MEETING NOTICE AND AGENDA

Meeting is subject to the provisions of the Nevada Open Meeting Law – NRS 241.020

Name of Organization: Governor’s Workforce Investment Board (GWIB)

Date and Time of Meeting: Thursday, July 24, 2014 at 1 p.m.

Place of Meeting: Legislative Building
401 S. Carson Street, #2135
Carson City, Nevada 89701

Note: Some members of the Board and the public may be attending the meeting, and other persons may observe the meeting and provide testimony through a simultaneous videoconference conducted at the following location:

Grant Sawyer State Office Building
555 E. Washington Street, #4401
Las Vegas, Nevada 89101

If you cannot attend this meeting, you can listen or view it live over the Internet. The address for State of Nevada’s Calendar of Meetings is http://www.leg.state.nv.us. Click on the link “Calendar of Meetings/View”.

NOTE: Items on this agenda may be taken in a different order than listed. Two or more agenda items may be combined for consideration. An item may be removed from this agenda or discussion relating to an item on this agenda may be delayed at any time.

I. OPEN REMARKS
   Luther W. Mack, Jr., Chair

II. ROLL CALL- CONFIRMATION OF QUORUM
    Kristine Nelson, Assistant to Director and State Board Liaison

III. VERIFICATION OF PUBLIC NOTICE POSTING
     Kristine Nelson

IV. FIRST PUBLIC COMMENT(S).
    Members of the public are invited for comment(s). NO action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for possible action, and properly noticed pursuant to NRS 241.020. Due to time constraints, the Chair may limit public comments to three (3) minutes/person. Please clearly state and spell your full name.
V. APPROVAL OF MINUTES: GWIB meeting held on April 17, 2014 in Las Vegas, Nevada.

VI. DISCUSSION, INFORMATIONAL AND POTENTIAL ACTION ITEMS

a. DETR Director’s report and update - Dennis A. Perea, interim Director, DETR
   i. Dislocated Worker funding allocation methodology
   ii. Proposed GWIB 2015 meeting schedule
   iii. Strategic Planning and Legislative Affairs Subcommittee Survey results
   iv. Workforce Innovation and Opportunities Act (WIOA)

b. DETR Chief Economist’s Presentation - Tessa Rognier, Economist, DETR

c. GWIB Industry Sector Council Reports, Updates and Introductions – Earl McDowell, Deputy Administrator – Workforce Solutions, DETR
   i. GWIB Industry Sector Council webpage overview
   ii. Pilot projects for each industry sector council
   iii. Career pathways
   iv. In-Demand occupations
   v. Health Care and Medical Services Industry Sector – Dr. Marcia Turner, Chair
   vi. Mining and Materials Industry Sector – Dana Pray, Chair

d. Local Workforce Investment Board’ Reports and Updates
   i. Workforce Connections – Ardell Galbreth, Executive Director
   ii. Nevadaworks – John Thurman, Chief Executive Officer

e. DETR Staff Reports and Updates: Workforce Investment Act – Analysis of Expenditures – Mark Costa, CFO, DETR

f. Workforce Investment Act – Performance Measures and Revision to WIA State Compliance Policies – Grant Nielson, Chief of Workforce Investment Systems Services, DETR
   i. SECTION 1.12 – Selection of Training Service Providers
   ii. SECTION 1.2 – Local Workforce Investment Board Plan
   iii. SECTION 3.1 – Allowable Costs
   iv. SECTION 5.7 – Oversight and Monitoring

VII. BOARD COMMENT(S) AND DISCUSSION

Members of the Governor’s Workforce Investment Board may now comment on any matter(s) or topic(s), which is relevant to or within the authority or jurisdiction of the Board. NO action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for possible action, and properly noticed pursuant to NRS 241.020. Due to time constraints, the Chair may limit comments to three (3) minutes. Please clearly state your full name.

VIII. SECOND PUBLIC COMMENT(S).

IX. ADJOURNMENT.
NOTE: Persons with disabilities who require reasonable accommodations or assistance at the meeting should notify the DETR Director’s Office, in writing, at 555 E. Third Street, Carson City, Nevada 89713, or call the Director’s Office at (775)684-3911; if hearing impaired, dial TTY (800)326-6868 or Nevada Relay 711; or send a fax request to (775)684-3908 as soon as possible and no later than close of business on Friday, July 18, 2014.

Notice of this meeting was posted at the following locations: DETR, 2800 E. St. Louis, Las Vegas, NV; DETR, 500 East Third St., Carson City, NV; DETR, 1325 Corporate Blvd., Reno NV; NEVADA JOBCONNECT, 3405 S. Maryland Parkway, Las Vegas, NV; NEVADA JOBCONNECT, 119 Water St., Henderson, NV; NEVADA JOBCONNECT, 2827 N. Las Vegas Blvd., North Las Vegas, NV; NEVADA JOBCONNECT, 1929 N. Carson St., Carson City, NV; NEVADA JOBCONNECT, 172 Sixth St., Elko, NV; NEVADA JOBCONNECT, 480 Campton St., Ely, NV; NEVADA JOBCONNECT, 121 Industrial Way, Fallon, NV; NEVADA JOBCONNECT, 475 W. Haskell, #1, Winnemucca, NV; NEVADA JOBCONNECT, 4001 S. Virginia St., Suite G, Reno, NV; NEVADA JOBCONNECT, 1675 E. Prater Way, Suite 103, Sparks, NV; GRANT SAWYER OFFICE BUILDING, 555 E. Washington Ave., Las Vegas, NV; LEGISLATIVE BUILDING, 401 S. Carson St., Carson City, NV; NEVADAWORKS 6490 S. McCarran Blvd., Building A, Unit 1., Reno, NV; WORKFORCE CONNECTIONS, 7251 W. Lake Mead Blvd., Las Vegas, NV. Notice of this meeting was posted on the Internet at DETR’s Public Meetings website - www.nvdetr.org, http://nvdetr.org/publicmeetings.htm; and Nevada’s Public Notice website at https://notice.nv.gov/.

Supporting public material provided to Committee members for this meeting is posted on DETR’s Web site at www.nvdetr.org, http://nvdetr.org/publicmeetings.htm, and may be requested from the Director’s Office at 500 E. Third Street, Carson City, Nevada 89713; or call (775)684-3911; or fax (775)684-3908 on or before the close of business on Friday, July 18, 2014.

GOVERNOR’S WORKFORCE INVESTMENT BOARD MEMBERS

Luther W. Mack, Jr., Chair

Debbie Banko        Mike McMahon
Councilman Bob Beers Dr. Aurangzeb Nagy
Jo Cato             Cass Palmer
Tim Crowley     Dennis Perea
Jolene Dalluhn   Michael Raponi
Councilman Oscar Delgado Maite Salazar
Pam Eagan          Patrick Sheets
Mary Beth Hartleb Sarah Sommers
Steve Hill         Donald Snyder
Collie Hutter
Assemblywoman Marilyn Kirkpatrick
Assemblyman Tyrone Thompson
Commissioner Lawrence Weekly
Kris Wells
Frank Woodbeck
Bradley Woodring


GOVERNOR’S WORKFORCE INVESTMENT BOARD MEETING
AKA State Workforce Investment Board (SWIB)
Thursday, April 17, 2014 – 11:00 a.m.

Legislative Building
401 S. Carson Street Room 2135
Carson City, Nevada

Alternate Location: Some members of the Board may be attending the meeting and other persons may observe the meeting and provide testimony through a simultaneous videoconference conducted at the following location:

Grant Sawyer Building
555 E. Washington Street Room 4401
Las Vegas, Nevada

MINUTES OF MEETING

Present: Bob Beers (Councilman), Jo Cato, Jolene Dalluhn, Collie Hutter, Horacio Lopez, Luther Mack (Chairman), Michael McMahon, Aurangzeb Nagy, Maite Salazar, Maria Sheehan, Patrick Sheets, Sarah Sommers, Donald Snyder, Tyrone Thompson, Kris Wells, Frank Woodbeck and Bradley Woodring.

Absent: Debbie Banko, Tim Crowley, Oscar Delgado, Pam Egan, Gerald Gardner, JJ Goicoechea, Mary Beth Hartleb, Steve Hill, Ruben Kihuen, Marilyn Kirkpatrick, Mark Manendo, Cass Palmer, Mike Raponi, Patrick Sheets, Lawrence Weekley

Also present: Ray Bacon, Grant Nielson, Leanndra Copeland, Mark Costa, Heather DeSart, Earl McDowell, John Thurman.

I. Welcome – Luther W. Mack, Jr., Chair

II. Roll Call and Confirmation of Quorum – Kristine Nelson, Assistant to the Director Department of Employment, Training and Rehabilitation (DETR)

III. Verification of Posting – Kristine Nelson

VI. For Possible Action – Approval of the January 16, 2014 Meeting Minutes- Chair Luther Mack

Chair Mack asked for comments for the January 16, 2014 meeting minutes.

Mr. Don Snyder corrected pg. 7, paragraph e, to:  Don Snyder asked if Switch Communications and the Innovation Center was involved with this sector.” He gave his comments to be incorporated into the minutes.

It was moved and seconded to approve the January 16, 2014 Minutes. Motion Carried

VII. REPORT – DETR DIRECTOR’S REPORT TO THE GWIB

Chair Mack invited Frank Woodbeck to give his report.

Frank Woodbeck, Director, DETR – Introduced himself. He stated that Ardell Galbreth, director of the Southern Nevada Workforce Connections is hospitalized and Heather DeSart will take over in the interim.
Mr. Woodbeck stated there were discussions earlier about the Department of Labor regarding integration of the Governor's board and local boards and stakeholders in terms of workforce development. He said they have achieved some of those goals. He stated they will include the local boards in obtaining workforce development funds from the federal level and that that process will be productive.

VIII. **Presentation – Nevada’s Economic Outlook** – Leanndra Copeland, Economist III, Research and Analysis Bureau, DETR

Chair Mack called for the next presentation.

**Ms. Leanndra Copeland** stated her name and position. She started with an overview of the nation’s economy as she said that Nevada's economy and the national economy were correlated and that the national economy can be used as a gauge for Nevada's economy. She reiterated that the national economy is slowly recovering from the 2008 Great Recession, however, she stated third quarter 2013 showed a drop off of growth, which may be blamed on the severe winter weather. She said consumer confidence and sentiment are trending up with moderate expectations about the future of the economy and job growth. She stated there are weaker expectations about income growth.

Ms. Copeland moved on to Nevada's economy. She said the unemployment rate continues to trend down to 8.5 percent with 120,000 unemployed Nevadans, a decline of 1.8 percentage points over the year. She stated that is 1.8 percentage points above the national rate. She stated that Nevada's economic recovery began in 2011 and related the yearly job gains from then with 2014 at 40,000 jobs higher than 2013. She said to maintain this job growth Nevada needed 2,700 jobs per month for 2014 and the first quarter is at that goal. She stated that Nevada is seeing broad growth over almost all of its industries and reviewed those sectors. She stated that fulltime work is trending up while part time has held steady and that Nevada is outpacing most other states' growth.

She stated that Nevada's population is also growing but that wage growth remains a problem, holding steady with median household income peaking in 2000 at $60,000. She stated the national trend mirrors this, Real per capita income showed a slight increase. She reviewed the diversity of Nevada's job sectors, with several sectors increasing job growth with leisure and entertainment still in the lead. She reviewed employment in the diverse sectors which shows tourism and gaming with the largest share, with health and medical services second. She stated that given the economy of the state, there were only 2/3 of healthcare workers expected.

She concluded her presentation and asked for questions.

Don Snyder asked why education and health services categories were combined when looking at jobs. And also asked, regarding job growth, if more workers were returning to the workplace.

Ms. Copeland answered there was some labor force growth in 2014, the largest since 2011. She stated that the Bureau of Labor and Statistics categorizes the sectors.

Chair Mack asked for more questions.

Mr. William Anderson stated the department will present their March Labor Market Report on 4/18/2014. He reiterated the economy continues to grow broadly. He characterized the growth as modest, and possibly more sustainable.

IX. **Reports – GWIB Industry Sector Council Updates** – Earl McDowell, Deputy Administrator, Workforce Solutions Unit, DETR

Chair Mack introduced the next presentation.

**Mr. Earl McDowell** stated his name and title. He gave an overview of the sector councils and their actions. He stated that the sectors are inventorying degrees and certification programs and eligible providers. He said that these programs are used by local workforce investment boards to align occupations and training resources for NDC sector council. The councils have also put together a pilot program starting in the next couple of months, each identifying a particular area that needs funding. He stated the sector councils have also given career pathways information to the youth in order for them to be prepared. He asked for individuals to join the IT, tourism, and agriculture sector councils.

Mr. McDowell introduced Bradley Woodring chair of the logistics and operations sector council to give a report on that sector.
b. Logistics and Operations Sector Council – Bradley Woodring, Chair

Mr. Bradley Woodring stated his name and position for the record. He stated the city economist from the Nevada State Department of Employment who worked on a survey sent out to industry professions had the findings. He said the respondents agreed there was an increasing need for math, reading, problem solving, and computer skills. He reviewed the results of a manufacturing logistics skill gap survey produced by Apex and LMA Consulting Group. He stated the findings were that communication skills were an important soft skill needed, retention of quality employees must be a higher priority with companies to make them successful and cut down on high turnover of constant training. He said the findings also noted there were two different specific skill sets over 75 percent of the participating companies found it difficult to find job candidates for the jobs of the future because of increasing job requirements. He stated that many skill sets are not being addressed from early education.

He stated that the Logistics and Operations Pilot Program was officially noted in the last sector council meeting. The council committed DETR funding for the training to test the success of said program. The initial $36,500 was designated to train 10 candidates and with additional funds for future training if the program proves successful. They will track that in the upcoming June meeting.

He stated that the Strategic Plan Update Committee will continue to hold meetings in order to begin work on plan, including the above mentioned pilot program. He said that the Communications Subcommittee has been reformed and will meet in mid-April to amend the action plan for their objectives.

He stated the Logistics and Operations Council has had difficulty hiring professionals, recently losing two members. He invited logistic practitioners to come to the next meeting on June 3. He concluded his presentation.

c. Manufacturing Sector Council – Ryan Costella, Chair

Mr. Ray Bacon stated that planned speaker Mr. Ray Costella did not prepare him for Mr. Costella’s absence. He stated his name and position for the record. He emphasized that the pilot program that the Manufacturing Council created started using the National Career Readiness Certificate as a common and leveling tool for employers. He said companies have found it valuable and its use is growing. He stated that the testing program was made for the manufacturing sector but recognizes sectors outside of that will use it too. He reviewed the test’s statistics at the bronze, silver, gold, and platinum level certifications. He said this spectrum will inform employers where to put employees appropriate for their skill set. National companies already using this program spoke of reducing their hiring costs 40 percent to 60 percent. He stated retention level for companies he spoke with using this test increased to 55 percent. He said his council uses this program and finds it cost effective and urged others to take the test.

Chair Mack asked for any comments or questions.

Mr. McDowell added that DETR had a webpage with information on the sector councils meeting schedules, members, strategic plans, etc. and concluded the report.

Chair Mack asked for any further comments.

Mr. Tyrone Thompson asked if, in regards to Science, Technology, Engineering, and Math (STEM) if there was access to the survey that was given to logistical companies. Asked a second question about the IT academies and wants to see where the gap is and the progression on it.

Mr. McDowell answered that in reference to the survey his department will give him the information. He stated that the IT academies had until May 5 to send results in order to participate. He also stated that letters were sent to superintendents throughout Nevada that outlined what the council will do for them and will send Mr. Thompson that information when the council has it.

Chair Mack asked for further comments. There were none.

X. Local Workforce Investment Board Reports

Chair Mack introduced the next presentation.
a. **Nevadaworks – John Thurman, Chief Executive Officer**

Mr. John Thurman added to information provided prior to the meeting. Nevadaworks received about 55 proposals requested $16 million funding and there are around $6 million to allot. He also noted that the Department of Labor the monies have been allocated to the states and the local boards were awaiting the final numbers to contract the proposals. He said the review groups and reviewed these proposals and ranked them for recommendation for funding and will work on those when the funding numbers are received. They anticipate a July 1, 2015 rollout for the automated system of collecting and reporting data as it relates to clients funded under the Workforce Investment Act and other workforce development programs. He concluded his report and asked for questions.

Chair Mack asked for comments or questions. There were none.

b. **Workforce Connections – HEATHER DESART, Deputy Director**

Ms. Heather DeSart stated her name and position for the record. She noted that Workforce Connections was voted through the Review Journal as one of the best places to work in small businesses for Las Vegas. She added two items to information provided prior to the meeting. She stated that the department did not receive the Youth Career Connect grant. She also clarified the One Stop Career Center hired a manager and that person will start on April 30. She pointed out that the performance reports listed on the agenda indicated that Workforce Connections has failed the attainment of degree or certificate measure, however, that is not currently the case. The new report is available and they are exceeding that measure. She concluded her report and asked for questions.

Chair Mack asked for any comments or questions.

Mr. Bob Beers, City Councilman, commented about the board training earlier in the day. He stated there were interesting comparisons and contrasts between the reports they have received from the northern and the southern board. He said that the performance indicators on the two sets of reports were different and he asked for guidance for the local boards on what the state board requires and if there are no guidelines, he said they should make a plan to develop that guidance.

Chair Mack asked for comments on this.

Mr. Frank Woodbeck stated his department could look at that and create guidelines prior to the next board meeting.

Mr. Beers stated he served on Ms. DeSart's board so he would obtain a copy of the Nevadaworks component. He said that he did not have the ability to get a copy of the Workforce Connections component to Mr. Thurman. He stated he'd like to see both sets.

**XI. For Possible Action – Review and Approval GWIB bylaw Amendment.**

Addition of two GWIB standing subcommittees – article iv, section 2: GWIB bylaws.

Chair Mack introduced the next agenda item.

Mr. Frank Woodbeck stated his name and position. He stated the first bylaw was the GWIB rather than the State Workforce Investment Board as the current bylaws read and should be amended. He said that in Article IV committees are called standing industry sector councils and committees. He stated they have added the Agriculture Sector Council to this as the ninth sector council at the request of the governor. He also stated that they have added two subcommittees, a legislative subcommittee responsible for keeping the board informed of any local, state, or federal legislation affecting the state's Workforce Investment System and its partners and a strategic planning subcommittee which will be responsible for developing and maintaining a continuous and systematic process where decisions are made about future outcomes, how these are to be accomplished, and how success is measured and evaluated by GWIB. This subcommittee will also recommend modifications to the strategic plan as appropriate to the GWIB. He said both these committees were added at the direction of the Chairman. He stated both were needed. He asked for any questions.

Chair Mack asked for any questions.

*It was moved and seconded to approve the GWIB bylaw amendment. Motion Carried*
XII. Staff Reports

Chair Mack introduced the next agenda.

a. Workforce Investment Act (WIA) Analysis of Expenditures – Mark Costa, CFO, DETR

Mr. Mark Costa stated his name and position for the record. He said the report of April 2, 2014 had the various entities or contracts which were allocated funds. He said the total that's been allocated over the last three program years. He said the years '13, '12, '11 were on the report for review. He said the program was fully expended. He stated they have not received a Notice of Obligation for program year '14. They did receive a preliminary distribution table of the various dates and expected funds for the Workforce Investment Act. He said this data showed Nevada will take a significant reduction of approximately $2.5 million for Adults, Youth, and Dislocated Workers. He concluded and asked for any comments.

Chair Mack asked for any comments or questions. There were none.

b. WIA Performance Measures/Levels – Grant Nielson

Mr. Grant Nielson clarified that Ms. DeSart statement was for the quarter ending December 31 and only for that quarter. For the first quarter of 2014 the state or local areas are either exceeding or within 80 percent of their goal, which is required, of all measures and with the exception of the attainment of degree and certificate for youth which was a one quarter measurement. He clarified that this number is accurate for that particular quarter, for the last quarter the number was 91 percent, which exceeds the measure and for a year-to-date rolling four quarters is at 65 percent. He stated this was normal, having a quarter where you're exceeding some and others did not have the desired performance but overall doing quite well. He stated currently they are within the guidelines that the Department of Labor has required. He asked for any questions.

Chair Mack asked for questions. There were none.

XIII. Board Comment Session – Luther Mack

Chair Mack invited members of the board to comment on any matter or topic relevant to the board. He stated, however, no answer may be taken on manager and board comments until the matter itself has been included on the agenda for possible action.

Mr. Patrick Sheets asked if this was the point where board members could make comments.

Chair Mack stated yes.

Mr. Patrick Sheets thanked the Department of Labor for the presentation. He said as a board member he didn't really realize his role until now. He questioned Mr. Woodbeck who is the chairman of the Strategic Planning Committee was.

Mr. Woodbeck stated they do not have a chairman. He stated the board chair will appoint a chair for the subcommittee. He asked Mr. Sheets if Mr. Sheets was volunteering.

Mr. Sheets stated yes.

Mr. Woodbeck noted the volunteer.

Mr. Sheets stated that understanding that subcommittee will fill a lot of the gaps and the missing pieces to the training presentation earlier.

Chair Mack asked if there were any board comments up north. There were none.

XIV. Second Public Comment Session – Luther Mack

Chair Mack invited for public comments. There were none.
Chair Mack stated that at the discretion of the chair person, public comments may be limited to three minutes if there are any. He asked for public comments from the north. There were none.

Chair Mack closed the meeting recognizing Frank Woodbeck, who is stepping down from his directorship at DETR effective April 18, 2014. He stated Mr. Woodbeck will serve as an executive director with the Nevada College Cooperative. He said since his appointment Mr. Woodbeck has been instrumental in the advancement and promotion of Nevada's Workforce Investment System. Chair Mack said Mr. Woodbeck has been advocate for the department of the GWIB and brought Nevada's businesses and workers together to shape strategically that best meet the workforce needs in Nevada.

Chair Mack stated that Nevada is moving in positive directions, fostering a healthy and growing economy in the state. He said that in his new role, Mr. Woodbeck will maintain membership on this board to that of NSHE representative. Chair Mack thanked Mr. Woodbeck for his work growing a skilled and diverse workforce in Nevada.

