix of ISY enrollments also increased from 7 percent to 23 percent. Southern Nevada has continued to develop strategies to strengthen and align youth enrollments such as:

- In partnership with Clark County School District (CCSD), the first cohort of workforce fellows was launched in September. The purpose of the partnership was to educate high school counselors about resources within the public workforce system. The total number of fellows with CCSD will be increased in PY21. Also, based on the success of the first cohort, the Southern board plans to launch a workforce fellowship program in partnership with the Department of Juvenile Justice (DJJS).
- Through a partnership with DJJS, no cost space will be utilized to implement youth centers.
- Through a partnership with CCSD and DETR, behavioral schools in Clark county will also be targeted for ISY programs.

Impact on program performance is problematic to assess given that over 50% of the PY20 enrollments are currently active and the majority of exits have been in 2021. Most indicators will not be available until next program year. Although the local areas met or exceeded most of the performance indicators for PY20, the effects of mandatory stay at home orders and business shutdowns were evident in youth programs. The 2Q and 4Q employment indicators reflect the high unemployment levels seen from March to June of 2020. Youth indicators of performance were especially impacted by:

- High youth unemployment rates.
- Challenges associated with distance learning, including graduation rates.
- Inability to test for Measurable Skills Gains due to mandatory closures.

Nevada's Approach to Data Element Validation

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. Also, each quarterly PIRL report is analyzed by the DETR WISS Automated Reporting team with program staff. Lastly, Nevada's MIS system, EmployNV, has been updated to create audit forms for conducting DEV. This new 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. With this new programming comes the modification of the Data Sample Request page to accommodate selection of the new audit templates.



SCP 5.7

Nevada State Compliance Policy 5.7 Oversight and Monitoring



TAG 21-1 DATA
VALIDATION

DETR Technical Assistance Guide (TAG) 21-1 Data Validation Process

Rapid Response Activities and Layoff Aversion

The primary responsibility to carry out state Rapid Response activities remains with the state workforce agency, DETR. The agency is designated by the governor to ensure delivery of comprehensive workforce services to businesses in transition and workers facing dislocation due to layoffs and/or business closures of any size, both in the Worker Adjustment and Retraining Notification Act (WARN) and non-WARN instances. These services are coordinated through DETR's Workforce Investment Support Services (WISS) unit. Nevada's Rapid Response team is a coordinated activity that includes individuals from the local workforce development boards, dislocated worker service providers, organized labor, and DETR's ESD division all of whom are all part of the American Job Centers of Nevada. The team endeavors to educate businesses and dislocated workers about services and information available through federal, state and local organizations to reduce the effects of businesses in transition.

In PY20, Nevada's Rapid Response team reached out to approximately 130 employers that were in transition due to business needs and/or due to COVID-19 pandemic impacts, and introduced services and provided information both in person and virtually following the beginning of the pandemic to approximately 16,273 dislocated workers. Additionally, the team makes every effort to conduct immediate assessments with employers and employee representatives to evaluate the specific needs of the event and to provide intervention services that include layoff aversion activities when possible. Nevada's Rapid Response unit works in conjunction with the Trade Adjustment Assistance (TAA) program to ensure all activities are available to businesses in transition and assist dislocated workers transition into employment as quickly as possible.

WIOA Title I Activities: Adult, Dislocated Worker and Youth

There are two local workforce development boards (LWDBs) serving the state: Nevadaworks serves the 13 northern Nevada counties and Workforce Connections serves the four southern Nevada counties. Both LWDBs continue to expand their activities.

During PY19, Nevadaworks launched a pilot program with Metrix Learning called “SkillUp Northern Nevada” to provide online educational and training services to individuals residing in northern Nevada.

Workforce Connections was selected by the U.S. Department of Health and Human Services’ Office of Family Assistance to lead the collective impact initiative: Thriving Communities for a Better Southern Nevada. Local board activities are described in detail in the report appendices.

Nevadaworks



NW_PY20 Annual
Report

Workforce Connections



WFC_PY20
Annual Report

National Dislocated Worker Grants

Nevada was awarded two 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 grants which was sub-granted out to the Local Development Workforce Boards.

- The **Disaster Recovery** grant (DW-34818-20-60-A-32) effective April 20, 2020, works 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 increase 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 an effort to provide humanitarian services to the affected communities statewide.
- The **Employment Recovery** grant (DW-35240-20-60-A-32) effective July 1, 2020, focuses 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 will include development of an Individual Employment Plan (IEP) and career assessments.

National Dislocated Worker Grants (NDWG)	Planned PY2020/SFY 2021	Actual PY2020/SFY2021
Employment Rate (2 nd Quarter after exit)	66.0%	0.00%*
Employment Rate (4 th Quarter after exit)	67.5%	0.00%*
Median Earnings (2 nd Quarter after exit)	\$6,600	0.00%*
Credential Rate	80.0%	0.00%*
Measurable Skills Gain Rate	64.0%	79.3%

* Majority of participants either have not exited or have not met 2nd or 4th quarter after exit wages for reporting at this time.