XVI. ADJOURNMENT

Chair Mack stated the next board meeting is scheduled on July 24, 2014 at regular scheduled time, 9:00a.m. He stated he intended to hold at least one board meeting per year in Las Vegas. He asked for comments or concerns.

There being no further business Chair Mack adjourned the meeting at 12:05.
VI. DISCUSSION, INFORMATIONAL ITEMS AND POTENTIAL ACTION ITEMS

a. DETR Director’s Report and Update
   
   ii. Proposed GWIB 2015 meeting schedule

Description: Proposed GWIB 2015 meeting schedule

- Per Chairman Mack’s recommendation, the following is proposed for Board equity and to alleviate any hardships that may be caused for Board members having to travel to the GWIB meetings:

  o **OPTION 1:** REDUCE the number of meetings per year from *four (4)*, four-hour meetings to *two (2)*, four-hour meetings.

  o **OPTION 2:** Keep the number of meetings per year at *four (4)*, but reduce it to *two-hour* meetings.

- **PROPOSED 2015 GWIB MEETING SCHEDULE:**

  o **If Option 1 is agreed upon:**
    - **January 22, 2015** – 10 a.m. to 12 noon
    - **April 16, 2015** – 10 a.m. to 12 noon
    - **July 23, 2015** – 10 a.m. to 12 noon
    - **October 22, 2015** – 10 a.m. to 12 noon

  o **If Option 2 is agreed upon:**
    - **January 22, 2015** – 9 a.m. to 1 p.m.
    - **July 23, 2015** – 9 a.m. to 1 p.m.
Building a smart career in Information Technology....

Network administrators, software engineers, programmers and database developers are essential to many businesses — and these jobs are expected to grow in the future. These are also high wage jobs, starting at $16 an hour and ranging all the way up to six figures a year.

**Video Gaming and Cyber Security:**

Exciting occupations in the IT profession that have been growing steadily are games development, digital media and cyber security.

Because of the gaming industry, Nevada has a natural predisposition to develop a talented and skilled workforce on the video-gaming scene. Artists, animators, and game developers are occupations in demand, and companies will compete for the top talent in the future.

Following the recent news about cyber activities, and hacking into most secured systems, cyber security and jobs associated with it are becoming increasingly important for Nevada’s companies as well as those globally.

**How do I get started in IT?**

» IT jobs typically require a combination of training and on-the-job experience.

» Keep your grades up in high school. Take math, computer and English classes.

» Learn all the software programs you can. If you are interested in interactive media, focus on programs used by graphic designers and web developers.

» Explore careers you might be interested in at www.nvcis.intocareers.org

» Explore careers and employment possibilities at www.NevadaYouth.org. If you know someone in IT, interview him/her and ask if you can visit his/her workplace.

» Make a plan based on your interests. How much training do different jobs require? Where can you find the training you need? How will you pay for it? What steps can you take to get you closer to your goal?

**How to learn more:**

- Visit www.nvcis.intocareers.org
- Use the Reality Check at www.nvcis.intocareers.org
- Search for all the training programs in Nevada, schools and other information regarding career or education options in Nevada by exploring http://www.nevadayouth.org/

**Education Level**

<table>
<thead>
<tr>
<th>Level</th>
<th>Hourly Wage Ranges*</th>
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<tbody>
<tr>
<td>HIGH LEVEL</td>
<td>Computer Engineer, System Software $36.55 - $56.43</td>
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<tr>
<td>MID LEVEL</td>
<td>Computer Programmer $28.66 – $42.65</td>
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<tr>
<td>ENTRY LEVEL</td>
<td>Comp. Support Specialist $16.26 - $25.93</td>
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*For info on wage ranges visit – Nevada Workforce Informer at http://www.nevadaworkforce.com/

**Note:** the colors for career path aligns with the CTE classes available in the school.

*Our mission is to provide Nevada’s businesses with access to a qualified workforce and encourage equal employment opportunities.*
### Classes to take for different Programs of Study in Information Technology:

<table>
<thead>
<tr>
<th>High School</th>
<th>9th Grade</th>
<th>10th Grade</th>
<th>11th Grade</th>
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<tr>
<td></td>
<td>Base course schedule that students will take in high school:</td>
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<td>College of Southern Nevada</td>
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<tr>
<td></td>
<td>English I</td>
<td>English II</td>
<td>English III</td>
<td>English IV</td>
<td>Great Basin College</td>
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<tr>
<td></td>
<td>Algebra I</td>
<td>Geometry</td>
<td>Algebra II</td>
<td>Senior Level Math Course</td>
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<td>Biology</td>
<td>Chemistry or Geoscience</td>
<td>Junior Level Science Course</td>
<td>Elective</td>
<td>Truckee Meadows Community College</td>
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<td></td>
<td>Health / Computer Literacy</td>
<td>World History</td>
<td>US History</td>
<td>US Government</td>
<td>University of Nevada, Las Vegas</td>
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<td>Physical Education</td>
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<td>Foreign Language or Elective</td>
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<td>Western Nevada College</td>
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» Recommended classes for selected career paths in IT:

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<tr>
<th>Computer Science:</th>
<th>Computer Science I</th>
<th>Computer Science II</th>
<th>Computer Science III or AP Computer Science A</th>
<th>Computer Science Advance Study</th>
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<tr>
<td>Digital Game Development:</td>
<td>Digital Game Development I</td>
<td>Digital Game Develop. II</td>
<td>Digital Game Develop. III</td>
<td>Digital Game Adv. Study</td>
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<td>Information Technology Networking:</td>
<td>IT Networking I</td>
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<td>IT Networking Advance Study</td>
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<td>Information Technology Services &amp; Support:</td>
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<td>IT Essentials II</td>
<td>IT Essentials Advanced Studies or Networking I</td>
<td>Elective or Networking II</td>
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</tr>
</tbody>
</table>

Industry Recognized Certifications:

- Adobe Certifications
- Network + (CompTIA), CISCO Certification
- Microsoft Certification
- A+ (CompTIA), CISCO Certification
- Adobe Certifications
- Apple Certifications
- Adobe Certifications
- Adobe Certifications

Note: the colors for career path aligns with the CTE classes available in the school.

This program of study is based upon the requirements needed for an Advanced Diploma. Academic course names may vary among school districts. For detail information please visit: [http://cteae.nv.gov/](http://cteae.nv.gov/).
**Exciting careers for creative minds.....**

Aerospace and Defense is a key industry in Nevada. The state is home to Nellis Air Force Base, Creech Air Force Base, Naval Air Station Fallon and the Hawthorne Army Depot.

How to learn more:
- Explore this and other industries at [www.nvcis.intocareer.org](http://www.nvcis.intocareer.org)
- Find out if a job will pay your bills using the Reality Check at [www.nvcis.intocareers.org](http://www.nvcis.intocareers.org)
- Search for all the training programs in Nevada 15 Schools and other information regarding career or education options in Nevada by exploring [http://www.nevadayouth.org/](http://www.nevadayouth.org/)

**Career Paths in Aerospace & Defense**

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Hourly Wage Ranges* (25th – 75th percentile)</th>
<th>Aviation Technology</th>
<th>Aviation Equipment Technology</th>
<th>Aviation - Supporting Industry</th>
<th>Aerospace Engineering</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>HIGH LEVEL</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Aerospace Engineers, Physicists, Astronauts</td>
</tr>
<tr>
<td>Aerospace Engineer</td>
<td>$25.87 - $51.34</td>
<td>Airline/Commercial Pilots Flight Engineers</td>
<td>Aircraft Parts &amp; Services Manager, Engineers</td>
<td>Electronic, Electrical, Mechanical and Materials Engineers, Design Engineers</td>
<td></td>
</tr>
<tr>
<td><strong>ENTRY LEVEL</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Aerospace Engineering Technicians</td>
</tr>
<tr>
<td>Aviation Technician</td>
<td>$22.39 - $27.96</td>
<td></td>
<td></td>
<td></td>
<td>* Need min. associate degree...</td>
</tr>
</tbody>
</table>

*For info on wage ranges visit – Nevada Workforce Informer at [http://www.nevadaworkforce.com/](http://www.nevadaworkforce.com/)

**Note:** the colors for career path aligns with the CTE classes available in the school.

*Our mission is to provide Nevada’s businesses with access to a qualified workforce and encourage equal employment opportunities.*
## Classes to take for different Programs of Study in Aerospace & Defense:

<table>
<thead>
<tr>
<th>High School</th>
<th>9th Grade</th>
<th>10th Grade</th>
<th>11th Grade</th>
<th>12th Grade</th>
<th>Post Secondary</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Base course schedule that students will take in high school:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>English I</td>
<td>English II</td>
<td>English III</td>
<td>English IV</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Algebra I</td>
<td>Geometry</td>
<td>Algebra II</td>
<td></td>
<td>Senior Level Math Course</td>
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<td></td>
<td>Biology</td>
<td>Chemistry or Geoscience</td>
<td>Junior Level Science Course</td>
<td></td>
<td>Elective</td>
</tr>
<tr>
<td></td>
<td>Health / Computer Literacy</td>
<td>World History</td>
<td>US History</td>
<td>US Government</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Physical Education</td>
<td>Physical Education</td>
<td>Foreign Language or Elective</td>
<td>Foreign Language or Elective</td>
<td></td>
</tr>
</tbody>
</table>

» Recommended classes for selected career paths in Aerospace & Defense:

<table>
<thead>
<tr>
<th>Aviation Technology:</th>
<th>Fundamentals of Aerospace and Aviation</th>
<th>Aircraft Systems and Structures</th>
<th>Pilot I</th>
<th>Pilot II</th>
<th>Industry Recognized Certifications:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mechanical Technology:</td>
<td>Mechanical Technology I</td>
<td>Mechanical Technology II</td>
<td>Mechanical Technology III</td>
<td>Mechanical Tech. Advanced Studies</td>
<td>CareerSafe - 10-hour (OSHA)</td>
</tr>
<tr>
<td>Diesel Equipment Technology:</td>
<td>Diesel Technology I</td>
<td>Diesel Technology II</td>
<td>Diesel Technology III</td>
<td>Diesel Technology Advanced Studies</td>
<td>Medium/Heavy Truck (T1-T8) (ASE), CareerSafe (OSHA)</td>
</tr>
<tr>
<td>Welding Technology:</td>
<td>Welding Technology I</td>
<td>Welding Technology II</td>
<td>Welding Technology III</td>
<td>Welding Technology Advanced Studies</td>
<td>Certified Welder (ASE), CareerSafe (OSHA)</td>
</tr>
<tr>
<td>Mechanical Drafting &amp; Design:</td>
<td>Mechanical Drafting and Design I</td>
<td>Mechanical Drafting and Design II</td>
<td>Mechanical Drafting and Design III</td>
<td>Mechanical Drafting and Design Advanced Studies</td>
<td>Autodesk Certified User (AutoDesk), Certified Apprentice Drafter (American Design Drafting Associate), Certified Solidworks Associate (Solidworks)</td>
</tr>
<tr>
<td>(PLTW) Project Lead The Way Aerospace Engineering</td>
<td>Introduction to Engineering</td>
<td>Principles of Engineering</td>
<td>Aerospace Engineering</td>
<td>Engineering Design &amp; Development</td>
<td></td>
</tr>
</tbody>
</table>

This program of study is based upon the requirements needed for an Advanced Diploma. Academic course names may vary among school districts. For detail information please visit: [http://cteae.nv.gov/](http://cteae.nv.gov/)

**Note:** the colors for career path aligns with the CTE classes available in the school. Our mission is to provide Nevada's businesses with access to a qualified workforce and encourage equal employment opportunities.
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**Health Care & Medical Services**

*Learn how to map your career and find path to success!

### Career Paths in Health Care & Medical Services:

- **Pharmacist**
  - Certified Nurse Midwife
  - Nurse Practitioner
  - Certified RN Anesthetist
  - Dentist

- **Pharmacist Intern**
  - Respiratory Therapist/Care Practitioner
  - Licensed Practical & Vocational Nurse
  - Physical/Occupational Therapist

- **Pharmacy Tech**
  - Respiratory Therapy Tech
  - Medical Assistant
  - Physical/Occupational Therapy Aide

- **Pharmacy Clerk/Aide**
  - Medical Records/Health Info
  - Dental Lab Tech
  - Medical Secretary

- **Home Health Aide, Certified Nurse Assistant, File Clerk**
  - Dental Hygienist
  - Medical Coder/Biller

### Hourly Wage Ranges (25th – 75th percentile)*:

<table>
<thead>
<tr>
<th>Position</th>
<th>Lower Range</th>
<th>Upper Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Assistant</td>
<td>$12.94</td>
<td>$17.09</td>
</tr>
<tr>
<td>Registered Nurse</td>
<td>$32.01</td>
<td>$42.25</td>
</tr>
<tr>
<td>Pharmacy Clerk/Aide</td>
<td>$8.51</td>
<td>$11.81</td>
</tr>
<tr>
<td>Dental Assistant</td>
<td>$15.91</td>
<td>$20.38</td>
</tr>
<tr>
<td>Physical Therapy Assistant</td>
<td>$23.54</td>
<td>$32.89</td>
</tr>
<tr>
<td>Medical Secretary</td>
<td>$14.44</td>
<td>$20.71</td>
</tr>
</tbody>
</table>

*For info on wage ranges visit – Nevada Workforce Informer at [http://www.nevadaworkforce.com/](http://www.nevadaworkforce.com/)

**Nursing and so much more...**

Health care has become one of the largest employment sectors. What’s more, the number of health-care jobs is growing and most are good jobs, with good wages and opportunities to move up.

Health care involves more than doctors and nurses. Think of everything that goes on at a hospital. Lab techs, physical therapists, ultrasound technicians, pharmacists and medical secretaries are just a few of the hundreds of jobs in health care in Nevada.

**Keep your grades up in high school.** Take math, technology and science classes.

- **How do I get started?**
  - Explore careers you might be interested in at Connect with NCIS, [www.nvcis.intocareers.org](http://www.nvcis.intocareers.org)
  - Explore careers and employment possibilities at [www.NevadaYouth.org](http://www.NevadaYouth.org)
  - Do you know anyone who works in health care? Interview him/her and ask if you can visit his/her workplace.
  - Make a plan based on your interests. How much training do different jobs require? Where can you find the training you need? How will you pay for it? What steps can you take to get you closer to your goal?

**How to learn more:**

- Explore this and other industries at [www.nvcis.intocareer.org](http://www.nvcis.intocareer.org)
- Find out if a job will pay your bills using the Reality Check at [www.nvcis.intocareers.org](http://www.nvcis.intocareers.org)
- Search for all the training programs in Nevada, Schools and other information regarding career or education options in Nevada by exploring [http://www.nevadayouth.org/](http://www.nevadayouth.org/)

**Note:** the colors for career path aligns with the CTE classes available in the school.
Our mission is to provide Nevada’s businesses with access to a qualified workforce and encourage equal employment opportunities.

### Health Care & Medical Services

*Learn how to map your education and find path to success!*

<table>
<thead>
<tr>
<th>Classes to take for different Programs of Study in Health Care &amp; Medical Services:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>High School</strong></td>
</tr>
<tr>
<td>Base course schedule that students will take in high school:</td>
</tr>
<tr>
<td>College of Southern Nevada</td>
</tr>
<tr>
<td>Great Basin College</td>
</tr>
<tr>
<td>Nevada State College</td>
</tr>
<tr>
<td>Truckee Meadows Community College</td>
</tr>
<tr>
<td>University of Nevada, Las Vegas</td>
</tr>
<tr>
<td>University of Nevada, Reno</td>
</tr>
<tr>
<td>Western Nevada College</td>
</tr>
<tr>
<td>» Recommended classes for selected career paths in Health Care &amp; Medical Services:</td>
</tr>
<tr>
<td><strong>Pharmacology:</strong></td>
</tr>
<tr>
<td>Respiratory Therapy:</td>
</tr>
<tr>
<td>Medical Assisting:</td>
</tr>
<tr>
<td>Nursing Operations:</td>
</tr>
<tr>
<td>Sports Medicine:</td>
</tr>
<tr>
<td>Dental Assisting:</td>
</tr>
<tr>
<td>Health Information Management:</td>
</tr>
<tr>
<td>Emergency Medical Technician</td>
</tr>
<tr>
<td>Biomedical:</td>
</tr>
<tr>
<td>(PLTW) Project Lead The Way Program: Biomedical Science</td>
</tr>
</tbody>
</table>

This program of study is based upon the requirements needed for an Advanced Diploma. Academic course names may vary among school districts. For detail information please visit: [http://cteae.nv.gov/](http://cteae.nv.gov/)

**Note:** the colors for career path aligns with the CTE classes available in the school.

Our mission is to provide Nevada’s businesses with access to a qualified workforce and encourage equal employment opportunities.
More and more people are talking about Green Jobs, in today's economy, but what does it mean to have a green job? What does it mean to work for a green business?

According to the official definition, green occupations or business are those that create renewable energy, improve energy efficiency, recycle, reuse, or reduce pollution, conserve natural resources, enforce environmental law and educate about renewable energy.

As people become more concerned about our environment, many occupations are changing. Demand for existing green occupations is increasing. For example, Biologists, existing occupations are adapting and changing due to increased demand (Electricians need to learn to install solar panels), and new occupations are emerging (Wind turbine technicians) that are completely new and unique.

Because of its natural resources and more than 250 days of sunshine, Nevada has a great solar energy potential as well as abundant geothermal and wind potential to become a leader in clean energy.

Going GREEN....

**Education Level**

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Hourly Wage Ranges* (25th – 75th percentile)</th>
<th>Green Energy</th>
<th>Green Manufacturing</th>
<th>Green Automotive Operations</th>
<th>Green Building</th>
</tr>
</thead>
<tbody>
<tr>
<td>HIGH LEVEL</td>
<td>Geothermal Manager $33.40 – $53.47</td>
<td>Electrical Engineer, Energy Manager/Energy Engineer, Smart Grid Meter Technology Manager</td>
<td>Industrial Engineer, Welding Engineer, Manufacturing Engineer, Design Engineer, Chemist</td>
<td>Software &amp; Control System Engineer, Diesel Retrofit Designer, Automotive Power Electronic Engineer</td>
<td>Mechanical Engineer, Construction Manager, Civil Engineer, Architect</td>
</tr>
</tbody>
</table>

*For info on wage ranges visit – Nevada Workforce Informer at [https://nvcis.intocareers.org](https://nvcis.intocareers.org)

**How to learn more:**
- Explore this and other industries at [www.nvcis.intocareers.org](http://www.nvcis.intocareers.org)
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**How do I get started in Clean Energy?**
- Keep your grades up in high school. Take math, science, computer and English classes.
- Explore careers you might be interested in at Connect with NCIS at [www.nvcis.intocareers.org](http://www.nvcis.intocareers.org)
- Do you know anyone who works in Clean Energy? Interview him/her and ask if you can visit his/her workplace.
- Make a plan based on your interests. How much training do different jobs require? Where can you find the training you need? How will you pay for it? What steps can you take to get you closer to your goal?

Because of its natural resources and more than 250 days of sunshine, Nevada has a great solar energy potential as well as abundant geothermal and wind potential to become a leader in clean energy.

**Note:** the colors for career path aligns with the CTE classes available in the school.

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Learn how to map your education and find path to success!

### Classes to take for different Programs of Study in Clean Energy:

<table>
<thead>
<tr>
<th>High School</th>
<th>9th Grade</th>
<th>10th Grade</th>
<th>11th Grade</th>
<th>12th Grade</th>
<th>Post Secondary</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Base course schedule</td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td></td>
<td>that students will</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>take in high school:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>English I</td>
<td>English II</td>
<td>English III</td>
<td>English IV</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Algebra I</td>
<td>Geometry</td>
<td>Algebra II</td>
<td>Senior Level Math</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Biology</td>
<td>Chemistry or Geoscience</td>
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</tr>
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<td>Health / Computer</td>
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<td>US Government</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Literacy</td>
<td>Physical Education</td>
<td>Foreign Language or</td>
<td>Foreign Language or</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Elective</td>
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</tbody>
</table>

### Recommended classes for selected career paths in Clean Energy:

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</tr>
</thead>
<tbody>
<tr>
<td>Mechanical Technology:</td>
<td>Mechanical Technology I</td>
<td>Mechanical Technology II</td>
<td>Mechanical Technology III</td>
<td>Mechanical Tech. Adv. Studies</td>
</tr>
<tr>
<td>Metalworking:</td>
<td>Metalworking I</td>
<td>Metalworking II</td>
<td>Metalworking III</td>
<td>Metalworking Adv. Studies</td>
</tr>
<tr>
<td>Drafting &amp; Design:</td>
<td>Drafting and Design I</td>
<td>Drafting and Design II</td>
<td>Drafting and Design III</td>
<td>Drafting and Design Adv. Studies</td>
</tr>
<tr>
<td>AgMET Equipment</td>
<td>AgMET I</td>
<td>AgMET II</td>
<td>AgMET Equipment Fabrication Systems</td>
<td>AgMET Adv. Studies</td>
</tr>
<tr>
<td>Fabrication Systems:</td>
<td>AgMET Equipment I</td>
<td>AgMET II</td>
<td>AgMET Equipment Fabrication Systems</td>
<td>AgMET Adv. Studies</td>
</tr>
<tr>
<td>AgMET Power Systems:</td>
<td>AgMET I</td>
<td>AgMET II</td>
<td>Ag MET Power Systems</td>
<td>AgMET Adv. Studies</td>
</tr>
<tr>
<td>Automotive Technology:</td>
<td>Automotive Technology I</td>
<td>Automotive Technology II</td>
<td>Automotive Technology III</td>
<td>Automotive Technology Adv. Studies</td>
</tr>
<tr>
<td>Air Conditioning &amp;</td>
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</tr>
<tr>
<td>(PLTW) Project Lead The</td>
<td>Introduction to</td>
<td>Principles of Engineering</td>
<td>Civil Engineering and Architecture</td>
<td>Engineering Design and Development</td>
</tr>
<tr>
<td>Way Architectural &amp; Civil Engineering:</td>
<td>Engineering Design</td>
<td></td>
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</tr>
</tbody>
</table>

### Industry Recognized Certifications:

- Career Safe (OSHA), Alternative Energy & Core Curriculum (NCCER)
- Career Safe (OSHA), J-STD-001 (IPC Cert.), Student Electronic Tech. (ETA)
- Career Safe (OSHA), Core Curriculum (NCCER)
- Career Safe (OSHA), Core Curriculum (NCCER)
- Career Safe (OSHA)
- Autodesk Certified User, Certified Apprentice Drafter, Certified Solidworks Associate
- Career Safe (OSHA), AWS Certified Welder (American Welding Soc.)
- Career Safe (OSHA), AWS Certified Welder (American Welding Soc.)
- Career Safe (OSHA), Automotive/Light Truck (A1 – A8)
- Career Safe (OSHA), Constr. Tech. & Core Curriculum (NCCER)
- HEAT (HVAC Excellence), AHRI Certifications, Career Safe (OSHA)

**Note:** the colors for career path aligns with the CTE classes available in the school.

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# Manufacturing

*Learn how to map your career and find path to success!*

## Manufacturing pays well!

Manufacturing is still an important industry. While some people think of manufacturing as offering low-skill, entry-level jobs, they couldn’t be more wrong. This is a high-tech, advanced industry requiring skilled and talented people who need to keep learning throughout their careers to keep up with technology.

In fact, many manufacturers in the U.S. report that they can’t find the skilled employees they need! This means **opportunities** for high-paying jobs, many of which offer on-the-job-training. A machinist, for example, can make up to $35 an hour.

Manufacturing jobs are available at the entry level for people without specialized skills. However, jobs paying more than minimum wage usually require training. Some skills you can learn on the job, but a position as an engineer or technician may require a certificate or degree.

- Explore this and other industries at [www.nvcis.intocareer.org](http://www.nvcis.intocareer.org)
- Find out if a job will pay your bills using the Reality Check at [www.nvcis.intocareers.org](http://www.nvcis.intocareers.org)
- Search for all the training programs in Nevada, schools and other information regarding career or education options in Nevada by exploring [http://www.nevadayouth.org/](http://www.nevadayouth.org/)

## How do I get started in Manufacturing?

» Keep your grades up in high school. Take math, science, computer and English classes.

» Explore careers you might be interested in at Connect with NCIS at [www.nvcis.intocareers.org](http://www.nvcis.intocareers.org)


» Do you know anyone who works in Manufacturing? Interview him/her and ask if you can visit his/her workplace.

» Make a plan based on your interests. How much training do different jobs require? Where can you find the training you need? How will you pay for it? What steps can you take to get you closer to your goal?

---

## Career Paths in Manufacturing

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Hourly Wage Ranges* (25th – 75th percentile)</th>
<th>Electronic Engineering and Electronic Technology</th>
<th>Mechanical &amp; Machine Tool Technology</th>
<th>Metalworking &amp; Welding Technology</th>
<th>Mechanical Engineering and Drafting and Design</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>HIGH LEVEL</strong></td>
<td>Manufacturing Engineer</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>$29.28 - $53.52</td>
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<td></td>
<td></td>
</tr>
<tr>
<td><strong>MID LEVEL</strong></td>
<td>Manufacturing Engineering Technologist</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$19.90 - $34.33</td>
<td></td>
<td></td>
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</tr>
<tr>
<td><strong>ENTRY LEVEL</strong></td>
<td>Welding Machine Operators</td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td></td>
<td>$15.32 - $21.96</td>
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# Manufacturing

Learn how to map your education and find path to success!

## Classes to take for different Programs of Study in Manufacturing:

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<td>Biology</td>
<td>Chemistry or Geoscience</td>
<td>Junior Level Science Course</td>
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<td>Selective</td>
<td></td>
</tr>
<tr>
<td>Health / Computer Literacy</td>
<td>World History</td>
<td>US History</td>
<td>US Government</td>
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<tr>
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<td>Physical Education</td>
<td>Foreign Language or Elective</td>
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<td>Foreign Language or Elective</td>
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</tbody>
</table>

### Recommended classes for selected career paths in Manufacturing:

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<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>(PLTW) Project Lead the Way</td>
<td>Introduction to Engineering Design</td>
<td>Principles of Engineering</td>
<td>Digital Electronics</td>
<td>Engineering Design and Development</td>
<td>Career Safe (OSHA), J-STD-001 (IPC Cert.), Student Electronic Tech. (ETA)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Mechanical Technology:</th>
<th>Mechanical Technology I</th>
<th>Mechanical Technology II</th>
<th>Mechanical Technology III</th>
<th>Mechanical Tech. Adv. Studies</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Machine Tool Technology:</td>
<td>Machine Tool Technology I</td>
<td>Machine Tool Technology II</td>
<td></td>
<td>Machine Tool Technology II</td>
<td></td>
</tr>
</tbody>
</table>

| Metalworking:                                   | Metalworking I          | Metalworking II          | Metalworking III          | Metalworking Adv. Studies       | |


| (PLTW) Project Lead the Way                     | Introduction to Engineering Design | Principles of Engineering | Computer Integrated Manufacturing | Engineering Design and Development | |

| Drafting & Design                                | Drafting and Design I      | Drafting and Design II   | Drafting and Design III    | Drafting and Design Adv. Studies | |

<table>
<thead>
<tr>
<th>Disciplines</th>
<th>Industrial Science</th>
<th>Manufacturing</th>
<th>Information Technology</th>
<th>Business Administration</th>
<th>---</th>
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</thead>
<tbody>
<tr>
<td>Mathematics</td>
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<td>Science</td>
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<tr>
<td>Technology</td>
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<tr>
<td>Engineering</td>
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<tr>
<td>Business</td>
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<tr>
<td>Management</td>
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<tr>
<td>Social Science</td>
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<td>Humanities</td>
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<tr>
<td>English</td>
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<td>Language</td>
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<tr>
<td>Arts</td>
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*Note:* the colors for career path aligns with the CTE classes available in the school.

*Our mission is to provide Nevada’s businesses with access to a qualified workforce and encourage equal employment opportunities.*
# Mining & Materials

Learn how to map your career and find path to success!

## Why Mining?

A career in mining has many benefits and this industry is a one of the major players in Nevada's economy and leader on the world stage.

### Education Level

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Hourly Wage Ranges* (25th – 75th percentile)</th>
<th>Mining &amp; Manufacturing Technologies</th>
<th>Mining &amp; Transportation Technologies</th>
<th>Mining Environmental &amp; Health Technologies</th>
<th>Mining Computer and Business Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>HIGH LEVEL</td>
<td>Mining Engineer $33.99 - $51.76</td>
<td>Mining Engineer, Electrical Engineer, Material Engineers, Civil Engineers</td>
<td>Mechanical Engineers, Transportation Managers</td>
<td>Geologists, Environmental Engineers, Emergency Planning Engineer, Mining Safety Engineers</td>
<td>Computer Engineers, Software Engineers, Geostatician, Data Modeler,</td>
</tr>
</tbody>
</table>

*For info on wage ranges visit – Nevada Workforce Informer at [https://nvcis.intocareers.org](https://nvcis.intocareers.org).

Note: the colors for career path aligns with the CTE classes available in the school.

Our mission is to provide Nevada's businesses with access to a qualified workforce and encourage equal employment opportunities.

## How do I get started in Mining & Materials?

- Keep your grades up in high school. Take math, science, computer and English classes.
- Explore careers you might be interested in at Connect with NCIS at [www.nvcis.intocareers.org](http://www.nvcis.intocareers.org)
- Do you know anyone who works in mining? Interview him/her and ask if you can visit his/her workplace.
- Make a plan based on your interests. How much training do different jobs require? Where can you find the training you need? How will you pay for it? What steps can you take to get you closer to your goal?

## Why consider a career in mining?

For starters, jobs in mining, whether you are manager, an engineer, geologist, or even an accountant, pay exceptionally well. The mining industry is known for taking care of its employees.

Jobs in mining really allow you to grow into the industry with the skills-sets of a recent graduate or just someone looking to branch into another area of the mining industry. Be it a technical field, engineering, or exploration, the opportunities for advancement are plentiful.

Many mining jobs offer training in the field, internships for graduates, and mentoring with the opportunity to grow from entry level into senior level and/or management positions, setting you on a fulfilling career path.

Our mission is to provide Nevada's businesses with access to a qualified workforce and encourage equal employment opportunities.
### Classes to take for different Programs of Study in Mining & Materials:

<table>
<thead>
<tr>
<th>High School</th>
<th>9th Grade</th>
<th>10th Grade</th>
<th>11th Grade</th>
<th>12th Grade</th>
<th>Post Secondary</th>
</tr>
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<tbody>
<tr>
<td>» Base course schedule that students will take in high school:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>English I</td>
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<td>English IV</td>
<td>College of Southern Nevada</td>
</tr>
<tr>
<td></td>
<td>Algebra I</td>
<td>Geometry</td>
<td>Algebra II</td>
<td>Senior Level Math Course</td>
<td>Great Basin College</td>
</tr>
<tr>
<td></td>
<td>Biology</td>
<td>Chemistry or Geoscience</td>
<td>Junior Level Science Course</td>
<td>Elective</td>
<td>Nevada State College</td>
</tr>
<tr>
<td></td>
<td>Health / Computer Literacy</td>
<td>World History</td>
<td>US History</td>
<td>US Government</td>
<td>Truckee Meadows Community College</td>
</tr>
<tr>
<td></td>
<td>Physical Education</td>
<td>Physical Education</td>
<td>Foreign Language or Elective</td>
<td>Foreign Language or Elective</td>
<td>University of Nevada, Las Vegas</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Western Nevada College</td>
</tr>
</tbody>
</table>

### Recommended classes for selected career paths in Mining & Materials:

<table>
<thead>
<tr>
<th>Career Path</th>
<th>Recommended Classes</th>
<th>Industry Recognized Certifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diesel Equipment Technology:</td>
<td>Diesel Technology I, II, III, Advanced Studies</td>
<td>Medium/Heavy Truck (T1-T8) (ASE), Career Safe (OSHA)</td>
</tr>
<tr>
<td>Emergency Medical Service:</td>
<td>Elective, Health Science I, II, III, EMS (Emergency Medical Services), Technician</td>
<td>CPR, First Aid (American Heart Association), Emergency Medical Tech. (National Registry EMT)</td>
</tr>
</tbody>
</table>

This program of study is based upon the requirements needed for an Advanced Diploma. Academic course names may vary among school districts. For detail information please visit: [http://cteae.nv.gov/](http://cteae.nv.gov/)

*Note:* The colors for career path aligns with the CTE classes available in the school.

*Our mission is to provide Nevada’s businesses with access to a qualified workforce and encourage equal employment opportunities.*
Tourism, Gaming and Entertainment careers...

Tourism, Gaming and Entertainment is a vibrant, exciting industry sector. The sector is fast moving, with constant change, so it’s never boring. The people who work in this sector are generally interesting, social people who have interesting, challenging jobs. Sure! There’ll be “shifts”. Many jobs in the sector fall outside the fixed nine-to-five structure but there are social benefits to this, both within the work teams and in the flexibility you’ll have for your personal lifestyle.

The Tourism, Gaming and Entertainment sector is really important to Nevada! However, the sector does more than generate jobs and revenue, it showcases to the world the State’s fine wine; fresh quality food; excellent accommodations and national and international events. You’ll feel proud to say you work in the Nevada Tourism, Gaming and Hospitality industry.

How do I get started in Tourism, Gaming and Entertainment?

» Explore careers you might be interested in at Connect with NCIS at www.nvcis.intocareers.org
» Do you know anyone who works in tourism, gaming or entertainment industry? Interview him/her and ask if you can visit his/her workplace.
» Make a plan based on your interests. How much training do different jobs require? Where can you find the training you need? How will you pay for it? What steps can you take to get you closer to your goal?

Do you like working with people? Enjoy working as part of a team? Value working in a friendly environment? Want a job that can take you all over the world? The Tourism, Gaming and Entertainment sector may offer a career for you.

How to learn more:

➢ Explore this and other industries at www.nvcis.intocareers.org
➢ Find out if a job will pay your bills using the Reality Check at www.nvcis.intocareers.org
➢ Search for all the training programs in Nevada, schools and other information regarding career or education options in Nevada by exploring http://www.nevadayouth.org/
### Classes to take for different Programs of Study in Tourism, Gaming & Entertainment:

<table>
<thead>
<tr>
<th>High School</th>
<th>9th Grade</th>
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<td>University of Nevada, Las Vegas</td>
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<td>US History</td>
<td>US Government</td>
<td>University of Nevada, Reno</td>
</tr>
<tr>
<td>Truckee Meadows Community College</td>
<td>Physical Education</td>
<td>Physical Education</td>
<td>Foreign Language or Elective</td>
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</tr>
</tbody>
</table>

### Recommended classes for selected career paths in Tourism, Gaming & Entertainment:

#### Baking & Pastry
- **Culinary Arts I**
- **Baking & Pastry I**
- **Baking & Pastry II**
- **Baking & Pastry Adv. Study**

#### Culinary Arts:
- **Culinary Arts I**
- **Culinary Arts II**
- **Culinary Arts III**
- **Culinary Arts Adv. Studies**

#### Hospitality & Tourism:
- **Hospitality & Tourism I**
- **Hospitality & Tourism II**
- **Hospitality & Tourism III**
- **Hospitality & Tourism Adv. Studies**

#### Web Design & Development:
- **Web Design & Dev. I**
- **Web Design & Dev. II**
- **Web Design & Dev. III**
- **Web Design & Dev. Adv. Studies**

#### Photography:
- **Photography I**
- **Photography II**
- **Photography III**
- **Photography Adv. Studies**

#### Video Production:
- **Video Production I**
- **Video Production II**
- **Video Production III**
- **Video Production Adv. Studies**

#### Radio Production:
- **Radio Production I**
- **Radio Production II**
- **Radio Production III**
- **Radio Production Adv. Studies**

#### Marketing:
- **Principles of Business & Mkt.**
- **Marketing I**
- **Marketing II**
- **Marketing Adv. Studies**

#### Sports & Entertainment:
- **Principles of Business & Mkt.**
- **Sports & Entertainment Mkt. I**
- **Sports & Entertainment Mkt. II**
- **Sports & Mat. Adv. Studies**

#### Natural Resources & Wildlife Management:
- **Agriculture I**
- **Agriculture II**
- **Natural Resources & Wildlife Management**
- **Natural Resources & Wildlife Management Adv. Studies**

#### Landscaping Design & Management:
- **Horticulture Science or Ag. Science I**
- **Landscape Design I**
- **Landscape Design II**
- **Landscape Design Adv. Studies**

### Industry Recognized Certifications:
- **Certified Professional Food Handler**, **Health Department Food Service Safety**, **Certified Pastry Culinarian**, **Certified Food Associate**, **Certified Journey Baker**, **National Restaurant Association Baking**
- **Certified Professional Food Handler**, **Health Department Food Service Safety**, **ProStart Certificate of Achievement I & II**, **National Restaurant Association Cooking re-PAC Culinary Arts**
- **Skills, Tasks, and Results, Training (START) program**, **Certified Hospitality & Tourism Management Professional**, **ServSafe TIPS Certification**
- **CIW Site Dev. Associate, Adobe Certificate Associate: Flash, Dreamweaver, Photoshop**, **Adobe Certificate Associate**, **Apple Certified Pro**
- **Hunter Safety Card**, **Worker Protection Handler verification**, **Landscape Certified Technician**, **Certified Lawn Care Technician**

This program of study is based upon the requirements needed for an Advanced Diploma. Academic course names may vary among school districts. For detail information please visit: [http://cteae.nv.gov/](http://cteae.nv.gov/).

**Note:** the colors for career path aligns with the CTE classes available in the school.

*Our mission is to provide Nevada’s businesses with access to a qualified workforce and encourage equal employment opportunities.*
This dynamic growing industry needs skilled people. The career opportunities available are diverse and new opportunities continue to emerge as the industry grows.

Career Paths in Logistics and Operations:

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Hourly Wage Ranges* (25th – 75th percentile)</th>
<th>Transportation</th>
<th>Skilled &amp; Technical Services</th>
<th>Computer &amp; Information Technologies</th>
<th>Distribution, Business Management &amp; Marketing</th>
</tr>
</thead>
<tbody>
<tr>
<td>HIGH LEVEL</td>
<td>Supply Chain Manager $35.04 - $57.36</td>
<td>Parts &amp; Services Managers, Transportation Engineers, Storage &amp; Transportation Managers</td>
<td>Production Process Engineers, Electrical Equipment Engineers, Electronic Engineers</td>
<td>Software Developer, Engineer, Programmer, Database Administrator, Web Master</td>
<td>Industrial engineers, Logisticians, Distribution &amp; Operations Managers, Statisticians, Project Manager</td>
</tr>
</tbody>
</table>

*For info on wage ranges visit – Nevada Workforce Informer at [https://nvcis.intocareers.org](https://nvcis.intocareers.org).

**Why do we need Logistics?**

There is a broad variety of occupational pathways within the Logistics and Distribution cluster from designing to planning to carrying out the Logistics & Distribution for products and services. Road, rail, plane, ship and even delivery of “virtual” products and services demand timely and 100% accurate delivery. Logistics, the second largest employment sector in the United States offers excellent salaries, opens doors, and provides advancement opportunities both within the industry and across other industry clusters.

No matter your education level there is a career for you in the logistics field. This is an industry that has entry level positions (Forklift operators, material handlers, truck drivers), mid-level positions (Operations managers, logistics analysts, purchasing agents) and of course upper management as well.

**How do I get started in Logistics?**

Keep your grades up in high school. Take math, technology and science classes.

» Explore careers you might be interested in at Connect with NCIS at [www.nvcis.intocareers.org](https://nvcis.intocareers.org)


» Do you know anyone who works in logistics and operations industry? Interview him/her and ask if you can visit his/her workplace.

» Make a plan based on your interests. How much training do different jobs require? Where can you find the training you need? How will you pay for it? What steps can you take to get you closer to your goal?

**Note:** The colors for career path aligns with the CTE classes available in the school.

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Learn how to map your education and find path to success!

**Logistics & Operations**

Base course schedule that students will take in high school:

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<th>9th Grade</th>
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<td>Physical Education</td>
<td>Physical Education</td>
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</tr>
</tbody>
</table>

**Recommended classes for selected career paths in Logistics & Operations:**

**Industry Recognized Certifications:**

- Automotive/Light Truck (A1-A8), CareerSafe
- Collision repair (B2-B5), CareerSafe
- Medium/Heavy Truck (T1 – T8), CareerSafe (OSHA)
- CareerSafe (OSHA), J-STD-001 (IPC Cert.), Student Electronic Technician (ETYA)
- CareerSafe (OSHA), Core Curriculum (NCCE)
- HEAT, AHRI Certifications CareerSafe (OSHA)
- Oracle Certified Associates
- CWI Site Developer Associate, Adobe Certified Associate
- Project Management

Note: the colors for career path aligns with the CTE classes available in the school.

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This program of study is based upon the requirements needed for an Advanced Diploma. Academic course names may vary among school districts. For detail information please visit: [http://cteae.nv.gov/](http://cteae.nv.gov/)
Agriculture

Learn how to map your career and find path to success!

Why Agriculture?

Agriculture will have to be one of the most innovative and fast-paced industries in order to produce twice as much food on less land.

Because the demand for agricultural specialists throughout the nation in both urban and rural areas is high, there are more job openings than there are qualified applicants. Within the Agriculture sector are some of the fastest-growing and/or highest-wage occupations such as agricultural marketing and sales personnel, finance, agricultural engineers, laboratory and research technicians, animal reproduction specialists, environmental scientists, landscape and turf managers, and pest management specialists or you can manage family or corporate farm operations.

Agricultural jobs are available at the entry level for people with short-term training or on the job training. However, jobs paying more usually require a 2 and/or 4 year degree.

Why consider agriculture as career in Nevada? Agriculture is the world’s largest economic sector. It may sound basic, but people like to eat. There will be about 3 billion more people who like to eat by the time you are ready to retire.

How do I get started in Agriculture?

» Keep your grades up in high school. Take math, technology and science classes.

» Explore careers you might be interested in at Connect with NCIS at www.nvcis.intocareers.org


» Do you know anyone who works in agriculture industry? Interview him/her and ask if you can visit his/her workplace.

» Make a plan based on your interests. How much training do different jobs require? Where can you find the training you need? How will you pay for it? What steps can you take to get you closer to your goal?

Why consider agriculture as career in Nevada?

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Career Paths in Agriculture:

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Hourly Wage Ranges* (25th – 75th percentile)</th>
<th>Agriculture</th>
<th>Mechanical Technology</th>
<th>Animal &amp; Medical Science</th>
<th>Ag. Business Systems &amp; Natural Resources Management</th>
<th>Horticulture</th>
</tr>
</thead>
<tbody>
<tr>
<td>HIGH LEVEL</td>
<td>Veterinarians $33.18 - $60.93</td>
<td>Agriculture Engineer, Equipment Parts Manager</td>
<td>Animal Geneticist, Animal Scientist, Reproductive Physiologist, Veterinarian</td>
<td>Ag. Economist, Farm Manager, Ag. Communication Specialist, Wildlife &amp; Park Manager</td>
<td>Landscape Architect &amp; Designer, Botanist, Plant Pathologist, Plant Breeder &amp; Geneticist, Floral Shop Manager</td>
<td></td>
</tr>
<tr>
<td>MID LEVEL</td>
<td>Veterinary Technologists &amp; Technicians $11.60 - $19.19</td>
<td>Machinist, Welder, Heavy Equipment Maintenance Mechanic</td>
<td>Biology Lab Technician, Embryo Transfer Technician, Veterinary Technician</td>
<td>Sales Manager, Crop Insurance Adjuster, Education &amp; Ext. Specialist, Fish &amp; Game Officer</td>
<td>Turf Farm Manager, Plant Researcher, Floral Shop Supervisor, Floral Production Supervisor</td>
<td></td>
</tr>
<tr>
<td>ENTRY LEVEL</td>
<td>Veterinarian Assistant $9.21 - $16.00</td>
<td>Tractor Technician, Farmer, Concrete Finisher, Heavy Equipment Technician</td>
<td>Animal Caretaker, Veterinary Assistant</td>
<td>Surveyor, Legislative Intern, Range Tech</td>
<td>Golf Course Maintenance Technician, Arborist, Biology Lab Tech, Floral Designer</td>
<td></td>
</tr>
</tbody>
</table>

Note: The colors for career path aligns with the CTE classes available in the school.

Our mission is to provide Nevada's businesses with access to a qualified workforce and encourage equal employment opportunities.
# Agriculture

Learn how to map your education and find path to success!

<table>
<thead>
<tr>
<th>Classes to take for different Programs of Study in Agriculture:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>High School</strong></td>
</tr>
<tr>
<td>Base course schedule that students will take in high school:</td>
</tr>
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<tr>
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</tr>
<tr>
<td><strong>Recommended classes for selected career paths in Agriculture:</strong></td>
</tr>
<tr>
<td>Ag. Mechanical Engineering Technology (MET) Equipment Fabrication Systems:</td>
</tr>
<tr>
<td>AgMET Power Systems:</td>
</tr>
<tr>
<td>AgMET Structural Systems:</td>
</tr>
<tr>
<td>Veterinary Science:</td>
</tr>
<tr>
<td>Agriculture Leadership, Community &amp; Policy:</td>
</tr>
<tr>
<td>Landscape Design &amp; Mgmt:</td>
</tr>
<tr>
<td>Floriculture Design &amp; Mgmt:</td>
</tr>
</tbody>
</table>

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In-Demand Career Identification and Curriculum Alignment

The Council has several initiatives underway to address curriculum alignment with the sector’s in-demand occupations and the major highlights are as follows:

- The development of an inventory of industry sector educational and training programs throughout the state of Nevada preparing the health care and medical services workforce, which at a minimum includes K-16, post-secondary, private and public, as well as specialized industry education. The inventory will be reviewed for gaps or missing programs.
- The Council’s Data/Evaluation/Research Subcommittee, chaired by Dr. John Packham, is reviewing Dr. Packham’s Health Workforce in Nevada Report for updating and what could be improved in the report. For example, more data on demand for in-depth behavioral healthcare professions; emerging professions in healthcare; the ratio of nurses to citizens and that the education pipeline may not meet workforce needs; turnover rate among nurses and what hospitals are doing to retain experienced nursing staff; and, location quotients and different high-demand occupations that may be changing over time, indicating progress. Dr. Packham has also produced the manual, Health Care Careers in Nevada -2014-2015 Edition, which has been well received and proven invaluable for those wanting a resource focused on Nevada’s health care occupations. Additional reports from Dr. Packham include: Nevada Residency and Fellowship Training Outcomes; Health Workforce Recruitment and Retention in Nevada; Nursing Workforce in Nevada – Findings from the National Council of State Boarding of Nursing’s National Workforce Survey of RNs; The Contribution of the University of Nevada School of Medicine to the Nevada Economy; Nevada Residency and Fellowship Training Outcomes, 2004 to 2013 – Key Findings from the Annual UNSOME Resident Exit Survey; and, Physician Workforce in Nevada.
- The Council’s Education/Training Subcommittee, chaired by Randi Hunewill, is supporting the work of the full Council with the following objectives: mapping the talent pipeline; working with K-16 to identify and promote healthcare readiness, mentoring and programs that nurture students potentially inclined to enter the health care workforce; working with DETR to support health workforce career training; working with higher and secondary education institutions to promote health workforce education,
training, and research; collaborating with K-16 in the review of academic education standards and specialized healthcare workforce education; developing orientation to health careers and education materials for elementary, middle, and high school counselors; conducting job fairs and job shadowing opportunities; identifying stackable credentials within the healthcare workforce; producing marketing materials for health care workforce opportunities; identifying STEM initiatives and activities; and, identifying employability skills for healthcare workers.

- Vance Farrow, council member and industry specialist with the Governor’s Office of Economic Development, is supporting the work of the Council with a response that he facilitated to an RFP posted by the National Governor’s Association to support the strategic planning process to help determine health workforce shortages and mapping.

Other Highlights:

- April 8, 2014 Nevada Health Care Workforce Summit

The Health Care and Medical Services Sector Council’s Industry Intelligence Subcommittee, which is chaired by Bill Welch, CEO of the Nevada Hospital Association, worked with DETR staff to host the Nevada Health Care Workforce Summit. This event was designed to invite health care industry representatives to share information on current and potential future health workforce demands. The Summit’s purpose was to bring together various stakeholders for input on current and future workforce demands to best prepare for an adequate supply of health care workers to meet the health care delivery needs in Nevada. Representatives from health education programs were present. The results of this Summit are to be shared at the next Health Care and Medical Services Sector Council Industry Intelligence Subcommittee meeting and at the full Health Care and Medical Services Sector Council meeting, both occurring in early August, 2014.

- Pilot Program Proposals

Background: DETR recently asked all of the Sector Councils to submit pilot program proposals for innovative training of workforce within their Sector. The pilot program proposal that DETR approved for the Health Care and Medical Services Sector Council is a program that is a partnership to train and employ Community Health Workers. For this pilot program, a team from the NSHE Health Sciences System, College of Southern Nevada (CSN) and Truckee Meadows Community College (TMCC) and the Governor’s Office of Economic Development have teamed up with health care industry representatives to develop an entry-level curriculum, train 20 students at CSN and 20 students at TMCC as part of the pilot program and assist
graduates with work placement. Upon completion, an evaluation will be conducted to ensure effectiveness prior to further expansion.

Update: The Community Health Worker Pilot Program development is currently under way. Representatives from College of Southern Nevada and Truckee Meadows Community College have developed a preliminary curriculum for this program, and have presented it to representatives from industry for their feedback. This feedback will be incorporated in the planning and shared for additional feedback with our industry partners. The academic leaders are also initiating program recruitment and enrollment design. It is anticipated that this program will be offered in late fall of this year.

- Robert Wood Johnson Foundation Grant

Background: The Health Care and Medical Services Sector Council has worked in partnership with the Nevada Action Coalition, a group of Nursing and business leaders, the Nevada System of Higher Education and DETR, to pursue a $150,000 grant from the Robert Wood Johnson Foundation. DETR provided the $75,000 in matching funds which enabled us to pursue this grant. We were notified in November, 2013 that we received this two-year grant. We have also received a donation of $10,000 from the Nevada Hospital Association to support this initiative.

The core objectives of the Nevada SIP Grant are to:

- Promote nurse residency programs to support the transition of nurses from education into practice, re-entry into practice after a hiatus, or for the advancement of an incumbent nursing workforce;
- Promote educational advancement pathways to increase the proportion of nurses with baccalaureate degrees;
- Create a diversity task force to promote diversity in the nursing education pipeline and workforce; and
- Collect data to support nursing education to support nursing workforce planning.

Update: The Nevada System of Higher Education (NSHE) has hired a director for the Robert Wood Johnson State Implementation Program (SIP) Grant. This director is working with the leadership of the Nevada Action Coalition to coordinate the major initiatives that were identified through this grant to promote nursing. The Grant is on track with its deliverables.

Council Membership
The Council’s current membership count is 28 members. The two areas membership is needed is a labor representative for the sector and three local elected officials (one for Northern Nevada, one for Southern Nevada, and one for the rural areas).

Scheduled Meetings

The Council is holding full council meetings quarterly, and the Subcommittees meet either monthly, bi-monthly, or quarterly, depending on their initiatives. For the remainder of this year, the full Council will meeting during the months of August and November. We encourage you to become involved with our activities. If you would like to attend one of our meetings, please contact Earl McDowell, Deputy Administrator of DETR’s Workforce Solutions Unit, for additional details (e-mcdowell@nvdeetr.org).
My name is Dana Pray. As chairman of the Mining and Materials Sector Council, I am pleased to make the following quarterly report to the Nevada Governor’s Workforce Investment Board.

**In-Demand Occupations**

The Mining and Materials Sector Council continues to track the following in-demand occupations:

- Equipment operator
- Diesel mechanic (underground and pit)
- Underground miner
- Motor coach operator/trainee
- Electrician/instrumentation tech
- Process operators
- Fixed maintenance mechanics
- Lab technicians
- Engineer – materials/metals, electrical, mining
- Safety & health technician and industrial health
- Welder
- Maintenance planner
- Surveyor
- Conveyor belt technician
- Environmental technicians
- Geo-statistician/modeler
- Underground communications technician
- Warehouse
- Information technology technicians

The sector council has established 5 new working groups to explore:

- Programs to help veterans transition into the civilian workforce
- Career pathways that lead to relevant certifications
- Expansion of welding bays at Great Basin College for more training
- Internship outreach to high schools and universities
- Marketing programs to promote/encourage mining as a career
An important next step is to understand what educational and other training programs are available in the state to support these occupations through NSHE, the Nevada Commission on Postsecondary Education, and Workforce Investment Act providers, as well as career and technical education programs in the 17 county K-12 school districts.

Pilot Program

A pilot project to support the addition of another instrumentation course at Great Basin College was approved in the previous quarter. DETR has committed funding to pay for the instructor portion of the pilot; companies within the industry are being asked to support the cost of equipment, which is being determined by the College.

Membership

The council welcomed the following new members:
- James Campos, Nevada State College
- Manuel Villanueva, Newmont Mining
- Roger Souckey, Barrick Gold
- Kris Itsa, Midway Gold
- State Senator Debbie
- Steve Lawson, Allied Nevada Hycroft Mine
- Niki Reggiatore, Great Basin College.

Next Meeting

The next meeting of the IT Sector Council is scheduled at 8:30 a.m., Wednesday, Sept. 17, 2014.
1. Introduction – Each Chair should begin by introducing themselves in the report and inform the GWIB of what sector they are representing.

Chair: Dr Ken Witcher representing the Aerospace and Defense Sector Council. Appointed October 2012.

Associate Chair: James Callahan

2. The Chair should provide highlights on the in-demand career identification and curriculum alignment within their sector.

Two in demand occupations were previously identified and pilot studies submitted for funding. These occupations were airframe and power plant licensed mechanics and licensed machinist. Curriculum exist for both occupations within the state. Funding has been provided to support 10 machinist.

Opportunity #1
Proposed is a WIA funded project directed at separated/separating service members (US military) with aircraft maintenance experience who do not hold a FAA Airframe & Powerplant (A&P) Certificate. Currently, service members who retire or separate from the military and meet aircraft maintenance experience are not able to enter the civil workforce because the academic and test required by the FAA to earn the certificate have not been met. Aircraft mechanics within the armed forces are not required to attain an FAA certification due to only supporting government platforms. FAA A&P Certified technicians will be required at a greater rate than currently reflected by the openings currently listed, due to anticipated growth in Nevada’s aerospace industry driven by two factors. First, significant growth of the unmanned aircraft systems is predicted for the State and second, an anticipated change in the State’s tax structure related to the aerospace industry will enable a much more competitive business environment compared with neighboring states.

June 2014 update: The council reviewed and provided comments for a proposal to train A&P mechanics specific to UAS submitted by Jim New from TMCC.

Opportunity #2
Proposed is a pilot program to provide qualified machinists to support the aerospace industry within NV. We submit this pilot program proposal to create a vocational-type school to establish an internship program to train interns in the art and science of precision machining and precision composite manufacturing. The goal will be to provide the aviation
and composites community with well-trained technicians in the art of composite repair, mold making, 3D printing, precision machining and precision composite parts with an emphasis on customer experience through convenience, accuracy of orders, and timely delivery. With the predicted growth of both manned and unmanned aircraft systems and the expected tax structure change, allowing growth within the current aerospace industry our state supports, technicians with experience in machining and aircraft materials, to include advanced composites, will be required at a greater rate than currently reflected by the current openings.

3. Mention anything the Chair wishes to that is relevant to workforce development and their sector council.

The Chair wishes to inform the GWIB of the need for additional activities to make retiring and separating members of the DoD facilities and branches aware of employment opportunities within our state.

4. The composition of the sector council and any membership categories that need to be filled.

The current composition of the council meets the requirements of our charter. There are no areas needing filled.

5. Close the report by giving the GWIB members the date of your next sector council meeting and extend an invitation to the GWIB to attend the session.

The next meeting is Friday, Aug 15, 2014
My name is Amber Smyer with the Nevada Department of Agriculture and Chair of the GWIB Agriculture Sector Council.

The Agriculture Sector Council has identified five areas to focus Workforce Investment funds based on our Agriculture Occupations Report. These areas include Farmworkers and Laborers, Crop Nursery, Plant Science and Greenhouse Workers, Food Batchmakers, Packaging and Filling Machine Operators and Tenders, Laborers and Freight, Stock, and Material Movers and Retail Salespersons. Other needs would include Landscape Turf Management, Horticulture and Greenhouse Workers.

Over the next few months we look to finalize our pilot project which will provide paid internships for students. The internships will focus on plant science, greenhouse management, nursery management, and range management. This is based on the DETR Bureau of Research and Analysis Agriculture Sector Occupation Report and input from the sector council.

Additionally we continue to look at advances in technology (examples include unmanned aerial vehicles) that will impact the agriculture industry and keep abreast of training and education currently provided within the state to determine if there are gaps the sector might be able to address to ensure we are meeting future industry demand.

Our next meeting will be September 10, 2014 at 2:00 p.m., we would invite you to attend our meeting to garner more information about our sector.
Sector: Clean Energy Sector  
Chairperson: Eric Dominguez  
Vice-Chairperson: Thomas Piechota, PhD, PE

### General Sector-Related Updates & Trends

- On June 2, 2014 the EPA proposed a plan that aims to cut carbon dioxide emissions from existing power plants 30% by 2030 and could accelerate the nation’s shift away from coal. The controversial 645-page plan, expected to trigger legal challenges, sets different reduction targets for each state and gives them flexibility in how to achieve them. Yet it aims for a 30% national reduction of heat-trapping CO² emissions, from 2005 levels, by 2030 -- an amount that the EPA says is equal to annual emissions from powering more than half of U.S. homes.

- In accordance with Senate Bill 123 passed during the 2013 state legislative session, NV Energy plans to retire its Reid Gardner coal-fired units 1, 2 and 3 by the end of 2014 and Unit 4 in 2017. The company will also eliminate its ownership interest in the Navajo Generating Station in 2019. To partially replace the coal generation to be retired or eliminated, NV Energy plans to acquire both the 274 megawatt natural gas-fired Las Vegas Cogeneration units, owned by Las Vegas Cogeneration Limited Partnership and Las Vegas Cogeneration II, LLC, and the 222 megawatt natural gas-fired Sun-Peak Generating Facility. NV Energy also filed a proposal with the Nevada Public Utilities Commission on May 2, 2014 for approval of a comprehensive renewable power generation plan for southern Nevada.

### Highlights of Current Workforce Needs and Opportunities (No change except last bullet)

- Providing basic skills (e.g. reading, writing, and mathematics) is critical to the development of Nevada’s workforce and identified as a “minimum requirement” that must receive attention.

- A continued focus on STEM programs is critical to provide basic skills needed for many clean energy sector workforce opportunities.

- In the near term, specialized training and certifications, coupled with secondary and post-secondary degrees, will help provide the workforce with skills that will be needed in mature industries such as utilities, building engineering/operations, construction and manufacturing. Examples of such certifications include:
  - OSHA solar panel installer certificate
  - Certified Energy Manager
  - BPI Energy Auditor and BPI Building Envelope Professional
  - Western Electricity Coordinating Council (WECC) certification
  - Professional Engineer
  - LEED Certification
Strategic Plan Update

- The Clean Energy Sector Council’s pilot program to train 20 LEED Green Associates has been approved, and discussions are under way to determine how best to complete the training.

- Over the last several meetings, the Clean Energy Sector Council invited industry to give overview presentations on workforce requirements. To date, presentations have been given by Solar City and SolarReserve; a presentation on LEED workforce requirements by sector council member and architect Jennifer Turchin will be scheduled for the August meeting, and a presentation by geothermal company Ormat Technology is scheduled for the September meeting.

Sector Council Composition

- Since the last GWIB meeting, the council welcomed the following new members:
  - Alex Kyser, State Office of Education
  - Dr. S. Ken Hoekman

- Additionally, invitations were sent to the following people to request their participation on the council:
  - Rob Howe
  - Patti Carney-Stjernelund

Next Sector Council Meeting

- Our next sector council meeting will be held on Thursday, August 21, 2014 at 10 am.

- Members of the Governor's Workforce Investment Board are welcome to attend.
Report to the Governor’s Workforce Investment Board  
IT Sector Council  
July 24, 2014

My name is Michael Frechette. As chairman of the Information Technology Sector Council, I am pleased to make the following quarterly report to the Nevada Governor’s Workforce Investment Board.

In-Demand Occupations

The IT Sector Council is focused on the following in-demand occupations:

- Software development
- Cyber-security/information assurance
- Network systems administrator
- Healthcare IT specialist
- Project manager/coordinator
- Database administrator

Our next step is to understand what educational and other training programs are available in the state to support these occupations through NSHE, the Nevada Commission on Postsecondary Education, and Workforce Investment Act providers, as well as career and technical education programs in the 17 county K-12 school districts.

Pilot Program

This quarter, DETR authorized $75,000 to fund up to 15 Microsoft IT Academy pilot programs in secondary schools. A solicitation of interest was made to all 17 county school districts; of these, the following nine schools in five districts requested funds for a pilot.

- Clark County: Bonanza High School, Cimarron Memorial High School, Foothills High School, Las Vegas High School, and Silverado High School
- Elko County: Carlin High School
- Mineral County: The Adult High School Program
- Storey County: Virginia City High School
- Washoe County: Sparks High School.

Under the current plan, each school will receive $5,000 to support the pilot.

Membership

The council has welcomed the following new members:

- Michael Bradshaw, Bowhead Systems
Other Activities

The IT Sector Council is collaborating with the Aerospace & Defense Sector Council to identify synergies in technical occupations, particularly as it relates to autonomous systems. New IT Sector Council member Michael Bradshaw of Bowhead Systems is also a member of the Aerospace & Defense Sector Council and provides timely updates on the progress of autonomous vehicle initiatives.

Next Meeting

The next meeting of the IT Sector Council is scheduled at 8:30 a.m., Wednesday, Sept. 10, 2014.
Chair

Bradley Woodring, Chair of the GWIB Logistics and Operations Sector Council since August 29, 2013.

Current Activities of the Council to Address Workforce Needs

The GWIB Logistics and Operations Sector Council is currently working through several of their Strategic Plan Initiatives, including the effort to align education and training with workforce needs.

Additional Information Relevant to the Council’s Initiatives to Address Workforce Needs

The Council was informed by DETR that their Pilot Proposal to provide CDL training was approved. At this time, the proposal is moving forward with internal processing by DETR and trainees are already being identified.

The Council is also continuing to focus on their 2013-2014 Strategic Plan by asking members to participate in subcommittees to work on the separate initiatives, which include:

Objective 1 - Maintain Communication with the Governor’s Office of Economic Development to determine the workforce training needs of companies moving to or expanding in the state. Lead: Brad Woodring

Continued communication with GOED in lead generation and uncovering new training opportunities for new skill sets is ongoing. Mike Skaggs, Deputy Director of GOED, and Chairman Woodring are discussing moving forward with the reporting on these skill set requirements.

Objective 2 - Identify the critical jobs, skills and competencies needed by the workforce for the industry sector. Lead: Cathy Paschane and Nancy McCormick

The work to identify critical jobs, skills and competencies needed by the workforce is still in the early stages. Two council members are currently leading this objective.
**Objective 3** - Map the pipeline for the sector and identify where the talent needed will come from now, in the near-term and the future. Lead: Brad Mamer and Kathy Paschane.

**Objective 4** - Analyze and apply workforce intelligence to recommend sector-wide strategies to improve the talent pipeline. Lead: To be determined

**Objective 5** - Review and recommend workforce development funded training curriculum, activities and credential certifications for Logistics and Operations. Lead: Brad Woodring

The Chair, Brad Woodring, will be speaking with Frank Woodbeck (NSHE) and John Parel (DETR) about training with TMCC, WSC, and CSN for both Objectives 4 and 5.

**Membership**

The Council is currently comprised of 19 members. In addition to more business leaders, the Council seeks the membership of a labor representative in the sector, three local elected officials, and representation from the Nevada Senate or Assembly.

**Future Council Meetings**

The next Council meeting will be held February August 5, 2014 at 2:30 p.m. and all GWIB members are encouraged to attend at any one of the several video-conference locations. Please contact Earl McDowell, Deputy Administrator for DETR’s Workforce Solutions Unit, for additional information. His email address is e-mcdowell@nvdetr.org.


GWIB Manufacturing Sector Council
Report for the Governors Workforce Investment Board (GWIB)
July 24, 2014

Introduction

Ray Bacon, Vice Chair, of the GWIB Manufacturing Sector Council, reporting on behalf of the Chair, Ryan Costella.

In-Demand Career Identification and Curriculum Alignment

NNDA, EDAWN, GOED, Dream It Do It, NMA are coordinating on an event at the Sparks Nugget for October 1, 2 and 3 which will be a Nevada 150 Event. It will be a trade show of manufacturing products and companies in Nevada, seminars on industry related issues and the final day will be National Manufacturing Day with hopefully a statewide effort to get as many high school CTE students into tours of area companies, so they at least start to see what the jobs and like and the opportunities for stable, challenging careers. To our knowledge this will be the first effort to do an event featuring many of the industrial products and processes in this state.

The SB 391 committee held their final meeting on June 17th with some strong recommendations to improve the focus of the chancellor and the regents on the community colleges in the state. It was noted at the Regents meeting that the jobs impact and skills needed to reduce our long term high unemployment rate are mostly products of the community colleges. The legislative committee and its two subcommittees seemed to understand the Community Colleges warrant more focus, resources and attention. Our graduation rate is still around 60% with significant portion of those failing to complete a degree. The dropouts and high school grads with or without some post-secondary technical training are a large portion of our youth unemployment rate. The Community Colleges seem to be the logical key to improving the employability of over 60% of our working age population. We believe the chancellor and the regents received the message and look forward to seeing significant improvements in the Community College Output, Efficiency, Programs and statewide coordination with K-12 and the universities.

AB288 from the last legislative session required the state to create a College and Career Readiness test as an improvement tool. All high school juniors will be required to take the test and it is part of helping them prepare for life in college and careers, but this test will have no
cut score for graduation. That process is in progress and we believe the first testing will happen next spring.

While there remains much speculation about whether Tesla Motors will decide to build their large battery plant operation in Nevada or in another state, the steps this council has taken over the last couple of years make it more likely, and while not easy, we can produce the employees with at least the entry level skill we think they are going to need. If they define the skills need, then we are optimistic that we can we can meet those goals.

**Other Relevant Matters for this Council**

At our April 2014 meeting, the Council started having the industry council member do short presentations on their companies, products, hiring and future projection. Since manufacturing covers such a spectrum of processes, products and operations we felt it would be fruitful. The introductions have been well received by the council members and useful for identifying the common grounds. To date Tronox, Timet and Ken’s Foods have given their updates and Clickbond is scheduled to present at our September 2014 meeting.

**Council Membership**

The Council is currently comprised of 27 members – 13 are business leaders, 4 college and university representatives, 1 regional development representative, 3 local officials, 1 Industry GWIB Industry Specialist, 2 K-12 representatives, and 3 members that are categorized as “other”. The Council seeks appropriate labor representatives in the sector.

**Scheduled Meetings**

Since most of the initial organizing and getting started of the Council has already occurred, the Council will continue to meet every other month instead of monthly. The remainder of our meetings for 2014 will be held in July, September and November. We would encourage your participation at one of our meetings. Our next meeting will be at 10:00 AM on Monday, July 7th, the DETR offices in Las Vegas, Carson City and Reno. If you would like to attend, please contact DETR’s Workforce Solutions Unit for additional meeting details.
GWIB TOURISM, GAMING, AND ENTERTAINMENT SECTOR COUNCIL

WRITTEN QUARTERLY REPORT TO THE GWIB

Thursday, July 24, 2014 1:00 p.m. – 4:30 p.m.

1. Introduction:

   My name is Katherine Jacobi, and I am the Chair for the GWIB Tourism, Gaming and Entertainment Sector Council.

2. Highlights on Council’s In-Demand Career Identification and Curriculum Alignment Within the Sector:

   Based on data and industry intelligence, the Council previously identified the following in-demand occupations for WIA funding recommendations:
   1. First-Line Supervisors of Food Preparation and Serving Workers
   2. Audio and Video Equipment Technicians
   3. Fitness trainers
   4. Chefs
   5. Meeting and convention planners
   6. Massage therapists
   7. Accountants and auditors
   8. Graphic designers
   9. Market research analysts and marketing specialists
   10. Producers and Directors
   11. Automotive Service Technicians and Mechanics
   12. Financial Managers
   13. Skincare Specialists

   Preparing individuals for careers in hospitality is a challenge as there is a broad range of career opportunities and varying education and training requirements. Many entry-level positions such as server, housekeeping attendant, and cashier require little formal education or previous training while positions such as cook, dealer, or engineer requires training through a wide variety of sources including independent schools, certification providers, community colleges, and trade and vocational schools. The Council has begun to address the alignment of curriculum for their industry occupations by exploring the possibility of registered apprenticeships through the U.S. Department of Labor’s Office of Apprenticeship.
and how it could benefit the workforce development needs of the Council’s industry sector. For registered apprenticeships, the Council has found that there are measureable outcomes, such as academic achievement, wage increases, retention, and skill attainment. Additional information that the Council is reviewing includes on-the-job training requirements, related supplemental course studies, and progressive wage increases.

For administrative, supervisor, management, and executive level positions, post-secondary education is increasingly required, so the Council has the goal to continue to review curriculum alignment, such as the programs offered by the State’s community colleges.

As reported to the GWIB previously by this Council, a consistent gap found at all employee levels throughout the sector is the lack of basic workplace competencies, such as math, English, and guest service skills that are vital for success in the service-centric environment of hospitality. Suggestions that the Council makes in the future in regards to curriculum alignment will take this into account.

3. **Other Matters Relevant to the Workforce Development of this Council’s Industry Sector:**

The Council has been reviewing results of a survey that was sent out by DETR’s Bureau of Research and Analysis on behalf of the Council to obtain greater understanding about the broad range of industry employer needs. The initial response rate was low, therefore, the survey link is being sent out again in order to get additional responses and the results will be discussed at the Council’s next meeting.

4. **Membership Composition and Additional Membership Categories to be Filled:**

The Council is currently comprised of 21 members – 10 business leaders, 5 college and university representatives, 1 regional development authority representative, 1 local elected official, 2 representatives from K-12 education, and 2 members that are categorized as “other.” The Council seeks additional business leaders, as well as a labor representative, an industry specialist from the Governor’s Office of Economic Development, and a representation from appropriate labor representatives in the sector.

If the GWIB has any recommendations for additional membership to this Council, please send the information to Earl McDowell, Deputy Administrator, Workforce
5. I would like to invite you to the next GWIB Tourism, Gaming and Entertainment Sector Council meeting on Thursday, July 31, 2014 at 10:00 a.m. For additional meeting details, please contact DETR’s Workforce Solutions Unit at (702) 486-0523 or visit the Council’s webpage on DETR’s website: http://nvdetr.org/GWIB_SectorCouncils/gwib_TourismSector.htm
Quarterly Report to the Governor’s Workforce Investment Board
July 7, 2014

Events

• YouthBuild Las Vegas hosted its fifth consecutive annual graduation ceremony on June 5, 2014. Program graduates were recognized for their various accomplishments related to education, industry-recognized certificates, leadership development, and civil service. As AmeriCorps members, program graduates earned approximately $28,500 of Segal AmeriCorps Education Awards to apply towards postsecondary education.

Funding Awards, ADW and Youth

• On March 14, 2014, Workforce Connections (WC) released RFPs for:
  o Adult and Dislocated Worker Employment and Training Services, Home Office.
  o Adult and Dislocated Worker Employment and Training Services, One-Stop Career Center.
  o Adult and Dislocated Worker Employment and Training Services in Rural Southern Nevada.
  o Youth Employment and Training Services in Rural Southern Nevada.

• On May 27, 2014, Board Approval was granted for:
  o Nine ADW funded partners for Home Office.
  o Six ADW funded partners in the One-Stop Career Center.
  o Two ADW funded partners for Rural Southern Nevada.
  o Two Youth funded partners for Rural Southern Nevada.

• Lincoln County School District and Nye Communities Coalition were awarded a combined total of $450,000 to provide employment and training services to youth in the rural communities of Lincoln, Nye and Esmeralda counties.

• See Pg. 7 for RFP scoring matrix.

• The Contract period for the Adult and Dislocated Worker Programs is July 1, 2014 – June 30, 2015.

• The Contract period for the Youth Programs is October 1, 2014 – September 30, 2015.

Update on National Emergency Grant (NEG) Expenditure Status

• In an effort to expedite the expenditure rate of the NEG funds, DETR has offered to assist WC by sending out mass mailings to individuals who have been identified as being long-term unemployed.
• DETR identified approximately 4,800 individuals who fit the NEG criteria. The first mailing of 1,500 will occur on June 23rd, the next 1,500 will go out on July 21st, with the final batch of 1,800 going out on August 25th.
• NEG funds are incorporated into all PY14 ADW funded partner contracts.

One-Stop Career Center

• The One-Stop Career Center celebrated its 1-year anniversary on June 25, 2014. The festivities included proclamations from numerous elected officials, as well as guided tours for the public.
• As of the end of May, the Consortium partners operating the One-Stop Career Center have placed 836 individuals into training, at an average cost per participant of $2,736.
• WC and the One-Stop Career Center Consortium hired a new One-Stop Career Center Manager, Jake McClelland. Mr. McClelland has over 10 years of experience in the workforce development field, including six years in WIA program management.
• The One-Stop Career Center’s veterans program is administered by the Las Vegas Urban League. They just completed their third full month as a member of the One-Stop Center Operating Consortium. In the time that the program has been up and running, the number of veterans accessing the One-Stop Career Center each month has more than quadrupled.
• The Level 2 STEM workshops for the One-Stop System were officially launched on May 13 in the One-Stop Career Center. These additional career pathway exploration sessions will provide One Stop System clients with further exposure to STEM competencies and skills required in occupations across Nevada’s nine key industry sectors. The Level 3 STEM workshops are in development and will be launched later this year.
• The One-Stop Career Center also continues to offer free workshops on First Impressions, Interview Skills, Customer Service, Resume Writing, Digital Literacy, and Intro to Computers (both in English and Spanish).

Strategic Initiatives

• WCs’ Two-Year Strategic Compliance Plan was made available for public comment for a 30 day period beginning May 15 through June 15. A notice was published in local and rural publications (see Pg. 8). The plan was made available electronically on the WC website and hard copies were made available at home offices of One-Stop System partners. The final plan was submitted to DETR on June 30.
• WC was awarded a $100,000 grant on June 2 by the AARP Foundation to implement a “Back To Work 50+ Program” at the One-Stop Career Center. This new partnership will serve 50+ jobseekers with orientation sessions, 1-on-1 coaching, sector-focused training, financial capability, digital literacy, job-readiness, exposure to STEM careers and special hiring events with local employers.

Local Employers Advisory Panel (LEAP)

• WCs’ LEAP continues to meet on a regular basis providing important local area labor intelligence to the One-Stop Delivery System. The panel is currently composed of 11 members and represents employers across Nevada’s key industry sectors.
• The most recent LEAP meeting took place on March 19. The next LEAP meeting is scheduled for July.

Business Engagement

• The Construction Trade Expo exposed more than 250 job seekers to careers in the construction industry and provided participants access to local apprenticeship and pre-apprenticeship training programs. Participating vendors included Clark County Purchasing, Department of Labor – Wage & Hour Division, Desert Rose, Las Vegas Paving, Regional Transportation Commission (RTC), Nevada Partners, Sheet Metal Local 88, OPMICA Local 797 JATC, Teamsters 631, SN Operating Engineers, and other industry-related training agencies.
• Workforce Connections has partnered with the Regional Transportation Commission in support of one of the most promising construction initiatives, the Fuel Revenue Index (FRI). This initiative will make a significant impact on the economic and workforce recovery of Southern Nevada. The RTC has inserted a training requirement in the bid specs of FRI projects with the primary objective of training and upgrading women and minorities toward journey status.
• On June 24, 2014, Workforce Connections and local employers signed the first-ever Workforce Connections’ Employer Compact. A compact is an agreement between two parties on matters in which they have a common concern. That common concern is building a competitive Southern Nevada workforce. This Compact demonstrates a commitment by local employers to hire workers from the public workforce system, utilize our training resources to upgrade workers and give advice on ways the public workforce system can serve employers better. Fifteen (15) employers have signed the Compact to-date including Aggregate Industries, Golden Corral, Link Technologies, Solar City, Sumnu Marketing and others.
• The Business Services Network was launched to convene and coordinate business and employer service activities throughout the One-Stop Delivery System and create a seamless approach for employers and jobseekers. Member agencies include WC, Nevada JobConnect (DETR), Bridge Counseling & Associates, Department of Welfare Support Services – Employment Services Unit, Foundation for an Independent Tomorrow, Latin Chamber Community Foundation, GNJ Family Life Center, Goodwill, Nevada Partners, Southern Nevada Regional Housing Authority, and the Urban League.

Reporting Charts (Pgs. 5 – 6)
Adult and Dislocated Workers Trained by Industry Sector
March 1, 2014 through May 31, 2014

Average Training Cost by Sector

Number of Trainings by Sector

NUMBER OF TRAININGS = 472

Tourism, Gaming & Ent., 94
Mining & Materials, 1
Manufacturing, 4
Logistics & Operations, 129
Information Technology, 42
Health & Medical Services, 115
Clean Energy, 21
Aerospace & Defense, 9
Cross Sector, 66
Agriculture, 7

$0 $1,000 $2,000 $3,000 $4,000 $5,000 $6,000 $7,000 $8,000 $9,000
Aerospace & Defense, Agriculture, Clean Energy, Health & Medical Services, Information Technology, Logistics & Operations, Manufacturing, Mining & Materials, Tourism, Gaming & Ent., Cross Sector, Total
Adult and Dislocated Workers Employed by Industry Sector
March 1, 2014 through May 31, 2014

Wage by Sector

Employed by Sector

TOTAL EMPLOYED = 479

Aerospace & Defense, 1
Agriculture, 1
Clean Energy, 14
Health & Med. Services, 81
Information Technology, 23
Logistics & Operations, 84
Manufacturing, 14
Mining & Materials, 2
Tourism, Gaming & Ent., 101
Cross Sector, 158
RFP Scoring Results
2014 Funding

### One-Stop Career Center ADW RFP Scores

<table>
<thead>
<tr>
<th>RFP</th>
<th>Eval -111</th>
<th>Eval -112</th>
<th>Eval -113</th>
<th>Eval -22</th>
<th>Eval -44</th>
<th>Total Sum</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>GOODWILL</td>
<td>85.5</td>
<td>84.0</td>
<td>91.0</td>
<td>85.0</td>
<td>96.0</td>
<td>441.5</td>
<td>88.3</td>
</tr>
<tr>
<td>NPI</td>
<td>80.0</td>
<td>82.0</td>
<td>86.0</td>
<td>75.0</td>
<td>87.0</td>
<td>410.0</td>
<td>82.0</td>
</tr>
<tr>
<td>SNRHA</td>
<td>76.5</td>
<td>73.0</td>
<td>73.0</td>
<td>83.0</td>
<td>93.0</td>
<td>398.5</td>
<td>79.7</td>
</tr>
<tr>
<td>FIT</td>
<td>78.0</td>
<td>73.0</td>
<td>73.0</td>
<td>82.0</td>
<td>92.0</td>
<td>398.0</td>
<td>79.6</td>
</tr>
<tr>
<td>GNJ</td>
<td>72.0</td>
<td>75.0</td>
<td>82.0</td>
<td>75.0</td>
<td>82.0</td>
<td>386.0</td>
<td>77.2</td>
</tr>
<tr>
<td>UNLV</td>
<td>67.5</td>
<td>83.0</td>
<td>75.0</td>
<td>75.0</td>
<td>71.0</td>
<td>371.5</td>
<td>74.3</td>
</tr>
<tr>
<td>LCCCF</td>
<td>66.0</td>
<td>64.0</td>
<td>66.0</td>
<td>75.0</td>
<td>84.0</td>
<td>355.0</td>
<td>71.0</td>
</tr>
</tbody>
</table>

### Home Office ADW RFP Scores

<table>
<thead>
<tr>
<th>RFP</th>
<th>Eval -114</th>
<th>Eval -115</th>
<th>Eval -116</th>
<th>Eval -33</th>
<th>Eval -44</th>
<th>Total Sum</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>GOODWILL</td>
<td>94.0</td>
<td>94.0</td>
<td>94.0</td>
<td>87.0</td>
<td>97.0</td>
<td>466.0</td>
<td>93.2</td>
</tr>
<tr>
<td>SNRHA</td>
<td>92.0</td>
<td>87.0</td>
<td>90.0</td>
<td>88.0</td>
<td>94.0</td>
<td>451.0</td>
<td>90.2</td>
</tr>
<tr>
<td>NPI</td>
<td>94.5</td>
<td>93.0</td>
<td>91.0</td>
<td>81.0</td>
<td>88.0</td>
<td>447.5</td>
<td>89.5</td>
</tr>
<tr>
<td>FIT</td>
<td>92.0</td>
<td>90.0</td>
<td>77.0</td>
<td>83.0</td>
<td>91.0</td>
<td>433.0</td>
<td>86.6</td>
</tr>
<tr>
<td>Salv. Army</td>
<td>80.0</td>
<td>87.0</td>
<td>91.0</td>
<td>80.0</td>
<td>92.0</td>
<td>430.0</td>
<td>86.0</td>
</tr>
<tr>
<td>LCCCF</td>
<td>85.5</td>
<td>75.0</td>
<td>83.0</td>
<td>78.0</td>
<td>83.0</td>
<td>404.5</td>
<td>80.9</td>
</tr>
<tr>
<td>GNJ</td>
<td>88.5</td>
<td>91.0</td>
<td>69.0</td>
<td>73.0</td>
<td>81.0</td>
<td>402.5</td>
<td>80.5</td>
</tr>
<tr>
<td>BCA</td>
<td>79.0</td>
<td>75.0</td>
<td>72.0</td>
<td>81.0</td>
<td>88.0</td>
<td>395.0</td>
<td>79.0</td>
</tr>
<tr>
<td>NHA</td>
<td>62.5</td>
<td>72.0</td>
<td>78.0</td>
<td>76.0</td>
<td>86.0</td>
<td>374.5</td>
<td>74.9</td>
</tr>
<tr>
<td>Comm. Svcs.</td>
<td>57.5</td>
<td>70.0</td>
<td>66.0</td>
<td>40.0</td>
<td>65.0</td>
<td>298.5</td>
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<tr>
<td>Easter Seals</td>
<td>66.0</td>
<td>45.0</td>
<td>41.0</td>
<td>41.0</td>
<td>60.0</td>
<td>253.0</td>
<td>50.6</td>
</tr>
</tbody>
</table>

### Rural ADW RFP Scores

<table>
<thead>
<tr>
<th>RFP</th>
<th>Eval -117</th>
<th>Eval -118</th>
<th>Eval -119</th>
<th>Eval -66</th>
<th>Eval - 88</th>
<th>Eval - 33</th>
<th>Total Sum</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>NYECC</td>
<td>100.0</td>
<td>100.0</td>
<td>98.0</td>
<td>90.0</td>
<td>85.5</td>
<td>82.0</td>
<td>555.5</td>
<td>92.6</td>
</tr>
<tr>
<td>Lincoln County</td>
<td>98.0</td>
<td>70.0</td>
<td>84.0</td>
<td>73.0</td>
<td>88.5</td>
<td>74.0</td>
<td>487.5</td>
<td>81.3</td>
</tr>
</tbody>
</table>

### Rural Youth RFP Scores

<table>
<thead>
<tr>
<th>RFP</th>
<th>Eval -117</th>
<th>Eval -118</th>
<th>Eval -119</th>
<th>Eval -33</th>
<th>Eval - 66</th>
<th>Eval - 88</th>
<th>Total Sum</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>NYECC</td>
<td>97.0</td>
<td>97.0</td>
<td>96.0</td>
<td>81.0</td>
<td>83.0</td>
<td>88.0</td>
<td>542.0</td>
<td>90.3</td>
</tr>
<tr>
<td>Lincoln County</td>
<td>100.0</td>
<td>84.0</td>
<td>89.0</td>
<td>80.0</td>
<td>78.0</td>
<td>85.5</td>
<td>516.5</td>
<td>86.1</td>
</tr>
</tbody>
</table>
NOTICE OF PROPOSED 2-YEAR STRATEGIC COMPLIANCE PLAN AVAILABLE FOR PUBLIC COMMENT

Workforce Connections, (WC) is making its 2-Year Strategic Compliance Plan available to receive public comment for a 30-day period beginning May 15, 2014 through June 15, 2014. An electronic version of the Proposed 2-Year Strategic Compliance Plan will be available for public comment at WC’s website:

www.nvworkforceconnections.org

Paper copies will be available for public review between the hours of 8:00 A.M. and 5:00 P.M., Monday through Friday at WC’s Administrative Offices located at:

Workforce Connections
6330 West Charleston Blvd., Suite 150
Las Vegas, NV 89146
Phone: (702) 638-8750

Paper copies will also be made available for public review at the Administrative Offices of WC’s One-Stop System Partners. For hours and locations please check our website.

Plan Summary

The Proposed 2-Year Strategic Compliance Plan reflects WC’s goals and initiatives to comply with the requirements of the Workforce Investment Act (WIA). It aligns WC’s resources with the goals of the Governor’s Workforce Investment Board. This alignment ensures efficient and effective oversight of employment and training services to businesses and jobseekers in the Southern Nevada Workforce Investment Area. The Proposed 2-Year Strategic Compliance Plan covers the period of July 1, 2014 through June 30, 2016.

Questions regarding the Proposed Plan are to be directed to: Heather DeSart, Deputy Director for Workforce Connections at (702) 638-8750 or via email at:

hdesart@snwvc.org
Nevadaworks reported last quarter the Proposal Review Groups were reviewing Adult and Dislocated Worker proposal. Since then they have completed their reviews and ultimately rank all proposal in order of preferred funding. The recommendations of the review groups were presented to the full Nevadaworks Board during its meeting on June 13, 2014 and accepted as presented. Nevadaworks staff was then instructed to proceed with contracting for programs according the ranking and to the limit of funding for program year 2014.

With 55 proposals, 28 Adult and 27 Dislocated Worker, and requests for funding far exceeding funds available, Nevadaworks has a long list of proposals on the waitlist for both Adult and Dislocated Worker programs.

At this writing Nevadaworks’ staff is in the final phase of contracting with organizations which will receive funding during Program Year 2014 and those programs will start on July 1, 2014. Nevadaworks will have a total of 40 contracts with Service Providers providing services to Youth, Adult, and Dislocated Worker clients for the upcoming program year.

If the Workforce Innovation and Opportunity Act passes the house and is signed by the President, replacing the Workforce Investment Act, there will be several changes in the future. Most notably would be changes to the Common Measures for performance and that 75% of Youth funding be spent on Out-of-School Youth programs.

Meanwhile progress continues on the Statewide Workforce Automation System (SAWS) project with members from all stakeholders now meeting on a weekly basis. A Request for Information was issued and responses from The Technology Information Request (TIR) will be submitted in the next few weeks and then efforts will concentrate on development of a Request for Proposals.

The National Emergency Grant (NEG) was awarded to the state of Nevada for Dislocated Worker clients with at least 27 weeks of unemployment. Total funding awarded to Nevadaworks under the grant is $399,954. Nevadaworks Dislocated Worker Service Providers will provide training services and on the job training to 115 clients over the life of the grant, which will end June 30, 2015. This grant was off to a slow start, but enrollments are now taking place and with the new Dislocated Worker Service Providers starting on July 1, 2014 enrollment frequencies should improve even more.
Nevadaworks Service Providers provide client services to individuals so they might enter employment in the industry sectors identified by the Governor’s Office of Economic Development.

The following information shows service totals and dollar amounts spent per sector for the period July 1, 2013 to June 30, 2014.

**Total Training Services by Sector**

<table>
<thead>
<tr>
<th>Sector</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace and Defense</td>
<td>17</td>
</tr>
<tr>
<td>Agriculture</td>
<td>4</td>
</tr>
<tr>
<td>Clean Energy</td>
<td>119</td>
</tr>
<tr>
<td>Health Care/Medical Services</td>
<td>1054</td>
</tr>
<tr>
<td>Information Technology</td>
<td>273</td>
</tr>
<tr>
<td>Logistics and Operations</td>
<td>403</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>90</td>
</tr>
<tr>
<td>Mining/Materials</td>
<td>88</td>
</tr>
<tr>
<td>Tourism/Gaming/Entertainment</td>
<td>232</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>2280</strong></td>
</tr>
</tbody>
</table>

---

![Total Training Services by Sector](image)

**Total Training Services by Sector**

*July 1, 2013 thru May 31, 2014*

- Aerospace and Defense: 17
- Agriculture: 4
- Clean Energy: 119
- Health Care/Medical Services: 1054
- Information Technology: 273
- Logistics and Operations: 403
- Manufacturing: 90
- Mining/Materials: 88
- Tourism/Gaming/Entertainment: 232
### Total Training Dollars Spent by Sector

<table>
<thead>
<tr>
<th>Sector</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace and Defense</td>
<td>$15,530.84</td>
</tr>
<tr>
<td>Agriculture</td>
<td>$373.07</td>
</tr>
<tr>
<td>Clean Energy</td>
<td>$170,064.66</td>
</tr>
<tr>
<td>Health Care/Medical Services</td>
<td>$815,253.41</td>
</tr>
<tr>
<td>Business, IT, Ecosystems</td>
<td>$262,025.59</td>
</tr>
<tr>
<td>Logistics and Operations</td>
<td>$228,826.15</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>$71,681.33</td>
</tr>
<tr>
<td>Mining/Materials</td>
<td>$240,892.29</td>
</tr>
<tr>
<td>Tourism/Gaming/Entertainment</td>
<td>$177,338.48</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>$1,981,985.82</strong></td>
</tr>
</tbody>
</table>

**Pie Chart:**

- **Aerospace and Defense:** $15,531
- **Agriculture:** $373
- **Clean Energy:** $177,338
- **Health Care/Medical Services:** $170,065
- **Business, IT, Ecosystems:** $815,253
- **Logistics and Operations:** $228,826
- **Manufacturing:** $71,681
- **Mining/Materials:** $240,892
- **Tourism/Gaming/Entertainment:** $177,338
Top 5 O*Net Codes by Dollars Spent

<table>
<thead>
<tr>
<th>O*Net Code</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer User Support Specialists</td>
<td>$101,818</td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>$392,638</td>
</tr>
<tr>
<td>Nursing Assistants</td>
<td>$174,325</td>
</tr>
<tr>
<td>Installation, Maintenance &amp; Repair Workers, All Other</td>
<td>$211,260</td>
</tr>
<tr>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>$164,787</td>
</tr>
<tr>
<td>Grand Total</td>
<td>$1,044,828</td>
</tr>
</tbody>
</table>

Top 5 O*Net Codes by Dollars Spent
July 1, 2013 thru May 31, 2014

- Computer User Support Specialists: $101,818
- Registered Nurses: $392,638
- Nursing Assistants: $174,325
- Installation, Maintenance & Repair Workers, All Other: $211,260
- Heavy and Tractor-Trailer Truck Drivers: $164,787

Grand Total: $1,044,827.92
Performance for Nevadaworks service providers for program year 2013 were as follows. Yellow highlighted cells indicate performance was within 80% of the Department of Labor negotiated levels.

<table>
<thead>
<tr>
<th>DOL negotiated rate</th>
<th>72.5%</th>
<th>81.5%</th>
<th>$13,800</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Attained</td>
<td>90.6%</td>
<td>93.3%</td>
<td>99.2%</td>
</tr>
<tr>
<td># Clients Employed: 360</td>
<td># Clients Retained: 324</td>
<td>Total Earnings: $4,412,034</td>
<td></td>
</tr>
<tr>
<td># Clients Included: 551</td>
<td># Clients Included: 429</td>
<td># Clients Included: 320</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>DW Entered Employment</th>
<th>DW Retention</th>
<th>DW Average Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>DOL negotiated rate</td>
<td>76.0%</td>
<td>84.5%</td>
</tr>
<tr>
<td>% Attained</td>
<td>88.2%</td>
<td>97.4%</td>
</tr>
<tr>
<td># Clients Employed: 450</td>
<td># Clients Retained: 423</td>
<td>Total Earnings: $6,5010.17</td>
</tr>
<tr>
<td># Clients Included: 670</td>
<td># Clients Included: 515</td>
<td># Clients Included: 419</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Youth Placement</th>
<th>Youth Attain Degree</th>
<th>Literacy Numeracy</th>
</tr>
</thead>
<tbody>
<tr>
<td>DOL negotiated rate</td>
<td>62.0%</td>
<td>57.0%</td>
</tr>
<tr>
<td>% Attained</td>
<td>102.3%</td>
<td>113.7%</td>
</tr>
<tr>
<td># Clients Placed: 149</td>
<td># Clients w/Degrees: 137</td>
<td># Clients Successful: 20</td>
</tr>
<tr>
<td># Clients Included: 227</td>
<td># Clients Included: 213</td>
<td># Clients Included: 30</td>
</tr>
<tr>
<td>Date</td>
<td>Allocation</td>
<td>Available</td>
</tr>
<tr>
<td>------------</td>
<td>------------</td>
<td>-----------</td>
</tr>
<tr>
<td>North (NV)</td>
<td>8,424,630.00</td>
<td>3,805,729.28</td>
</tr>
<tr>
<td>Adult</td>
<td>8,008,150.00</td>
<td>3,505,190.52</td>
</tr>
<tr>
<td>Youth</td>
<td>6,847,106.00</td>
<td>3,215,079.28</td>
</tr>
<tr>
<td>Dislocated</td>
<td>8,880,184.00</td>
<td>3,941,244.95</td>
</tr>
</tbody>
</table>
| Subtotal   | 24,151,920.00 | 10,694,231.71 | 7,500,818.00 | 0.00       | 7,500,818.00 | 7,500,818.00 | 7,500,818.00 | 0.00       | 7,500,818.00 | 7,500,818.00 | 100.00%
| South (NV) | 28,169,373.00 | 13,299,066.29 | 7,763,005.00 | 0.00       | 7,763,005.00 | 7,763,005.00 | 7,763,005.00 | 0.00       | 7,763,005.00 | 7,763,005.00 | 100.00%
| Adult      | 28,169,373.00 | 13,299,066.29 | 7,763,005.00 | 0.00       | 7,763,005.00 | 7,763,005.00 | 7,763,005.00 | 0.00       | 7,763,005.00 | 7,763,005.00 | 100.00%
| Youth      | 28,169,373.00 | 13,299,066.29 | 7,763,005.00 | 0.00       | 7,763,005.00 | 7,763,005.00 | 7,763,005.00 | 0.00       | 7,763,005.00 | 7,763,005.00 | 100.00%
| Dislocated | 28,169,373.00 | 13,299,066.29 | 7,763,005.00 | 0.00       | 7,763,005.00 | 7,763,005.00 | 7,763,005.00 | 0.00       | 7,763,005.00 | 7,763,005.00 | 100.00%
| Subtotal   | 60,269,782.00 | 30,347,322.81 | 19,396,143.00 | 0.00       | 19,396,143.00 | 19,396,143.00 | 19,396,143.00 | 0.00       | 19,396,143.00 | 19,396,143.00 | 100.00%
| Total NV   | 84,421,702.00 | 41,041,554.52 | 26,896,961.00 | 0.00       | 26,896,961.00 | 26,896,961.00 | 26,896,961.00 | 0.00       | 26,896,961.00 | 26,896,961.00 | 100.00%

**Rapid Response**

- "Regular" RR
  - 2,804,543.00
  - 1,288,009.78
  - 501,628.00
  - 501,628.00
  - 700,808.00
  - 700,808.00
  - 4,804,543.00
  - 3,516,533.22
  - 98.00%

- Nevadaworks contract PY12-DW-RR-01
  - 641,729.00
  - 641,729.00

- Workforce Connections PY12-DW-RR-02
  - 1,358,271.00
  - 1,358,271.00

**Administration**

- "Regular" Admin 5%
  - 3,258,091.07
  - 1,022,050.25
  - 947,361.16
  - 947,361.16

- "Regular" Admin 3.75%
  - 1,125,969.00
  - 1,125,969.00

- Research & Analysis CIS 2013-400808, 158424.89 spent thru 11/30
  - 158,424.89

- CSN Apprenticeship Contract PY12-GR-CSN
  - 295,757.45
  - 295,757.45

- TMCC Apprenticeship Contract PY12-GR-TMCC
  - 66,229.80
  - 66,229.80

- WNC Apprenticeship Contract PY12-GR-WNC
  - 19,188.00
  - 19,188.00

- CSN Apprenticeship Contract PY13-GR-CSN
  - 390,113.00
  - 176,978.45
  - 390,113.00
  - 213,134.55

- TMCC Apprenticeship Contract PY13-GR-TMCC
  - 50,148.00
  - 5,443.47
  - 50,148.00
  - 44,704.53

- WNC Apprenticeship Contract PY13-GR-WNC
  - 19,188.00
  - 19,188.00

- JA Solari Audit Contract PY12-Audit/Solari exp 06/30/15
  - 214,714.68
  - 194,482.84
  - 94,482.84

- PENDING-TMCC Apprenticeship Contract PY14-GR-TMCC
  - 72,714.00
  - 72,714.00

- PENDING-WNC Apprenticeship Contract PY14-GR-WNC
  - 5,692.00
  - 5,692.00

- PENDING- CSN Apprenticeship Contract PY14-GR-CSN
  - 381,043.00
  - 381,043.00

**Total Statewide - Administration**

- 5,881,260.00
  - 2,985,950.41
  - 2,895,309.59
  - 2,895,309.59
  - 1,242,184.91

**TOTAL WIA**

- 95,107,505.00
  - 49,980,432.95
  - 45,316,958.31
  - 45,316,958.31
  - 15,205,533.53
  - 15,205,533.53
  - 32,488,984.00
  - 32,488,984.00
  - 85,573.78
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**State of Nevada Department of Employment, Training and Rehabilitation**

**Workforce Investment Act Grant**

**Analysis of Expenditures**

**June 30, 2014**

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<tr>
<th>Budget</th>
<th>TOTAL</th>
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<th>PY13</th>
<th>PY12</th>
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<tr>
<td>9/30/15 1/1/16</td>
<td>(34,137,739.06)</td>
<td>0.00</td>
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</table>

**TOTAL WIA**

85,107,985 (48,790,546.98) 46,316,951 30,025,851 0.00 30,025,851 32,592,670 (13,313,367.87) 53% 15,205,533 32,488,984 (32,403,410.22) 100%
## WIA Performance Measures/Levels
### Program Year 2013 – Quarter Ending March 31, 2014

<table>
<thead>
<tr>
<th>PERFORMANCE MEASURES</th>
<th>PY 2013 NEGOTIATED LEVELS</th>
<th>STATE</th>
<th>NEVADAWORKS</th>
<th>WORKFORCE CONNECTIONS</th>
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<tr>
<td>Adults</td>
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<tr>
<td>Entered Employment Rate</td>
<td>72.5%</td>
<td>76% (E) 1492/1970</td>
<td>69% (80) 350/507</td>
<td>78% (E) 1142/1463</td>
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<tr>
<td>Retention Rate (6 mths.)</td>
<td>81.5%</td>
<td>82% (E) 1231/1505</td>
<td>80% (80) 364/456</td>
<td>83% (E) 867/1049</td>
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<td>Average Earnings Gain (6 mths)</td>
<td>$13,800</td>
<td>$14,573 (E)</td>
<td>13,574 (80)</td>
<td>$14,991 (E)</td>
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<td>Dislocated Workers</td>
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<td></td>
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<tr>
<td>Entered Employment Rate</td>
<td>76%</td>
<td>79% (E) 980/1245</td>
<td>76% (M) 474/626</td>
<td>82% (E) 506/619</td>
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<td>Retention Rate (6 mths.)</td>
<td>84.5%</td>
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<td>85% (E) 374/439</td>
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<td>Average Earnings Gain (6 mths)</td>
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<td>Youth</td>
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<td>Placement in Education/ Employment</td>
<td>62%</td>
<td>63% (E) 720/1139</td>
<td>70% (E) 166/236</td>
<td>61% (80) 554/903</td>
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<td>Attainment of a Degree/Certificate</td>
<td>57%</td>
<td>63% (E) 497/795</td>
<td>70% (E) 147/211</td>
<td>60% (E) 350/584</td>
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<td>Literacy/Numeracy Gain</td>
<td>43%</td>
<td>40% (80) 288/718</td>
<td>68% (E) 27/40</td>
<td>39% (80) 261/678</td>
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</table>

Exceeded = (E); Met = (M); Within 80% = (80); Failed = (F)

XX/XXX = Numerator/Denominator

(This report is based on Department of Labor 9090 data)
I. Introduction:

The workforce investment system established under WIA emphasizes informed customer choice, system performance, and continuous improvement. In order to maximize customer choice and assure that all significant population groups are served, the State Governor’s Workforce Investment Board (SGWIB) and Local Workforce Investment Boards (LWIBs) should administer an eligible provider process in a manner to assure that significant numbers of competent providers, offering a wide variety of training programs and occupational choices, are available to customers (§663.500 and WIA State Compliance Policy 1.9).

II. Eligible Providers Of Training Services (§663.505, WIA Section 122):

A. Eligible providers of training services are those entities eligible to receive Workforce Investment Act Title I-B funds to provide training services to adult and dislocated workers. LWIBs, in partnership with the state, identify qualified training providers.

B. In order to provide training services to eligible adults and dislocated workers, a provider must be approved to be on the Eligible Training Provider List (ETPL) and meet one or more of the following criteria:

1. Accredited by the Northwest Accreditation Commission to provide training in the careers or certification programs identified as being viable within one of the designated industry sectors; or
2. A postsecondary educational institution that is eligible to receive federal funds under Title IV of the Higher Education Act of 1965 (20 U.S.C. 1070 et seq.) and provides a program that leads to an associate degree, baccalaureate degree, or certificate [WIA Section 122(a)(2)(A)(ii)]; or
3. An Eligible Training Provider certified by the Department of Employment Training & Rehabilitation (DETR); or
4. An entity that carries out programs under the National Apprenticeship Act (50 Stat. 664; 29 U.S.C. 50 et seq.); or
5. A community-based organization; or
6. Other public or private providers of a program of training services; or
7. LWIBs, if they meet the conditions of WIA State Compliance Policy 1.3
8. Community-based organizations and other private organizations approved by the LWIB to provide training to special participant populations that face multiple barriers to employment, per WIA State Compliance Policy 1.3 (§663.590).

C. Training providers must provide a program of training services through one (1) or more courses or classes that, upon successful completion, leads to (§663.508):

1. A certificate, an associate degree, or baccalaureate degree; or
2. A competency or skill recognized by employers, or a training regimen that provides individuals with additional skills or competencies generally recognized by employers.

D. A provider of training services providing services other than basic/life skills training must, as appropriate:

1. Be licensed by the Nevada State Commission on Post Secondary Education as required in Nevada Revised Statutes 394.099 and 394.415; or
2. Be licensed by the appropriate licensing agency (e.g., trucking training, cosmetology, aviation training, etc.), as required.

III. Initial Eligibility Determination [§663.515, Section 122(b)]:

A. Postsecondary Institutions (title IV of the Higher Education Act) and Apprenticeship Programs (National Apprenticeship Act):

1. To be initially eligible to receive adult or dislocated worker training funds, a postsecondary educational institution and an entity carrying out apprenticeship program training meeting the definition of section I(B)(2 and 4) above must submit an application to the LWIB for the local area in which the provider desires to provide training services.
2. This application must describe each program of training services the provider will be offering to eligible adults and dislocated workers and include any other information required by LWIBs [§663.515(a)].
3. LWIBs shall determine the procedures for making an application for initial eligibility for those entities that will specify the timing, manner, and contents of the required application [§663.515(b)].
For entities other than those described in section IIIA above, providers of training services must submit the following information to the LWIBs for the purpose of evaluating initial eligibility requirements [§663.515(c), WIA Section 122(b)(2)]:

- Organization name, address, telephone and fax number;
- Name and title of contact person;
- Organization’s federal tax identification number;
- Type of organization (i.e., private for-profit, private non-profit, public non-profit, government agency, university, school district, community college, post-secondary educational institution, minority-owned business, or female-owned business);
- A description of the types of training services for which the agency is applying;
- Method of documenting student attendance;
- Documentation of approval by the Nevada State Commission on Postsecondary Education or appropriate licensing entity;
- Program information including:
  - The program completion rates for all individuals participating in the applicable program conducted by the provider;
  - The percentage of all individuals participating in the applicable program who obtain unsubsidized employment;
  - The wages at placement in employment of all individuals participating in the applicable program;
  - The percentage of WIA participants in each training program who obtain unsubsidized employment;
  - The retention rates in unsubsidized employment of participants who have completed the applicable program, six (6) months after the first day of the employment;
  - The wages received by participants who have completed the applicable program six (6) months after the first day of employment;
  - Where appropriate, the rates of licensure or certification, attainment of academic degrees or equivalents, or attainment of other measures of skills of the graduates of the applicable program;
  - Information on program costs of the applicable training program (tuition and fees); and
  - Other information required by the LWIB.

IV. Subsequent Eligibility Determination:

A. Training providers shall annually provide verifiable performance information for all adults and dislocated workers whose training is funded in whole or in part under Title I of WIA. Providers that have been determined eligible for more than
six (6) months shall submit the following performance information annually to the appropriate LWIB and in a manner determined by that Board [§§663.530 and 663.540(a)(1-2), WIA Section 122(d)(1)]:

Program information:
- The average program completion rates for all individuals participating in the applicable program conducted by the provider;
- The percentage of all individuals participating in the applicable program who obtain unsubsidized employment;
- The wages at placement in employment of all individuals participating in the applicable program;
- The percentage of WIA participants in each training program who obtain unsubsidized employment;
- The retention rates in unsubsidized employment of participants who have completed the applicable program, six (6) months after the first day of employment;
- The wages received by participants who have completed the applicable program six (6) months after the first day of the employment involved using UI quarterly wage records, where appropriate;
- Where appropriate, the rates of licensure or certification, attainment of academic degrees or equivalents, or attainment of other measurable skills of the graduates of the program;
- Information on program costs of the applicable training program; and
- Other performance information required by the LWIB.

Note: If the Governor or LWIB requests additional information on program specific information that imposes extraordinary collection costs, training providers must be provided access to a cost-effective method of collecting the information or be provided additional funds from state or local WIA funds, as appropriate [WIA Section 122(d)(3)(A)].

The Governor must establish procedures by which providers can demonstrate if the additional information required imposes extraordinary costs on providers or if providers experience extraordinary costs in the collection of information [§663.540(c)].

Note: LWIBs may accept program-specific performance information consistent with the requirements for eligibility under Title IV of the Higher Education Act of 1965 if the information is substantially similar to the information required in section IV.A above [§663.540(d)].

B. In making determinations of whether to retain providers, LWIBs must, in addition to the requirements in IV.A above, take into consideration [§663.535(f)]:
1. The specific economic, geographic, and demographic factors in the local areas in which providers seeking eligibility are located; and 
2. The characteristics of the populations served by providers seeking eligibility, including the demonstrated difficulties in serving such populations, as applicable.

C. LWIBs must remove a training service provider, as appropriate, from the local list who [§663.565(b)(1)]:

1. Failed to meet the performance standards established by the SGWIB and LWIBs for each performance criteria [§663.535(g)]; or
2. Failed to provide the required performance information [§663.565(a)]; or
3. Intentionally supplied inaccurate information [§663.565(3)]; or
4. Violated any provision of Title I of the Workforce Investment Act including 29 CFR Part 37 [§663.565(b)(3), Section 122(f)].

Note: If all of the provider’s programs are determined to have failed to meet the levels, the designated state agency may remove the provider from the state list [§663.565(b)(2)].

D. LWIBs will submit performance and cost information, as well as determinations of provider retention, to the lead state agency within forty-five (45) days from the date that the information is due from providers. If the lead state agency determines, within thirty (30) days from the receipt of information, that the provider does not meet the established state performance levels for the program of training services or is in non-compliance with Section IV.C. above, the lead state agency will recommend removal of the provider from the list of training providers as appropriate [§663.535(g)].

E. A provider who is placed or retained on the list and is not recommended for removal by the designated state agency, shall be considered to be an eligible provider of training services [§663.535(g)].

F. Refer to WIA State Compliance Policy 4.4, - Non-Criminal Grievance Complaint and Hearing Procedures [§667.640(b)].

V. State Submission/Approval Process:

DETR/ESD/Workforce Investment Support Services
WIA State Compliance Policies
Section 1.12 – Selection of Training Service Providers
Revised June 2014
A. LWIBs shall post public notice of requests for qualifications, annually at a minimum, for potential new providers.

B. LWIBs will review applications and forward all new applications and Board recommendations to the lead state agency for verification of application information.

C. Should a LWIB find it necessary to use a foreign training provider, the WIB will pay for with non WIA funds, on site monitoring costs, including travel, for both LWIB and State monitors.

D. After the lead state agency verifies that the provider meets the criteria for initial or subsequent eligibility, or after thirty (30) days have elapsed, whichever occurs first, the provider is eligible as a provider of training services.

Note: The providers submitted under section III A. 1-3 are initially eligible without state agency review [§663.515(d)].

E. If a provider is denied eligibility status, they may appeal using procedures set forth in WIA State Compliance Policy 4.4 [§667.640(b)].

F. The lead state agency will maintain the eligible provider list by publishing and disseminating any updates to the list within thirty (30) days of a determination effecting provider eligibility or updates to training provider performance and data [§663.510(c)].

VI. Exceptions: On-The-Job Training (OJT) Or Customized Training [§663.595]:

A. On-the-job and customized training providers are not subject to the reporting and eligibility requirements of this policy.

B. For on-the-job and customized training providers, a One-Stop operator or One-Stop consortium in a local area shall:
   1. Collect required performance information for each provider to include:
      • Rate of successful completion of OJT/customized training activities;
      • Average wage of OJT/customized training recipients;
      • 6-month employment retention rates of OJT/customized training recipients;
   2. Determine whether the providers meet such performance criteria; and
   3. Disseminate information identifying providers that meet the criteria as eligible providers, and the performance information, through the One-Stop delivery system.
C. On-the-job and customized training providers determined to meet the criteria shall be considered to be eligible providers of training services.
Workforce Investment Act
State Compliance Policies

Section: 1.2 Local Workforce Investment Board Plan March 2005

I. Introduction:

The Governor’s State Workforce Investment Board (SGWIB) has developed a standardized format for the Local Workforce Investment Board Plan to assure the plans submitted conform to all the requirements of the Workforce Investment Act of 1998 and the WIA Final Regulations dated August 11, 2000. (WIA Section 118, §661.345 and §661.350)

Local Workforce Investment Boards (LWIBs) must use the elements of the Local Workforce Investment Plan (Plan), as provided in this policy when submitting either the two-year plan22 (Section 118 & §661.345 refers to a 5-year local Pan) plan or any plan modifications to the SGWIB.

II. Approval/Disapproval of Local Workforce Investment Plans:

The SGWIB and the Governor must review completed plans and must approve all such plans within ninety (90) days of their submission, unless the SGWIB and the Governor determine in writing that: [§661.350(b)]
1. There are deficiencies identified in local workforce investment activities carried out under this subtitle that have not been sufficiently addressed; or
2. The plan does not comply with Title I of WIA and the Final Regulations, including the required consultations, public comment provisions and the non-discrimination requirements of 29 CFR Part 37.

III. Publication Procedures for the Two-Year Plan and Modifications: (TEGL 14-04 and §661.345)

A. The LWIB must publish a summary of the plan ninety (90) days prior to the beginning of the two (2) years covered by the plan. The summary shall be published in at least two (2) newspapers of general circulation, including one in rural Nevada. The summary must include the location of the plan for general public review. Proof of publication is to be included with the two-year plan.

B. The plan shall be reasonably available to the general public through such means as local news facilities, the public library, and public hearings. The SGWIB must be notified of the dates of any public hearings.
IV. Plan Modification and Plan Revisions:

A. §661.355 requires that a modification be submitted if changes in local economic conditions, changes in the financing available to support WIA Title I and partner-provided WIA services, changes to the Local Board structure, or a need to revise strategies to meet performance goals. (±15 percent) to support WIA Title I and partner-provided WIA services, changes to the LWIB structure, or a need to revise strategies to meet negotiated levels of performance.

B. Modified and revised plans must include:
   1. A summary of the reason for modification or revision
   2. A corrected table of contents, if required
   3. Narrative changes must be bold face type for ease of review

V. Outline of the Local Workforce Investment Board Plan:

A. Local Workforce Investment Plan Signature Sheet
B. Table of Contents
C. Assurances and Certifications
D. Document List
E. General Plan Information
   1. Goals and Objectives
   2. Local Workforce Investment Board
   3. Economic Development/Local Labor Area
   4. Performance Management
   5. One Stop System
   6. Coordination
   7. Public Comments/Process
F. Organizational Structure
   1. Organization Chart
G. Program Management
   1. Program Design
      a. Priority and Special Populations
      b. Assessment
      c. Employment and Training Needs
      d. Adult/Dislocated Worker
      e. Youth
      f. Rapid Response
      g. Training Providers
      h. Individual Training Accounts
      i. Data Collection/Reporting Process
      j. Monitoring
   2. Financial
   3. Incentive Grant

The Department of Labor (DOL) may require additional information that would be outlined in the annual plan guidance issued through a TEGL or other means.
VI. Element of the Local Workforce Investment Board Plan:

A. Local Workforce Investment Plan Signature Sheet **(Not in 661.345a)**

§661.345(a)

Local Workforce Investment Board Name and Address:

In accordance with the federal Workforce Investment Act, the undersigned Chief Local Elected Official and LWIB chairperson have approved the Local Workforce Investment Board Plan and agree to operate, or cause to be operated, programs pursuant to this plan. The undersigned certifies that he/she concurs with the contents of this plan and agrees that this plan shall be carried out through contracted service providers as well as participating One-Stop Partners through the attached Memoranda of Understanding. The undersigned further certifies that no subgrant shall be executed without the concurrence of the designated local elected officials, the LWIB, and the state of Nevada. This plan consists of this page, the Table of Contents, and all of the sections and attachments indicated on the Table of Contents.

Approved for the Local Workforce Investment Board

________________________________________
Signature of Chairperson

Date: __________________________

Approved for Local Elected Officials

________________________________________
Signature of Chief Elected Official

Date: __________________________

B. Table of Contents (When submitting plans, LWIBs must complete the Table of Contents using the format listed in Section V above of this Policy.)

C. Assurances and Certifications

CERTIFICATION REGARDING LOBBYING

CERTIFICATION FOR CONTRACTS, GRANTS, LOANS AND COOPERATIVE AGREEMENTS

The undersigned certifies, to the best of his or her knowledge and belief, that:

1. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the
entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, “Disclosure Form to Report Lobbying”, in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents for all sub-awards at all tiers (including subcontracts, sub-grants and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than $10,000 and not more that $100,000 for each such failure.

This certification is required by the regulations implementing Executive Order 12549, Debarment and Suspension, 29 CFR Part 98, Section 98.510Subpart C, Participants’ responsibilities. The regulations were published as Part VII of the May 26, 1988 Federal Register (pages 19160-19211).

Approved for the Local Workforce Investment Board

____________________________
Signature of Chairperson

Date: ______________________

Approved for Local Elected Officials

____________________________
Signature of Chief Elected Official

Date: ______________________

CERTIFICATION REGARDING

DEBARMENT, SUSPENSION, AND OTHER RESPONSIBILITY MATTERS
PRIMARY COVERED TRANSACTIONS

This certification is required by the regulations implementing Executive Order 12549, Debarment and Suspension, 29 CFR Part 98, Subpart C, Section 98.510, Participants’ responsibilities. The regulations were published as Part VII of the May 26, 1988 Federal Register (pages 19160-19211).

(BEFORE SIGNING CERTIFICATION, READ ATTACHED INSTRUCTIONS WHICH ARE AN INTEGRAL PART OF THE CERTIFICATION)
(1) The prospective primary participant certifies to the best of its knowledge and belief, that it and its principals:

(a) Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency;

(b) Have not within a three-year period preceding this proposal been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;

(c) Are not presently indicted for or otherwise criminally or civilly charged by a government entity (Federal, State, or local) with commission of any of the offenses enumerated in paragraph (1)(b) of this certification; and

(d) Have not within a three-year period preceding this application/proposal had one or more public transactions (Federal, State, or local) terminated for cause or default.

(2) Where the prospective primary participant is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

INSTRUCTIONS FOR CERTIFICATION

(Debarment)

1. By signing and submitting this proposal, the prospective primary participant is providing the certification set out below.

2. The inability of a person to provide the certification required below will not necessarily result in denial of participation in this covered transaction. The prospective participant shall submit an explanation of why it cannot provide the certification set out below. The certification or explanation will be considered in connection with the Department of Labor’s (DOL) determination whether to enter into this transaction. However, failure of the prospective primary participant to furnish a certification or an explanation shall disqualify such person from participation in this transaction.

3. The certification in this clause is a material representation of fact upon which reliance was placed when the DOL determined to enter into this transaction. If it is later determined that the prospective primary participant knowingly rendered and erroneous certification, in addition to other remedies available to the Federal Government, the DOL may terminate this transaction for cause or default.

4. The prospective primary participant shall provide immediate written notice to the DOL if at any time the prospective primary participant learns his or her certification was erroneous when submitted or has become erroneous by reason of charged circumstances.

5. The terms “covered transaction,” “debarred,” “suspended,” “ineligible,” “lower tier covered transaction,” “participant,” “person,” “primary covered transaction,” “principal,” “proposal,” and “voluntarily excluded,” as used in this clause, have the meanings set out in the Definitions and Coverage sections of the rules implementing Executive Order 12549. You may contact the DOL for assistance in obtaining a copy of those regulations.
6. The prospective primary participant agrees by submitting this proposal that, should the proposed covered transaction be entered into, it shall not knowingly enter into any lower tier covered transaction with a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the DOL.

7. The prospective primary participant further agrees by submitting this proposal that it will include the clause titled “Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion–Lower Tier Covered Transactions,” provided by the DOL, without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions.

8. A participant in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction that it is not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless it knows that the certification is erroneous. A participant may decide the method and frequency by which it determines the eligibility of its principals.

9. Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render in good faith the certification required by this clause. The knowledge and information of a participant is not required to exceed what is normally possessed by a prudent person in the ordinary course of business dealings.

10. Except for transactions authorized under paragraph 6 of these instructions, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal Government, the DOL may terminate this transaction for cause or default.

Approved for the Local Workforce Investment Board

Signature of Chairperson
Date: ________________

Approved for Local Elected Officials

Signature of Chief Elected Official
Date: ________________
(1) As a condition to the award of financial assistance under WIA from the Department of Labor, the grant applicant assures, with respect to operation of the WIA funded program or activity and all agreements or arrangements to carry out the WIA-funded program or activity, that it will comply fully with the nondiscrimination and equal opportunity provisions of the Workforce Investment Act 1998, including the Nontraditional Employment for Women Act of 1991 (where applicable); title VI of the Civil Rights Act of 1964, as amended; section 504 of the Rehabilitation Act of 1973, as amended; the Age Discrimination Act of 1975, as amended; title IX of the Education Amendments of 1972, as amended; and with all applicable requirement imposed by or pursuant to regulations implementing those laws, including but not limited to 29 CFR part 34. The United States has the right to seek judicial enforcement of this assurance.

(2) The grant applicant certifies that it has developed and maintains a “Methods of Administration” pursuant to 29 CFR 34.33.

(3) The grant applicant is attaching information pursuant to 29 CFR 34.24 (a)(3)(ii) where applicable, including the name of any Federal agency other than the Department of Labor’s Directorate of Civil Rights that conducted a civil rights compliance review or complaint investigation during the two preceding years in which the grant applicant was found to be in noncompliance; and shall identify the parties to, the forum of, and case numbers pertaining to, any administrative enforcement actions or lawsuits filed against it during the two years prior to its application which allege discrimination on the ground of race, color, religion, sex, national origin, age, disability, political affiliation or belief, citizenship or participation in WIA.

Note: No findings of noncompliance in the last two years.

Approved for the Local Workforce Investment Board

Signature of Chairperson

Date: ___________

Approved for Local Elected Official

Signature of Chief Elected Official

Date: ___________
A. The grantee certifies that it will or will continue to provide a drug-free workplace by:

(a) Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the grantee’s workplace and specifying the actions that will be taken against employees for violation of such prohibition;

(b) Establishing an ongoing drug-free awareness program to inform employees about:
   (1) The dangers of drug abuse in the workplace;
   (2) The grantee’s policy of maintaining a drug-free workplace;
   (3) Any available drug counseling, rehabilitation, and employee assistance programs; and
   (4) The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace;

(c) Making it a requirement that each employee to be engaged in the performance of the grant be given a copy of the statement required by paragraph (a);

(d) Notifying the employee in the statement required by paragraph (a) that, as a condition of employment under the grant, the employee will:
   (1) Abide by the terms of the statement; and
   (2) Notify the employer in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than five calendars days after such conviction;

(e) Notifying the agency in writing, within ten calendar days after receiving notice under subparagraph (d)(2) from an employee or otherwise receiving actual notice of such conviction. Employers of convicted employees must provide notice, including position title, to every grant officer or other designee on whose grant activity the convicted employee was working, unless the Federal agency has designated a central point for the receipt of such notices. Notice shall include the identification number(s) of each affected grant;

(f) Taking one of the following actions, within 30 calendar days of receiving notice under subparagraph (d)(2), with respect to any employee who is so convicted:
   (1) Taking appropriate personnel action against such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1973, as amended; or
   (2) Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency;

(g) Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs (a), (b), (c), (d), (e), and (f).
B. The grantee to provide in the space below the primary address of the Administrative entity in connection with this grant.

(Name of Organization, street address, city, and zip code):

Name of Organization: ________________________________

Street Address: ________________________________

City: ________________________________

Zip Code: ________________________________

Name and Title of Authorized Signatory: ________________________________

Signature: ________________________________

Date: ________________________________

Approved for the Local Workforce Investment Board

Signature of Chairperson

Date: ____________

Approved for Local Elected Officials

Signature of Chief Elected Official

Date: ____________
ASSURANCES/CERTIFICATIONS - the LWIB assures and certifies that all programs and activities funded under the Workforce Investment Act will comply with:

<table>
<thead>
<tr>
<th>1. GENERAL PLANNING:</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Section 117, §661.300, §661.305, §661.315 &amp; §661.325, which establishes the Local Workforce Investment Board (LWIB), its functions and certification requirements. <em>(Please attach copy of current LWIB agreements and membership list.)</em></td>
</tr>
<tr>
<td>b. Section 117(d) and §661.350, which establishes the responsibilities of the LWIB in respect to all stages of program planning, policy setting, oversight, evaluation, and implementation. The LWIB meeting agendas and minutes of meetings, which indicate the extent of the LWIB’s involvement in the WIA program are available for review upon request.</td>
</tr>
<tr>
<td>c. §661.305(a)(1), which ensures the LWIB, in partnership with local elected officials, is responsible for developing the Local Workforce Investment Board Plan, including the involvement by representatives of participating One-Stop Partners.</td>
</tr>
<tr>
<td>d. Section 118(c)(1&amp;2) and §661.345(b &amp; c), which requires the LWIB to make available copies of a proposed plan to the public through such means as public hearings and the local media; allow members of the LWIB and members of the public including representatives of business and labor organizations, to submit comments on the proposed local plan to the LWIB, not later than the end of the thirty (30) day period beginning on the date on which the proposed local plan is made available; and include with the local plan submitted to the Governor any comments that express disagreement with the plan.</td>
</tr>
<tr>
<td>e. That the proposed plan, annual modifications and plan revisions have been made available for public review and comment. [§661.345(b)]</td>
</tr>
<tr>
<td>f. Section 118 (b)(1)(A-C), which requires the LWIB to use</td>
</tr>
</tbody>
</table>
ASSURANCES/CERTIFICATIONS - the LWIB assures and certifies that all programs and activities funded under the Workforce Investment Act will comply with:

<table>
<thead>
<tr>
<th>LWIB POLICY AND/OR PROCEDURE TITLE, EFFECTIVE/REVISION DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>appropriate labor market and demographic analysis as the basis for planning programs to ensure (1) a systematic assessment of local labor market needs and problems; and (2) that occupational training provided is in occupations for which job opportunities exist and at the level of skills required by private employers.</td>
</tr>
</tbody>
</table>

2. PROGRAM DESIGN:

<p>| |</p>
<table>
<thead>
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</tr>
</thead>
<tbody>
<tr>
<td>g. Section 134(d)(4)(A)(iii) and §663.310(c), which requires training provided with funds made available under this Act shall be only for occupations for which there is a demand in the area served or in another area to which the participant is willing to relocate, and consideration in the section of training programs may be given to training in occupations determined to be in sectors of the economy which have a high potential for sustained demand or growth.</td>
</tr>
</tbody>
</table>

b. §662.230, which requires access to mandated One-Stop Partners core services through the One-Stop delivery system.

b. §663.110, §663.115, §663.220, §663.230, §663.310, and §§664.200-220, which define eligibility requirements for adult and dislocated worker core, intensive, and training services, as well as youth services.

3. PROGRAM MANAGEMENT:

<p>| |</p>
<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>a. Section 188, §667.275, and 29 CFR Part 37, which requires the LWIB and all subrecipients not to discriminate in employment or in the provisions of services based on race, religion, color, national origin, sex, age, marital status, arrest without conviction, disability, political affiliation or belief, and for beneficiaries only, citizenship or participation in programs funded under the Act.</td>
</tr>
</tbody>
</table>

b. §667.266 and §667.275(3)(b) which requires the LWIB and its subrecipients not to place participants in the construction operation, or maintenance of any facility which is used or to be used for sectarian instruction or as a place for religious worship.

c. Workforce Investment Act Letter (WIAL 3-99), which requires that participation in programs and activities financially assisted in whole or in part under this act shall be...
ASSURANCES/CERTIFICATIONS - the LWIB assures and certifies that all programs and activities funded under the Workforce Investment Act will comply with:

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<th>LWIB POLICY AND/OR PROCEDURE TITLE, EFFECTIVE/REVISION DATE</th>
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<tr>
<td>open to citizens and nationals of the United States, lawfully admitted permanent resident aliens, lawfully admitted refugees and parolees, and other individuals authorized by the Attorney General to work in the United States.</td>
</tr>
<tr>
<td>d. §667.630, which requires that programs funded under the Act, will be administered in full compliance with safeguards against fraud and abuse.</td>
</tr>
<tr>
<td>e. §667.200(d), which requires LWIB and its subrecipient/subcontractors to comply with the debarment and suspension regulations.</td>
</tr>
<tr>
<td>f. Section 188, 29 CFR Part 37, and §667.275(a)(3), which requires all recipients to provide physical and programmatic accessibility and reasonable accommodation to WIA program services in compliance with Section 504 of the Rehabilitation Act and the Americans with Disabilities Act.</td>
</tr>
<tr>
<td>g. 29 CFR Part 37.34, which requires that all grant recipients and their subrecipients must indicate in recruitment brochures and other materials that are ordinarily distributed or communicated in written and/or oral form, electronically and/or on paper, to staff, clients, or to the public at large that the WIA Title I program or activity described “is an equal opportunity employer/program” and that “auxiliary aids and services are available upon request to individuals with disabilities.” These materials must indicate that the program or service provider may be reached by telephone, and must state the telephone number of the Telephone for Deaf and Deafened (TDD) or relay services used as required in 29 CFR Part 37.9(c).</td>
</tr>
<tr>
<td>h. 29 CFR Parts 37.29-33, which requires public notice of EEO provisions.</td>
</tr>
<tr>
<td>i. §667.274, which requires that LWIB and its subrecipients assure compliance with state and federal health and safety laws as well as to assure the maintenance of workers’ compensation insurance on all WIA work-related activities.</td>
</tr>
<tr>
<td>j. §667.600(f), which requires LWIB and its subrecipients to develop a system for the handling of complaints of discrimination from participants in accordance with the</td>
</tr>
</tbody>
</table>
ASSURANCES/CERTIFICATIONS - the LWIB assures and certifies that all programs and activities funded under the Workforce Investment Act will comply with:

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<tbody>
<tr>
<td>Section 18.18(c)(3) of the WIA Act, regulations and policies issued by the state.</td>
</tr>
<tr>
<td>k. Nevada Revised Statute (NRS) 281.210, WIA Section 117(g) and §667.200(g)(1&amp;2), which requires LWIB to establish local safeguards/policies to assure against nepotism by persons in an administrative capacity with regard to nepotism.</td>
</tr>
<tr>
<td>l. §667.200(e), which requires all recipients and subrecipients to comply with the restrictions on lobbying.</td>
</tr>
<tr>
<td>m. §667.262(a), which requires that no WIA funds be spent on employment generating activities, economic development, and other similar activities, unless they are directly related to training for eligible individuals. (Note: employer outreach and job development activities are directly related to training for eligible participants)</td>
</tr>
<tr>
<td>n. §667.264, which lists activities prohibited under Title 1 of WIA.</td>
</tr>
<tr>
<td>o. §667.268(a)(1), which lists prohibitions relating to the use of WIA funds to encourage business relocation.</td>
</tr>
<tr>
<td>p. §667.270, which lists safeguards to ensure that participants in WIA employment and training activities do not displace other employees.</td>
</tr>
<tr>
<td>q. §667.300, which requires LWIB and its subrecipients to collect and report information on post-program outcomes for all adult, dislocated workers, and youth participants and report to the state.</td>
</tr>
<tr>
<td>r. §663.800, which requires the LWIB, in consultation with participating One-Stop Partners and other community service providers, to develop a policy on supportive services that ensures resource and service coordination in the local area. The policy should address procedures for referral to supportive services, including how such services will be funded when they are not available from other sources. The LWIB must ensure that accurate information is provided about the availability of support services as part of core services offered to customers.</td>
</tr>
</tbody>
</table>
### ASSURANCES/CERTIFICATIONS - the LWIB assures and certifies that all programs and activities funded under the Workforce Investment Act will comply with:

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<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>4. MONITORING:</td>
</tr>
<tr>
<td>a. As part of the statewide monitoring system, the LWIB must develop a sub-state monitoring and oversight plan which provides for oversight and monitoring of WIA activities of its subrecipients and contractors in order to: determine that expenditures have been made against the cost categories and within the cost limitations specified in the Act, regulations, and state policies; determine whether or not there is compliance with other provisions of the Act, regulations, and applicable laws regulations, and state policies; and provide technical assistance as necessary. The plan must also include a monitoring schedule; corrective action procedures including the timely resolution of identified problems; procedures for reporting findings and resolution of identified problems; procedures for reporting findings/resolutions to the state; and procedures for documenting and retaining sufficient information to demonstrate compliance with the Act and Regulations. [§667.400(c)(1) and §667.410]</td>
</tr>
<tr>
<td>5. FINANCIAL MANAGEMENT:</td>
</tr>
<tr>
<td>a. §667.210 and §667.220, which requires the LWIB and its subrecipients to comply with cost limitations provisions for expenditures of allocated funds.</td>
</tr>
<tr>
<td>b. §667.200(c), which requires recipients to follow the federal allowable cost principles identified in 29 CFR 95.27 and 97.22.</td>
</tr>
<tr>
<td>c. Circular A-133, §667.200(b), 29 CFR Parts 97.26, and 95.26, which require the LWIB to establish an audit and audit resolution system and process in accordance with these provisions.</td>
</tr>
<tr>
<td>6. RECORDS AND REPORTS:</td>
</tr>
<tr>
<td>a. §667.300(a)(b) &amp; (d) requires that all grant recipients report financial, participant and performance data in accordance with instructions issued by DOL and with established time frames.</td>
</tr>
<tr>
<td>b. 29 CFR Parts 97.42 and 95.53 that requires all fiscal and participant records, including supporting documents, be retained for three (3) years after the grantee submits its final expenditure report for that funding period. Records for</td>
</tr>
<tr>
<td>ASSURANCES/CERTIFICATIONS - the LWIB assures and certifies that all programs and activities funded under the Workforce Investment Act will comply with:</td>
</tr>
<tr>
<td>--------------------------------------------------</td>
</tr>
<tr>
<td>LWIB POLICY AND/OR PROCEDURE TITLE, EFFECTIVE/REVISION DATE</td>
</tr>
<tr>
<td>nonexpendable property must be retained for a period of three (3) years after final disposition of the property. The grantee ensures records are retained until any litigation, audit, or claim has been finally resolved.</td>
</tr>
<tr>
<td>c. §667.400(c)(2) and §667.410 (b) which requires access and the right to examine and audit all records, books, papers, tapes or documents pertinent to the grant to the state or its designated agent.</td>
</tr>
<tr>
<td>d. §667.300(e) requires the LWIB to prepare and submit an Annual Report to the state in a format to be determined by the LWIB and DOL.</td>
</tr>
<tr>
<td>7. MISCELLANEOUS:</td>
</tr>
<tr>
<td>a. §661.355 which requires LWIB to modify/revise the local plans in the manner and format required by the state; and to obtain written approval and concurrence from the state before implementing any program modifications/revisions to the plan.</td>
</tr>
</tbody>
</table>

Approved for the Local Workforce Investment Board

Signature of Chairperson
Date: ____________

Approved for Local Elected Officials

Signature of Chief Elected Official
Date: ____________________
D. Document List:

Using the format provided below list all relevant documentation, which is to be considered a part of this plan, including at a minimum the following:
1. Current LWIB agreement and membership list
2. Current Youth Council membership list
3. Proof of publication
4. Copy of public comments, if applicable
5. Copy of local MOU between LWIB and the One-Stop Partners
6. LWIB Administrative Organization Chart

E. General Plan Information:
1. Goals and Objectives

   The primary goal of Nevada’s Workforce Investment System is to:

   “Make the Workforce Investment System the first choice of all employers and job seekers in Nevada”

   Briefly describe how the LWIB plans on meeting the following objectives:
   a. Improve the quality of Nevada’s workforce to meet the needs of Nevada’s employers.
   b. Enhance the productivity and competitiveness of the State of Nevada.
   c. Increase the employment retention and profits of employers utilizing the Workforce Investment System.
   d. Reduce welfare dependency and increase self-sufficiency.
   e. Increase occupational skill attainment by job seekers.
   f. Increase the employment retention and earnings of employees.

2. Local Workforce Investment Board (LWIB) (WIA Section 117, §661.305, §661.315 and §661.325)
   a. Describe the organization and structure of the LWIB, including the organizations and entities represented on the Board.
   b. Describe the process your area used to identify and select your Board members.
   c. Describe how the LWIB will carry out its role and responsibilities outlined in §661.305.
   d. Describe how the LWIB will coordinate and interact with the SGWIB.
   e. Describe how local elected officials fulfill their role as decision-making partners with the LWIB.
3. **Youth Council (Council)** [WIA Section 117(h)(2&4), §661.335, §661.340 and §664.110(c)]
   a. Describe the process the LWIB uses to select Council members.
   b. Describe the role and responsibilities of the Council including its oversight responsibilities of local youth programs.

4. **Economic Development/Local Labor Area** [WIA Section 118(ab)(1)(A-C) and §661.350(a)(1&2)]
   a. Describe how the needs of employers, job seekers, and workers in the local workforce investment area are identified.
   b. Describe how coordination with employers and economic development officials occurs in the development of the local workforce investment system.
   c. Describe how the current and projected employment opportunities in both the private and public sectors and job skills necessary to obtain such employment opportunities are identified.
   d. What data sources are used to support these projected opportunities?
   e. Describe the current demographic characteristics of the general and eligible population.
   f. Describe the geographic areas to be included.

5. **Performance Management** [WIA Section 136 and §661.350(a)(4)]
   a. Indicate, in the following charts, the levels of performance negotiated with the lead state agency on behalf of the Governor for each of the local measures identified in §666.100.
<table>
<thead>
<tr>
<th>WIA Requirement at Section 136(b)</th>
<th>State Standards</th>
<th>Local Workforce Area Performance Goals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Year</td>
<td>200513</td>
<td>200614</td>
</tr>
<tr>
<td>Program Year</td>
<td>200513</td>
<td>200614</td>
</tr>
</tbody>
</table>

**ADULTS**

- Entered Employment Rate
- Retention Rate in (6 months) Unsubsidized Employment
- Adult Earnings Change in 6 months
- Average Earnings (6 months) Employment and Credential Rate

**DISLOCATED WORKERS**

- Entered Employment Rate
- Retention Rate in Unsubsidized Employment (6 months)
- Average Earnings Replacement (6 months) Rate
- Employment and Credential Rate

**YOUTH (AGES 16-21)**
<table>
<thead>
<tr>
<th>WIA Requirement at Section 136(b)</th>
<th>State Standards</th>
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<td>Program Year</td>
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<tr>
<td>Entered Employment Rate</td>
<td></td>
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<tr>
<td>Placement in Education/Employment</td>
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<tr>
<td>Attainment of a Degree/</td>
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<td></td>
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<tr>
<td>Certificate/Retention Rate in</td>
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<tr>
<td>Unsubsidized Employment</td>
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<tr>
<td>Earnings Change in 6 months</td>
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<tr>
<td>Literacy/Numeracy Gain</td>
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<tr>
<td>Credential Rate:</td>
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<tr>
<td>Attainment of Educational or</td>
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<tr>
<td>Occupational Skills Credential</td>
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<tr>
<td>YOUTH 14-18</td>
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<tr>
<td>Skill Attainment Rate:</td>
<td></td>
<td></td>
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<tr>
<td>Attainment of Basic, Work</td>
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<tr>
<td>Readiness and/or Occupational</td>
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<tr>
<td>Skills</td>
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<tr>
<td>HS Diploma or Equivalent</td>
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<tr>
<td>Attainment Rate</td>
<td></td>
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<tr>
<td>Youth Retention Rate in</td>
<td></td>
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<tr>
<td>Post-Secondary Education,</td>
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<tr>
<td>Advanced Training, Military,</td>
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<tr>
<td>Employment, Qualified</td>
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<tr>
<td>Apprenticeships</td>
<td></td>
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<tr>
<td>Job Seeker Customer Satisfaction</td>
<td></td>
<td></td>
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<tr>
<td>Employer Customer Satisfaction</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
b. Describe any additional indicators of performance established by the LWIB.
c. Describe how customer satisfaction data will be evaluated and used to improve services and customer satisfaction.
d. Describe how the LWIB will evaluate performance. What corrective actions (including sanctions and technical assistance) will the LWIB take if performance falls short of expectations?

6. One Stop System [WIA Section 121 and §661.350(3)(i-ii)]
   a. Describe the One-Stop delivery system designated in the local area including:
      1) How the LWIB ensures continuous improvement of eligible providers of service and ensures that such providers meet the employment needs of local employers and participants.
      2) Describe how the LWIB designates and certifies One-Stop operators in the local area.
      3) What mandated partners in §662.200 are participating in the local One-Stop system and how access to each participating partner’s core services will be provided in accordance with §662.230.

7. Coordination - The Act requires coordination between the LWIB and the programs/agencies listed in Section 112(b)(8)(A) to enhance the provision of services and avoid duplication of services with these programs/agencies.
   a. Briefly describe the linkages established for each of the programs/agencies listed including type of agreement(s) with each.
   b. Describe the requirements for coordination of WIA training funds and other grant assistance. (§663.320)

8. Public Comments/Process [WIA Section 117(e), §661.345(b)(1-4) and §661.350(a)(8)]
   Describe the process used by the LWIB to provide opportunity for public comment, including comment by representatives of business and labor organizations and input into the development of the local plan, prior to submission of the plan to the SGWIB.

F. Organizational Structure:
   1. Organization Chart - attach an Organizational Chart, which includes all program activities with an explanation how this structure enables the LWIB to best accomplish its goals.

G. Program Management:
   1. Program Design
      a. Priority and Special Populations [WIA Sections 101(25), 134 and §663.600(c)]
         Describe the criteria established to determine the availability of funds and the process by which any priority for services to recipients of public assistance and other low-income individuals will be applied under WIA Section 134 (d)(2)(E), if applicable.
      b. Assessment
         Describe the policy(s)/guidelines established for service providers in conducting the assessment process for both youth and adult (core, intensive and training services) participants.
      c. Employment and Training Needs
Briefly describe how the LWIB will identify and meet the employment and training needs of dislocated workers, displaced homemakers, low-income individuals, public aid recipients, and individuals with multiple barriers to employment.

d. Adults/Dislocated Workers (WIA Section 134, §663.150 and §663.155)

1) Core Services
   - Describe the core services to be provided to adults and dislocated workers. [WIA Section 134(d)(2)]
   - Describe how these core services will be delivered. (§663.155)
   - Describe any core services an individual must receive before receiving intensive services (§663.160), including any minimum time period for participation in core services before receiving intensive services. (§663.165)

2) Intensive Services [WIA Section 134 (d)(3)(C)]
   - Describe the intensive services to be provided to adults and dislocated workers. (§663.200)
   - Describe how these intensive services will be delivered. (§663.210)
   - Describe the eligibility criteria for adults and dislocated workers to receive intensive services. (§663.220)
   - Describe the criteria to determine whether an employed worker needs intensive services to obtain or retain employment leading to "self sufficiency.” (§663.230)
   - Describe any intensive services an individual must receive prior to receiving training services (§663.240), including any minimum time period for participation in intensive services to be eligible for training services. (§663.250)

3) Training Services [WIA Section 134(d)(4)(D)]
   - Describe the criteria for individuals to receive training services. (§663.310)
   - Describe what supporting documentation will be required when training services have been deemed appropriate for an individual.
   - Demand Occupations: describe what supporting documentation will be required to ensure that the selection of a program of training services is linked to employment opportunities either in the local area or in another to which the individual is willing to locate. (§663.310(c))

4) On-the-Job Training (OJT)/Customized Training [WIA Section 101(31) and §663.700, §663.705, §663.710 and §663.720]
   - Describe the criteria used by the LWIB to determine the appropriate length of time for an OJT contract.
   - Describe or attach the policy(s)/guidelines established for providing OJT or Customized Training activities.

5) Supportive Services [WIA Sections 101(46), 134(e)(2-3) and §663.800, §663.805, §663.810 and §663.815]
   - Either attach a copy of the policy or:
     - Describe how participants are determined to be eligible for
supportive services.
- Describe what types of supportive services will be available.
- Describe what limits on the amounts or duration of funds for supportive services have been established. (§663.810)
- Describe how the level of needs-related payments will be determined. (§663.840)

e. Youth (WIA Section 129)
  1) Describe the use and control of the 5 percent window for the non-economically disadvantaged participants. (§664.220)
  2) Describe the design framework for youth program design (§664.405) in the local area to include the ten program elements listed below: [WIA Section 129(c)(2) and §664.410]
    • Tutoring, study skills training, and instruction leading to secondary school completion, including dropout prevention strategies;
    • Alternative secondary school offerings;
    • The summer employment opportunities that link academic and occupational learning as part of the menu of services required in §664.410(a);
    • Paid and unpaid work experience, including internships and job shadowing to be provided; [WIA Section 129(c)(2)(D) and §664.460 and §664.470]
    • Occupational skills training;
    • Leadership development opportunities available at the local level as described in §664.420; [WIA Section 129 (c)(2)(F)]
    • Supportive services available to youth; [WIA Sections 101(46), 129(c)(2)(G) and §664.440]
    • Adult mentoring for a duration of at least twelve (12) months that may occur both during and after program participation;
    • Follow-up services to be provided youth at the local level; [WIA Section 129(c)(2)(GI) and §664.450]
    • Comprehensive guidance and counseling, including drug and alcohol abuse counseling, as well as referrals to counseling, as appropriate to the needs of the individual youth.
  3) Describe how the LWIB will ensure that service providers adhere to the 30 percent minimum expenditure requirement for out of school youth programs. (§664.320)

  1) Describe Rapid Response participation at the local level.

g. Training Providers (WIA Sections 122 & 123, §663.505, §663.510 and §663.515)
  1) Describe the competitive and non-competitive processes that will be used to award grants and contract for activities under Title I including how potential bidders are being made aware of the availability of grants and contracts.
  2) Describe how the LWIB will identify training providers to be recommended for certification as eligible for receipt of WIA vouchers.
3) Describe the process for requesting a training provider be removed from the eligible service provider list.

4) Describe how the consumer report (performance information) (§663.570) will be prepared and updated, including any supplemental information to be provided to customers in supporting informed customer choice and achievement of local performance measures.

5) Describe the process for identifying eligible providers of youth services. (WIA Section 123)

6) Identify the criteria to be used in awarding grants to provide youth services including criteria used to identify effective and ineffective youth activities and providers.

h. **Individual Training Accounts (ITAs)** are the primary method for the payment of occupational skills training under the WIA. [WIA Section 134(d)(4)(G), §661.350(a)(5 &10), §663.410, and §663.420]

1) Describe the limitations that have been placed on ITAs such as on the dollar amount and/or duration.

2) Describe or attach a policy which covers the following:

   a) How the customer will receive assessment, counseling, and individual development plan through intensive services prior to the issuance of an ITA.

   b) How the customer will learn of demand occupations or skills for which an ITA may be issued and how exceptions to the list will be handled.

   c) How the ITA policy will be communicated in simple, understandable language to customers of the one-stop center.

   d) How the customer will have access to the list of eligible providers through the one-stop system.

   e) What the ITA covers, e.g., books, fees, and other educational materials in addition to tuition.

   f) How the value of each ITA will be determined (e.g., will there be a cap on value, will the cap vary for certain institutions, occupations or populations, etc.).

   g) A process for documenting how other sources of funding were first sought (e.g., Pell Grants, one-stop programs, and other sources).

   h) The internal procedure for ITA issuance, including the appearance of the ITA document that is given to the customer, who may issue the ITA to a customer, whether any signatures are required, etc.

   i) A process for tracking expenditures of all resources paying for the individual’s training, including WIA Title I funds.

   j) How the customer will be kept informed of his/her account status.

   k) Any exceptions for using ITAs for payment of training services.

**i. Data Collection/Reporting Process (TEGL 14-00 and 14-00, Change 1).**

1) Describe how performance information will be gathered and reported.
2) Describe common data systems in place to track progress.
3) Describe how customer satisfaction information will be collected.

j. Monitoring [§667.410(a)]
   1) Describe the oversight role and responsibilities of the LWIB including providing technical assistance as necessary and appropriate, monitoring its own WIA activities and those of its subrecipients in order to:
      a) Determine that expenditures have been made against the cost categories and within the cost limitations specified in the Act and the regulations.
      b) Determine whether or not there is compliance with other provisions of the Act and the regulations and other applicable laws and regulations.

k. Financial (§667.200 to §667.275???(this deals with non-discrimination, 29 CFR Parts 95 and 97)
   1) Describe the financial control and fund activity procedures to assure proper dispersal of and accounting for federal funds in accordance with generally accepted accounting principles applicable in Nevada at the local level.
   2) Describe how fiscal control and accounting procedures, including those of subrecipients, will be sufficient to:
      • Provide information pertaining to subgrant and contract awards, obligations, unobligated balances, assets, expenditures and income;
      • Provide effective internal control to safeguard assets and insure their proper use;
      • Allow comparison of actual expenditures with budgeted amounts for each subgrant;
      • Provide source documentation to support accounting records;
      • Allow proper charging of costs and cost allocations;
      • Permit preparation of required reports;
      • Trace transfer of funds to be a level of expenditure adequate to establish that funds have not been used in violation of the applicable restrictions on use of funds; and
      • Permit transfer of program income, potential stand in costs and other funds that are allowable.

l. Incentive Grants (§666.400), if applicable:
   • Describe the process of applying for incentive grants at the local level.
   • Describe the methodology and criteria for awarding incentive grants to local area providers.
   • Describe the policy(s)/guidelines regarding the use of local incentive funds.

End of Elements of Local Workforce Investment Board Plan
I. Allowable Costs:

A. Unallowable WIA costs are described in §667.220, §667.260, §667.262, §667.264, §667.266, and §667.268, including:
   1. Public service employment, except to provide disaster relief employment as specifically authorized in section 173(d) of WIA [20 CFR §667.264(2)].
   2. Relocation of a business or part of a business that results in the loss of employment at the original location [§667.268(a)(1)].
   3. Employment generating and similar activities if not related to training for eligible individuals [§667.262(a)].
   4. Sectarian activities [§667.266(a)].
   5. Foreign travel and associated monitoring costs for both the LWIB and State [§667.264(b)].
   6. Political activities [WIA Section 195(6)].
   7. Duplication of facilities/services available in the area [§663.320(a)(b)].
   8. Wages of incumbent employees during participation in economic development activities [§667.264(a)(1)].
   9. The promotion or deterrence of union organizing.

B. In addition to allowable costs defined in WIA regulations, grantees must abide by general cost restrictions as defined in the following:
   • 2 CFR Part 225 - Cost Principles for State, Local and Indian Governments
   • 2 CFR Part 230 - Cost Principles for Non-Profit Organizations
   • 2 CFR Parts 215 & 220 - Cost Principles for Educational Institutions
   • Department of Employment, Training, and Rehabilitation Policies
   • USDOL Technical Assistance Guides (TAGs)
   • Training Employment Information Notice (TEIN)
   • Training and Employment Guidance Letters (TEGLs)

The following chart is provided as a reference for specific costs. The narrative portion of the chart is intended to provide initial guidance; please refer to the citations for further information. Failure to mention a particular item of cost in the standards is not intended to imply that it is either allowable or unallowable; rather, the determination of allowability in each case should be based on the treatment of standards provided for similar or related items of cost.
Summary of Cost Items

KEY

NT = Not treated in referenced Cost Principle
A = Allowable
AC = Allowable with conditions
AP = Allowable with prior approval of either the Grant Officer or Governor
U = Unallowable
A/U = Some categories within the particular activity are allowable, while some are not.

Please consult respective circular for precise explanations.

Note: Some of the costs on this chart are allowable under the circulars and prohibited under WIA or other program-specific regulations. You should refer to the program-specific regulations if you have any questions on allowability of a particular cost. This chart is for reference only.

In addition, when reviewing the provisions related to selected items of cost in the cost principles, the cost principles applied in establishing the allowability of certain items of cost apply whether the cost is treated as a direct or indirect cost. Failure to address a particular item of cost is not intended to imply that it is unallowable. Rather, the determination of allowability in each case should be based on the treatment or principles provided for similar or related costs. Note also that, in some instances, different cost items may be similarly named, and there may be some overlap in the cost items treated by the different circulars. Again, this chart is for reference only.

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DETR/ESD/Workforce Investment Support Services
WIA State Compliance Policies
Section 3.1 – Allowable Costs
Revised June 2014
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With limited exceptions, selected items of costs are treated similarly for all recipients of Federal awards. Principal differences in the treatment of costs unique to any one Circular are shown in bold within the table above.
I. Authority:

The Governor, through the lead state agency - the Department of Employment, Training and Rehabilitation (DETR), is responsible for the development of the state monitoring system. The state monitoring plan must ensure the system meets the requirements of §667.410(b)(2) and Section II below.

II. State Role And Responsibilities [§667.410(b)]:

A. The state monitoring system must:
   1. Provide for annual on-site monitoring of the local areas to ensure compliance with U.S. Department of Labor uniform administrative requirements, as required by WIA section 184(a)(4). This must include the appropriate administrative requirements for subrecipients and the applicable cost principles indicated at §667.200 for all entities receiving WIA Title I funds;
   2. Ensure that established policies to achieve program quality and outcomes meet the objectives of the Act and its regulations, including the provision of services by One-Stop centers, eligible providers of training services, and eligible providers of youth activities;
   3. Enable the state to determine if subrecipients and contractors have demonstrated compliance with WIA requirements; and
   4. Enable the Governor to ensure compliance with nondiscrimination and equal opportunity requirements of WIA section 188 and CFR part 37. Requirements of these aspects of the monitoring system are set forth in 29 CFR 37.54(d)(2)(ii) [§667.410(b)(2)(v)].

B. DETR shall require that prompt corrective action is taken if any substantial violation of standards as identified in §667.410(b)(2) or (3) of this policy [WIA section 184(a)(5)].

C. In the event of a subrecipient’s failure to take required corrective action required under Section II B above, DETR may impose the sanctions provided in WIA sections 184(b) and (c) or in WIA State Compliance Policy 5.6.

D. DETR may issue additional requirements and instructions to subrecipients on monitoring activities.
E. If the Secretary finds that the Governor has failed to monitor and certify compliance of local areas with the administrative requirements under WIA Section 184(a), or that the Governor has failed to promptly take the actions required upon a determination under §667.710(a) that a local area is not in compliance with the uniform administrative requirements, the Secretary will require the Governor to take corrective actions against the state recipient or the local area, as appropriate to ensure prompt compliance [§667.710(c)].

III. Roles And Responsibilities Of Local Workforce Investment Boards (LWIBs) [§667.410(A)]:

A. As the subrecipient of WIA funds, the LWIB must conduct regular oversight and monitoring of its WIA activities and those of its subrecipients and contractors in order to:

1. Ensure that expenditures have been made against the correct cost categories and within the cost limitations specified in the Act and these regulations;
2. Ensure there is compliance with other provisions of the Act and regulations and other applicable laws and regulations; and
3. Provide technical assistance as necessary and appropriate.

Note: The LWIB when deemed necessary by the state, must arrange and pay for, with non WIA funds, on site monitoring of foreign approved training sites including those identified in III A. 1-3.